

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

For

**The City College of New York
New York, New York**

Affirmative Action Program

September 1, 2012 – August 31, 2013

PARTS I-V: AAP FOR MINORITIES AND WOMEN

**PART VI: AAP FOR COVERED VETERANS
AND PERSONS WITH DISABILITIES**

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I. INTRODUCTION

This report is the annual update of the Affirmative Action Plan (AAP) required by federal regulations for women and federally designated racial/ethnic groups and covered veterans and persons with disabilities and covers the time period for the

Reporting year: July 1, 2011 – June 30, 2012 and
Program year: September 1, 2012 – August 31, 2013.

A. DESCRIPTION OF COLLEGE

The City College of New York (CCNY), located at 160 Convent Avenue, New York, New York 10031, the first college of The City University of New York (CUNY), is a comprehensive teaching, research, and service institution that offers a rich program of undergraduate, master's and doctoral study through its various schools and divisions.

The College of Liberal Arts and Science comprises the:

- Division of Humanities and the Arts
- Division of Science
- Division of Social Science
- Division of Interdisciplinary Studies at the Center for Worker Education

The Professional Schools are the:

- Bernard and Anne Spitzer School of Architecture
- School of Education
- Grove School of Engineering
- Sophie Davis School of Biomedical Education

All degree programs are registered by the New York State Department of Education. The College is regionally accredited by the Middle States Commission on Higher Education. Additionally, professional curricula are accredited by the appropriate professional educational agency or board including the Accreditation Board for Engineering and Technology (ABET), National Architectural Accrediting Board and the National Council for Accreditation of Teacher Education. The college offers the following degrees:

- Bachelor of Arts
- Bachelor of Science
- Bachelor of Engineering
- Bachelor of Science in Education
- Bachelor of Fine Arts
- Bachelor of Architecture
- Various masters and combined B.A./M.A. degrees

In August 2008, the State of New York granted CCNY the authority to offer Ph.D. degrees in Engineering as well as joint degrees in Science with the CUNY Graduate Center.

B. HISTORY

Founded in 1847 as The Free Academy, CCNY was one of the great experiments of the young American democracy. At the urging of School Board President Townsend Harris, New York established a school to provide access to higher education for bright young men from working class and immigrant families who could not afford private college. Now over 160 years later, the experiment remains an overwhelming success. CCNY's enrollment of more than 16,000 students ranges from recent high school graduates to working adults, from immigrants to natives, encompassing the poor as well as the middle class. In Fall 2007, 90 foreign languages were spoken on campus, which has been ranked by US News and World Report as one of the most diverse college campuses in the nation.

Behind this student success is a faculty committed to academic excellence and research. More than 85% of CCNY professors have earned the highest degrees in their field. The faculty includes winners of Fulbright scholarships, Guggenheim fellowships, MacArthur "Genius" awards, Pulitzers, Emmys, Grammys and National Book Awards. Nine faculty members hold 12 memberships in the three national scientific academies: The National Academy of Science, The National Academy of Engineering and The Institute of Medicine.

C. MISSION

"Open the doors to all. Let the children of the rich and the poor take their seats together and know of no distinction save that of industry, good conduct, and intellect."
Townsend Harris, Founder, 1847

The College provides a diverse student body with opportunities to achieve academically, creatively, and professionally in the liberal arts and sciences and in professional fields such as engineering, education, architecture, and biomedical education. The College is committed to fostering student-centered education and advancing knowledge through scholarly research. As a public university with public purposes, it also seeks to contribute to the cultural, social, and economic life of New York.

II. NON-DISCRIMINATION AND AFFIRMATIVE ACTION POLICIES*

It is the policy of the City College of New York (CCNY) to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity, marital status, disability, genetic predisposition or carrier status, alienage, citizenship, military or veteran status, or status as victim of domestic violence.

Sexual harassment, a form of sex discrimination, is prohibited under the University's Policy Against Sexual Harassment.

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

*For the complete *Policies and Procedures on Non-Discrimination and Sexual Harassment and the Affirmative Action Policy* please visit:

[HTTP://WWW.CUNY.EDU/ABOUT/ADMINISTRATION/OFFICES/OHRM/POLICIES-PROCEDURES.HTML.](http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html)

III. DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION

To ensure effective implementation of this Affirmative Action Plan, the College has designated specific responsibilities to various personnel. The president, chief diversity/affirmative action officer, executive officers (provost, vice presidents, deans, administrators), directors, academic department chairpersons, and managers and supervisors of administrative offices have undertaken the responsibilities described below.

A. THE PRESIDENT

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

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1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the College's AAP, specifically, appointing a chief diversity/affirmative action officer (CD/AAO), sexual harassment coordinator, 504/ADA coordinator and a title IX coordinator.
2. Ensure that designated personnel responsible for all AAP components are given the necessary authority, top management support, and staffing to successfully implement their assigned responsibilities.
3. Communicate his/her total involvement and commitment to equal employment opportunity programs including the issuance of an Annual Re-Affirmation Letter supporting affirmative action, diversity and equal opportunity. (See copy of President's Re-Affirmation Letter in VII. Appendix A.)
4. Submit annually to the Office of the Vice Chancellor for Human Resources Management an annual report on non-discrimination, which shall include information on complaints filed within the past year.

B. CHIEF DIVERSITY/AFFIRMATIVE ACTION OFFICER

The President has designated Ardie D. Walser to serve as the interim Chief Diversity Officer and EEO. The Office of Diversity and Compliance (ODC) is supported by Nancy Berger, EEO Investigation Specialist; Sarah Damsky, ADA/504 Coordinator; Steven Gonzalez, Recruitment and Search Coordinator; and Flora Woods-Newkirk, Sexual Harassment Coordinator; the office is located at:

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(List location, e-mail and telephone number)

The CD/AAO is responsible, as the president's designee, for the following:

1. Providing confidential consultation, investigation and resolution of all internal complaints of discrimination/harassment.
2. Disseminating annually to all employees the *Policies and Procedures on Non-Discrimination and Sexual Harassment* and the *Affirmative Action Policy*, and the contact information of the CD/AAO, sexual harassment coordinator, title IX coordinator and the 504/ADA compliance coordinator.

3. Publicizing the policies widely and ensuring they are incorporated into the training curriculum for employees who are involved in investigating discrimination complaints and conducting searches.
4. Assuring that supervisors receive orientation on the policies.

C. EXECUTIVE OFFICERS, ACADEMIC CHAIRPERSONS, MANAGERS AND SUPERVISORY PERSONNEL

All executive officers, academic chairpersons, managers, and other supervisory personnel are crucial to the success of the equal employment/affirmative action program. These officials ensure compliance with the college's affirmative action policy and help foster an inclusive environment.

Their specific responsibilities include:

1. Adhering to the College's equal employment opportunity and affirmative action policy.
2. Assisting the president and CD/AAO in developing, maintaining, and successfully implementing the AAP.
3. Fostering an inclusive environment within their sphere of influence.

D. DIVERSITY/AFFIRMATIVE ACTION COMMITTEE

The Diversity/Affirmative Action Committee is responsible for:

1. Advising the president of the College and other governing bodies in formulating and implementing affirmative action policy on campus.
2. Reviewing proposed amendments to the College governance plan to assure compliance with the University non-discrimination and affirmative action policies and procedures.
3. Submitting to the president a summary of its activities at the end of each academic year.

President Lisa S. Coico created the President's Council on Inclusion and Excellence

to oversee these goals. The Council is chaired by Professor Charles Watkins and the members of the Council effective Fall 2012 are:

1. Professor Andrea Weiss
2. Dr. Carlos Aguasaco
3. Professor Maria Tamargo
4. Professor Arthur Spears
5. Professor Juan Carlos Mercado
6. Professor Ramona Hernandez
7. Professor Jeffrey Morris
8. Professor V. Parameswaran Nair
9. Professor Christopher Yawn
10. Professor I-Hsien Wu
11. Distinguished Professor Sheldon Weinbaum
12. Professor Karen Hubbard
13. Prof. Ardie Walser, Office of Diversity and Compliance
14. Ian Matthews, Human Resources

IV. RESULTS OF STATISTICAL ANALYSES/AREAS OF CONCERN

The College monitors each phase of its selection process (i.e., hires, reclassifications, promotions, and terminations) by conducting several statistical analyses. The CD/AAO takes the following steps: a) compiles and examines information about the placement of incumbents; b) conducts a utilization analysis using data the University Office of Recruitment and Diversity derives to compare incumbency to availability and c) completes the impact ratio analyses.

The data used in the preparation of the Affirmative Action Plan is collected from the CUNYfirst *Ethnicity and Gender Report*. Only full-time employees with annual appointments (excluding substitute and visiting titles) are included in the analyses discussed below.

A. WORKFORCE ANALYSIS

The workforce analysis provides an overview of the representation of women and minorities in the College's organizational units/departments. The analysis identifies the number of employees by gender and race/ethnicity in each job title within the organizational unit as reported on the CUNYfirst *Ethnicity and Gender Report* run on September 28, 2012. For each unit and department/unit, job titles, including unit supervisor, are listed and provide the range of salary from the lowest to highest paid for that group or unit. The *Workforce Analysis Report* is available, upon request, in the Compliance and Diversity Office.

B. JOB GROUP SUMMARY

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The College’s 1343 full-time employees are grouped into 7 categories using the relevant EEO-6 Codes. These categories are divided into smaller subgroups called affirmative action units (AAUs), based on the duties as well as educational qualifications and skills required for job titles within the job categories. Each AAU has an individual utilization analysis worksheet (UAW), listing the job titles included in the subdivision. The UAW reports the numerical and percentage representation of Females, Total Minority, Blacks, Hispanics, and Asian/Pacific Islanders. The Total Minority includes all of the aforementioned groups and also Native Americans/Alaskan Natives. (See Appendix B).

Below are charts reflecting the UAWs without any representation of women or other protected racial/ethnic groups.

Identification of AAU’s Without Any Representation of Protected Groups	
Administrative & Staff (AAU)	Unrepresented Protected Group
Administration I (ECP)	0 Asian
Accounts –Accountant Assistant	0 Hispanic, 0 Asian
Basic Crafts	0 Asian
CUNY Administrative Assistant	0 Asian
Computer Manager	0 Hispanic
Campus Public Safety Sergeant	0 Asian
Custodial Assistant	0 Asian
Custodial Supervisory	0 Asian
Security Director	0 Female, 0 Hispanic, 0 Asian
Skilled Trades/Crafts Supervisory	0 Females, 0 Asians

Identification of AAU’s Without Any Representation of Protected Groups	
Non-Professorial Department (Lecturer)	Unrepresented Protected Group
Mathematics	0 Blacks, 0 Hispanics
Art	0 Blacks, 0 Hispanics
English	0 Blacks, 0 Hispanics
Foreign Language	0 Blacks, 0 Asians

Identification of AAU's Without Any Representation of Protected Groups	
Professorial Constituent Department (Emeritus, Distinguished, Associate & Assistant Professors)	Unrepresented Protected Group
Anthropology	0 Asians
Art	0 Asians
Chemical Engineering	0 Blacks, 0 Hispanics
Computer Science	0 Blacks
Earth and Atmospheric Sciences	0 Blacks
Economics and Business	0 Hispanics
Electrical Engineering	0 Hispanics, 0 Asians
English	0 Asians
Foreign Language and Literature	0 Blacks
Interdisciplinary Studies	0 Asians
Leadership and Special Education	0 Hispanics
Mathematics	0 Hispanics
Media and Communication Arts	0 Black
Music	0 Asians
Philosophy	0 Blacks, 0 Asians
Physics	0 Blacks
Political Science	0 Hispanics
Secondary Education	0 Blacks, 0 Asians
SEEK	0 Asians
Theater and Speech	0 Hispanics, 0 Asians

Note: Not included was information from UAWs with groups of less than five (5) because they are too small to analyze.

C. DETERMINING AVAILABILITY

"Availability" is an estimate of the proportion of each gender and racial/ethnic group available for employment at the College for a given job group in the relevant labor market during the AAP year. Availability indicates the approximate level at which each gender and racial/ethnic group could reasonably be expected to be represented in a job group.

In adherence to the federal regulations, the College used recent and discrete statistical information to derive availability figures. Because of the University's educational requirements, the availability data is calculated according to information about earned degrees conferred for faculty and executive/administrative/managerial groups. Population surveys (census) are used to calculate availability for the classified staff. To assess progress achieved addressing underutilization, the

dates of the sources for availability data were kept constant with those used in the Fall, 2011 AAP.

Internal recruitment sources indicated on the *CUNY Survey for Selected Titles* are used and weighted for titles with promotable and transferrable (feeder) titles. The sources and process to determine the availability data for the two factor analysis is detailed in the *Factor/Source Sheet* section of the UAW (see Appendix B).

D. UTILIZATION ANALYSIS/COMPARISON OF INCUMBENCY TO AVAILABILITY

The utilization analysis compares the percentages of employees by gender and race/ethnicity with the overall availability data for each AAU. The UAW of each AAU indicates the current utilization of incumbents by gender and race/ethnicity. The analysis disaggregates Blacks, Hispanics, and Asians from Total Minorities to identify the percentage representation of these protected racial/ethnic groups. American Indian or Alaska Native employees comprise less than two percent of the University workforce and local population, thus are not identified as a discrete group in the analysis, but are included in the Total Minority category.

The utilization analysis determines if any disparity between incumbency and availability exists for any of the protected groups. This disparity or *underutilization* is defined as any AAU in which fewer minorities or women are employed than would reasonably be expected given their availability in the relevant job market. The percentage difference between incumbency and availability is recorded in terms of whole persons, indicating how many women and members of protected racial/ethnic groups are underutilized. A placement goal is set when the underutilization of an AAU is one person or more.

Based on the UAWs, the college is underutilized in the following areas:

Underutilization by Staff Category & Underrepresented Group	
Administrative & Staff (AAU)	Underutilization
Administration I (ECP)	1 Female, 2 Asians
Administration II (HEO/HEA)	5 Females, 1 Hispanic
Administration III (HEa/aHEO)	30 Females
Administration IV (CLT)	6, Females, 1 Black, 7 Hispanics
Accounts –Accountant Assistant	1 Hispanic, 1 Asian
Basic Crafts	1 Hispanic
CUNY Administrative Assistant	1 Asian
Computer Manager	1 Female
Computer Specialist	4 Females
CUNY Office/Secretarial Assistant	2 Females, 1 Asian
Campus Peace Officer/Security Officer Level 1	1 Hispanic
Campus Peace Officer/Security Officer Level 2	1 Hispanic
Campus Public Safety Sergeant	2 Females, 2 Hispanics, 1 Asian
Custodial Assistant	7 Hispanics, 2 Asians
Custodial Supervisory	2 Females, 1 Hispanic
Library	1 Female
Security Director	1 Female, 1 Hispanic

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Skilled Trades/Crafts	1 Black, 2 Hispanics
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Underutilization by Faculty (AAU) & Underrepresented Group	
Professorial Constituent Department (Emeritus, Distinguished, Associate & Assistant Professors)	Underutilization
Architecture	3 Females, 5 Asians
Art	1 Asian
Biology	2 Females
Biomedical Engineering	2 Females
Chemical Engineering	1 Female, 1 Black, 1 Hispanic, 1 Asian
Chemistry	2 Females
Computer Science	1 Female, 1 Black
Earth and Atmospheric Sciences	1 Female
Economics and Business	1 Female, 1 Black, 1 Hispanic
Electrical Engineering	2 Females, 1 Black
Foreign Language and Literature	1 Black
Interdisciplinary Studies	1 Black
Leadership and Special Education	1 Female, 1 Hispanic
Library	1 Female
Mathematics	3 Females, 1 Black, 1 Hispanic
Media and Communication Arts	5 Females, 2 Blacks
Mechanical Engineering	3 Females
Music	4 Females, 1 Asian
Philosophy	1 Female, 1 Black, 1 Asian
Physics	5 Females, 1 Black
Political Science	1 Female, 1 Hispanic
Psychology	9 Females
Secondary Education	2 Blacks,
Sociology	1 Female
Theater and Speech	2 Females
Teaching Learning and Culture	1 Black

Underutilization by Non- Professorial AAU's & Underrepresented Group	
Non-Professorial Department (Lecturer)	Underutilization
Art	2 Females
English	1 Black
Sophie Davis School of Biomedical Education	1 Female

Note: As explained above, not included was information from UAWs with groups of less than five (5) because they are too small to analyze.

The underutilization of females, Blacks, Hispanics and Asians displayed in the AAUs is displayed in the chart *Comparing Incumbency to Availability and Annual Placement Goals* in Appendix C.

E. COMPARISON OF 2011 GOALS TO 2012 UTILIZATION ANALYSIS RESULTS

A comparison of the 2011 and 2012 utilization analyses identified changes in the numeric disparity in the AAUs by the EEO-6 Categories since the last AAP. The *Progress Report - Historical Underutilization* in Appendix D displays underutilization from 2008 to 2012. The comparison indicates the attainment of 2011 goals by the reduction or elimination of underutilization or identifies lack of progress in achieving goals.

Within the EEO-6 categories, the difference in underutilization of racial/ethnic groups and women by AAU/job group is:

Executive/Administrative/Managerial

Comparing the Administration I AAUs for 2011 and 2012 the underutilization for women increased from 1 to 2, while for Asians it decreased from 3 to 2.

Comparing the Administration II AAUs for 2011 and 2012 the underutilization for women decreased from 8 to 6, and for Hispanics from 2 to 0.

Comparing the Administration VI AAUs for 2011 and 2012 the underutilization for women decreased from 9 to 6, while for Hispanics it increased from 5 to 7.

Faculty

Comparing the Education AAUs for Leadership and Education for 2011 and 2012 the underutilization for Hispanics increased from 0 to 1.

Comparing the Foreign Languages & Literature AAUs for Foreign Languages and Linguistics for 2011 and 2012 the underutilization for Blacks increased from 0 to 1.

Comparing the English Language and Literature AAUs for English for 2011 and 2012 the underutilization for Women has increased from 0 to 1, for Asians 0 to 1 and decreased for Blacks from 1 to 0, and for Hispanics from 1 to 0.

Comparing the Fine, Applied Arts AAUs for Music for 2011 and 2012 the underutilization for Women has decreased from 5 to 4.

Comparing the Social Sciences AAUs for Political Science for 2011 and 2012 the underutilization for Asians has decreased from 1 to 0.

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Comparing the Social Sciences AAUs for Anthropology for 2011 and 2012 the underutilization for Total Minority has decreased from 1 to 0.

Comparing the Business and Commerce AAUs for Economics and Business for 2011 and 2012 the underutilization for Women increased from 0 to 1.

Comparing the Architecture and Engineering AAUs for Architecture for 2011 and 2012 the underutilization for Women decreased from 4 to 3, Blacks from 2 to 0, Hispanics from 1 to 0 while for Asians it increased from 4 to 5.

Comparing the Architecture and Engineering AAUs for Chemical Engineering for 2011 and 2012 the underutilization for Women, Hispanics and Asians increased from 0 to 1.

Comparing the Architecture and Engineering AAUs for Civil Engineering for 2011 and 2012 the underutilization for Women and Hispanics decreased from 1 to 0.

Comparing the Biological and Biomedical Sciences AAUs for the School of Biomedical Education for 2011 and 2012 the underutilization for Blacks and Asians decreased from 1 to 0.

Comparing the Education AAUs for Secondary Education for 2011 and 2012 the underutilization for Blacks increased from 1 to 2.

Comparing the Fine, Applied Arts and Media AAUs for Theater and Speech for 2011 and 2012 the underutilization for Women decreased from 1 to 0 and increased for Blacks from 0 to 1.

Comparing the Fine, Applied Arts and Media AAUs for Media and Communications for 2011 and 2012 the underutilization for Women increased from 4 to 5 and Blacks from 1 to 2.

Comparing the Humanities AAUs for Interdisciplinary Studies (CWE) for 2011 and 2012 the underutilization for Total Minority decreased from 1 to 0.

Comparing the Library Sciences AAUs for Library for 2011 and 2012 the underutilization for Women increased from 0 to 1, while for Blacks decreased from 1 to 0.

Professional/Non-Faculty

Comparing the Accountant AAUs for College Accountant Purchasing Agent for 2011 and 2012 the underutilization for Hispanics decreased from 1 to 0.

Comparing the Computer Specialist AAUs for 2011 and 2012 the underutilization for Women increase from 3 to 4.

Secretarial/Clerical

Comparing the Secretarial and Clerical AAUs for CUNY Office Assistants for 2011 and 2012 the underutilization for women decreased from 5 to 2, while it increased for Asians from 0 to 1.

Technical/Paraprofessional

None

Skilled Crafts

Comparing the Skilled Trades/Crafts AAUs for 2011 and 2012 the underutilization for Hispanics decreased from 3 to 2

Service/Maintenance

Comparing the Custodial AAUs for Senior Custodial Supervisor for 2011 and 2012 the underutilization for Hispanics decreased from 2 to 1, and Asian from 1 to 0.

Comparing the Campus Peace Officer/Sgt AAUs for CPO 3 Sergeant for 2011 and 2012 the underutilization for Women increased from 0 to 2, Hispanics from 1 to 2.

F. DETERMINING ADVERSE IMPACT

The Impact Ratio Analysis is based on the information presented in the Personnel Activity Table and Applicant Data Recruitment Documentation. The Impact Ratio Analysis, an evaluation of personnel transactions in each EEO-6 category, determines any disparities or adverse impact in the personnel actions. The personnel transactional data for minorities and non-minorities and for men and women is examined. The analysis indicates if an employment practice results in a negative consequence more often for members of protected groups than for other employees or applicants. In addition to CUNYfirst reports, a variety of sources provide information for the analysis, including the Offices of Human Resources, Academic Affairs, and Compliance and Diversity.

The Impact Ratio Analysis is divided into three areas:

Part One: The Hires Analysis reviews the hiring practices by comparing the number of hires to applicants

Part Two: The Promotion Analysis examines the promotion, upgrades/re-classification and transfers by comparing the number of employees promoted to incumbents;

Part Three: The Termination Analysis calculates the attrition rate by comparing number of terminations to incumbents.

The actions completed during the previous 12 months are summarized in the following documents:

1. Analysis of Personnel Activity Table

a. New Hires

The College hired 115 new full time employees; of these 52 were women and 72 were minorities.

b. Promotions/Upgrades

Of the members of the professoriate who applied for promotion, 33 received an upgrade in rank. In the Higher Education Officer series, 7 employees were reclassified. For the members of the Professional/Non-Faculty category, 4 received upgrades/promotions. In the Technical/Paraprofessional category, 3 received an upgrade in rank. For Skill Trades, 5 were either upgraded or promoted along with 3 in Service and Maintenance.

c. Terminations/Separations

The number of employees separated from the workforce was 95, including 42 women and 61 minorities.

d. Transfers

The number of employees transferred from the workforce was 0 including 0 women and 0 minorities.

2. Analysis of Applicant Data-Recruitment Documentation

Below are observations made after a careful review of the 2012 - 2013 Personnel Activity Table (PAT). Of the overall total of 3302 applicants, 1626 were women and 1915 were a member of an under-represented group. From the same applicant pool, 212 were interviewed of which 88 were women and 94 were a member of an underrepresented group. Of the 53 offers that were made, 19 were to women and 24 to a member of an underrepresented group. No disparities were observed for any of the protected groups. There appears to be adequate representation of protected groups at each stage of the hiring process (e.g., applicants, interviews, offers).

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

3. Impact Ratio Analysis

The IRA is conducted in three parts: Part A = Hires/Applicants, Part B = Promotions/Incumbents and Part C = Terminations /Incumbents. When the standard deviation of the Impact Ratio Analysis (IRA) is more than 20% the Fisher's Test is performed. The test determines whether a significant difference exists in hires, promotions or terminations by further analyzing the standard deviation. The analysis

indicated no adverse impact in any of the categories (e.g., Hires, Promotions, Terminations).

See Appendix F for the *Impact Ratio Analysis*.

G. TENURE ELIGIBILITY SURVEY

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

A review of the tenure decisions effective September 1, 2011 revealed that 17 faculty members were eligible and 16 were recommended for tenure. The 16 eligible included 9 females, 1 Black, 1 Hispanic, and 4 Asians. Those recommended for tenure included 9 females, 1 Black, 1 Hispanic, and 4 Asians. The academic units included:

Academic Unit	Eligible	Recommended
Art	1 White Male Faculty	1 White Male Faculty
Biology	1 White Male CLT	1 White Male CLT
Education Leadership, Foundation, Special Education	1 White Male Lecturer, 1 Black Female Faculty	1 White Male Lecturer, 1 Black Female Faculty
English	1 White Female Faculty 1 Asian Female Lecturer	1 White Female Faculty 1 Asian Female Lecturer
Foreign Language & Literature	1 Hispanic Female Faculty	1 Hispanic Female Faculty
History	1 White Female Faculty	1 White Female Faculty
Interdisciplinary Arts & Science	1 White Female Faculty	1 White Female Faculty
Mechanical Engineering	1 White Female Faculty 1 Asian Male Faculty	1 White Female Faculty 1 Asian Male Faculty
Media & Communication Arts	1 White Female Faculty	1 White Female Faculty
Physiology & Pharmacy	1 White Male Faculty	1 White Male Faculty
Physics	1 Asian Male Faculty	Tenure Denied
Psychology	1 Asian Female Faculty	1 Asian Female Faculty
Sociology	1 White Male Faculty 1 White Female Faculty	1 White Male Faculty 1 White Female Faculty

H. ANALYSIS OF SYSTEMIC COMPENSATION

The University's Office of Recruitment and Diversity will compare the mean salaries for men versus women and whites versus minorities. The analysis will identify differences in salary by amount (dollars) and percentages; any differences greater than 5% will be examined in greater detail.

V. ACTION-ORIENTED PROGRAMS

The Action-Oriented Programs designed to address the underutilization of women and minorities and any adverse impact of the employment practices are discussed below. These Programs are carried-out throughout the AAP year. The College tailored its action-oriented programs to ensure these initiatives are specific to the problem (s) identified.

A. IMPLEMENTATION OF ACTION PROGRAM 2011 -2012

The results-oriented activities to address underutilization during the past year (2011- 2012) include:

- President Lisa S. Coico appointed The President's Council on Inclusion and Excellence to study the climate for faculty diversity and inclusion and to develop goals and strategies to improve the climate and increase the representation of underrepresented groups in the faculty ranks.
- In August 2012 a report of a one-year study, titled *Report of the President's Council on Inclusion and Excellence*, was created to help develop a plan to enhance faculty diversity and inclusion at The City College of New York.
- The search process at The City College of New York has been modified to include a step where a representative from the Office of Diversity & Compliance meets, in the earliest stages of the search, with the dean, department chair and/or chair of the search committee, to review the department's (or division's) Utilization Analysis Worksheet to identify protective groups who are underutilized and develop strategies for diversifying the search pool.

1. Goal Attainment 2011- 12: Addressing Underutilization

The College hired 115 employees into full time positions between July 1, 2011 and June 30, 2012 as depicted in the Personnel Activity Table. The impact of these appointments is included in the Comparison of the 2011 and 2012 Underutilization (IV. E.), which identifies the extent to which disparities between incumbency and availability in AAUs were eliminated, reduced or remained unchanged.

2. Initiatives and Activities

The following programs to support faculty retention and advancement:

- The City College of New York held its annual longevity award ceremony acknowledging the contributions of its employees to the success of the college.
- The college held The New Chair's Orientation that though especially geared toward new chairs also welcomed experienced chairs and deans. The program consisted of short presentations by representatives from the Research Office, Office of Human Resources, Office of Diversity & Compliance, Scheduling, the Registrar, and the Office of Budget and Finance.

3. Dissemination of Non Discrimination Policy and Program

The policy and AAP are available on the College's website and in the library.

B. RESPONSE TO 2012 UNDERUTILIZATION

The College has established a placement goal whenever minority or female representation within an AAU was less than would reasonably be expected given the availability data. Corrective actions were developed only when the underutilization equaled at least one whole person.

1. Placement Goals

Placement goals to address female and minority underutilization are established by AAU equal to the current availability data for the job group. As the UAWs display, the utilization analysis disaggregates the groups within total minorities to identify underutilization of protected ethnic/racial classes. The College establishes placement goals for women, total minority and each racial/ethnic group underutilized. The goals match the availability data and are displayed in the chart *COMPARING INCUMBENCY TO AVAILABILITY AND ANNUAL PLACEMENT GOALS (APPENDIX C)*.

Placement goals help guide recruitment activities and the College will observe good faith efforts to recruit a broad and inclusive pool of qualified applicants.

2. Employment Practices: Recruitment, Selection, and Advancement

The placement goals to eliminate underutilization will be achieved through advertising and recruiting efforts that broaden the applicant pool and other results oriented campus initiatives. The College's employment practices conform to the bylaws of the Board of Trustees of the City University, applicable collective bargaining agreements as well as Federal, State, and Local laws and regulations. The College's workforce is divided into a) the Instructional Staff, consisting of teaching and non-teaching employees, and b) the Classified Staff, whose employment is governed by the Rules and Regulations of the CUNY Classified Civil Service. A three member independent Civil Service Commission, appointed by the Board of Trustees, helps to ensure compliance with affirmative action and equal employment policies.

As part of the University's affirmative action program, procedures for the recruitment and appointment of members of the instructional staff have been developed. The College posts vacancies as prescribed by CUNY policies to ensure equal employment opportunities. The recruitment, selection, and advancement processes for the members of the Instructional Staff comply with CUNY's policies and procedures. Non-teaching instructional staff vacancies are typically posted for 30 days and openings for appointments to the faculty are posted for 60 days.

The PSC/CUNY Collective Bargaining Agreement expressly forbids promotions in the HEO series. The process for faculty promotions is outlined in BOT bylaws. There are promotional examinations offered to employees in select civil service titles.

The College has developed search and screening guidelines for personnel involved in the recruiting and hiring process. The Compliance and Diversity and Human Resources Offices monitor the recruitment and selection practices of all employees. Specifically, the CD/AAO is responsible for ensuring that the following initiatives are undertaken or continue to be implemented:

1. Broadening recruitment efforts to reduce or eliminate underutilization.
2. Charging search committees to familiarize them with recruitment protocol.
3. Attending joint meeting between CDOs and the University Affirmative Action Committee (UAAC) to discuss issues of concern.
4. Attending informational sessions and training provided at monthly meetings of the Council of Chief Diversity Officers (CCDO).
5. Demonstrating compliance with University policy and procedures during UAAC site visits.
6. Encouraging employees to participate in University-sponsored professional

development programs.

7. Ensuring that all interviews, offers of employment and/or wage commitments are consistent with College policy.

C. INTERNAL AUDIT AND REPORTING

The internal audit and reporting system is used as the basis for evaluating results-oriented programs and affirmative action efforts. The records are maintained in the CUNYfirst system to provide information for updating the Affirmative Action Plan. The president has designated responsibility for implementing the audit and reporting system of the AAP to the CD/AAO who will:

1. Monitor the records of personnel activities, including new hires, transfers, promotions, and terminations.
2. Review personnel activities and the AAP with senior level officers.
3. Advise senior management of program effectiveness and provide recommendations to improve areas of concern.

VI. Covered Veterans and Individuals with Disabilities

A. REVIEW OF PERSONNEL PROCESSES

To ensure that all personnel activities are conducted in a job-related manner that provides and promotes equal employment opportunity for all known covered veterans and employees and applicants with disabilities, reviews are periodically made of the College's examination and selection methods to identify barriers to employment, training, and promotion and to ensure that all personnel activities are conducted in a manner which provides and promotes equal opportunity.

The College ensures that its personnel processes do not stereotype individuals with disabilities or veterans or otherwise limits their access to jobs for which they are qualified and that they are featured in college publications.

B. REVIEW OF PHYSICAL AND MENTAL JOB QUALIFICATIONS

To ensure that all physical and mental qualifications and requirements are job-related and

consistent with business necessity and promote equal employment opportunity for all covered veteran and employees and applicants with disabilities, reviews are periodically made of the College's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

Schedule for Review: Any previously reviewed classification of positions will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g. new requirements or equipment.) As new job qualifications are established, the College will review the physical and mental job qualification to ensure that the qualifications do not screen out or tend to screen out qualified disabled individuals or protected veterans and that the qualifications are job related and consistent with business necessity and the safe performance of the job.

To the extent that physical or mental job qualification requirements screen out or tend to screen out qualified disabled individuals or protected veterans in the selection of current employees or applicants for employment or other changes in employment status such as promotion or training, the College assures that the requirements are related to the specific job(s) for which the individual is being considered. Both the Human Resources and Compliance and Diversity review job descriptions for vacant positions. Moreover, the University's Office of Human Relations Management conducts periodic analyses of the description of positions for which recruitment will be undertaken. This review compares the position vacancy notice with the established criteria. Any disparity with the essential functions of the job and the qualifications are brought to the attention of the college's Office of Human Resources.

C. REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS

The College provides reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or disabled veterans. The College makes reasonable accommodations under this condition to those individuals who have requested a reasonable accommodation. Under the University's Reasonable Accommodation Policy, the Human Resources Director is responsible for making arrangements to provide reasonable accommodations to applicants for employment, current employees and visitors. Anyone may request an accommodation by contacting the Human Resources Office.

To formally request an accommodation, individuals with disabilities should contact:

Name: Sarah Damsky
Title: Director of Accessibility/ 504/ ADA Coordinator
Phone: (212) 650 – 5913, Fax: (212) 650 – 5772
Room: NA1/218
Email: Sdamsky@ccny.cuny.edu

Procedures for requesting an accommodation are detailed in *Procedures for Implementing Reasonable Accommodation at The City University of New York*, available at: [http://portal.cuny.edu/cms/id/cuny/documents/level 3 page/012684.htm](http://portal.cuny.edu/cms/id/cuny/documents/level%203%20page/012684.htm).

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

D. HARASSMENT PREVENTION PROCEDURES

The University has developed procedures to ensure that individuals with disabilities or veterans are not harassed. (See II. *Non-Discrimination and Affirmative Action Policies*). As specified in the University policy, the 504/ADA Coordinator, Sarah Damsky is responsible for coordinating efforts to ensure access and non-discrimination for individuals with disabilities. To file a complaint, individuals should contact the 504/ADA Coordinator.

E. EXTERNAL DISSEMINATION OF EEO POLICY, OUTREACH AND POSITIVE RECRUITMENT

The College's and University's efforts to disseminate the anti-discrimination policy, outreach and positive recruitment activities include the following:

1. Initiating and maintaining communication with organizations having special interests in the recruitment of and job accommodations for disabled veterans, other veterans, and individuals with disabilities.
2. Disseminating information concerning employment opportunities to media that reach disabled veterans, other veterans, and individuals with disabilities.
3. Informing recruiting sources, in writing and orally, of the Affirmative Action policy for disabled veterans, other veterans, and individuals with disabilities.
4. Advertising job openings with a variety of external resources. This is an on-going activity. A listing of job opportunities reported to the State Employment Development Department and/or America's Job Bank is always kept current.
5. Sending written notification of the affirmative action policy to all subcontractors, vendors, unions and suppliers requesting their compliance with our policy. This includes their obligation to annually file their EEO Reporting form and VETS-100/100A form and, for employers with 50 or more employees and contracts of

\$50,000 or more, their obligation to develop a written affirmative action plan.

6. Participating in programs that employ veterans and individuals with disabilities.

F. INTERNAL DISSEMINATION OF EEO POLICY, OUTREACH AND POSITIVE RECRUITMENT

To foster positive support for the affirmative action program for covered veterans and individuals with disabilities, the College will implement or continue to implement the following internal dissemination of its policy and procedures:

1. Including the policies in the College's policy manual and other in-house publications.
2. Conducting special meetings with senior staff and other supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation.
3. Scheduling training sessions for employees involved in recruitment, selection, promotion
4. Discussing the policies in both employee orientation and management training programs.
5. Informing union officials of the College's policies, and requesting their cooperation.
6. Including non-discrimination clauses in all union agreements, and reviewing all contractual provisions to ensure they are not discriminatory.
8. Posting the Reasonable Accommodation's policy on College bulletin boards, along with CUNY's Non-Discrimination Policy, which includes protection from harassment on the basis of disability.

G. AUDIT AND REPORTING SYSTEM

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

1. Measures the effectiveness of the College's overall Affirmative Action Program and whether the College is in compliance with specific obligations.
2. Indicates the need for remedial action.

3. Measures the degree to which the College's objectives are being met.
4. Determines whether there are any undue hurdles for individuals with disabilities and veterans regarding campus sponsored educational, training, recreational, and social activities.

In addition, the 504/ADA Coordinator works with the UAAC if audits uncover issues. The campus Coordinators also receive regular guidance concerning reporting systems at the monthly CCDO meetings and the periodic 504/ADA Coordinators meeting.

H. RESPONSIBILITY FOR AAP IMPLEMENTATION

As part of its efforts to ensure equal employment opportunity to disabled veterans, other veterans, and individuals with disabilities, the College has designated specific responsibilities to various staff.

1. The President

The president is responsible for the implementation of the program and appoints the 504/ADA Coordinator to oversee that the College is in compliance.

2. The 504/ADA Coordinator

The president assigned the duties of the 504/ADA Coordinator to Sarah Damsky

The responsibilities of the 504/ADA Coordinator include:

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

3. 504/ADA Committee

The 504/ADA Committee serves as an advisory committee to the Coordinator.

The Committee is comprised of representatives from various divisions, departments, and programs, including individuals with disabilities. The committee is selected by soliciting volunteers from the various divisions, departments and programs.

The members of the committee are:

Sarah Damsky

Ardie D. Walser

Nancy Berger

Steven Gonzalez

Asrafal Azim

4. College Officials

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

I. TRAINING TO ENSURE AA IMPLEMENTATION

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

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

J. COMPENSATION

When offering employment or promotion to individuals covered by VI. - Covered Veterans and Persons with Disabilities, the amount of compensation offered is not reduced because of any disability income, pension or other benefit that the applicant or employee receives from another source.

K. INVITATION TO SELF-IDENTIFY

Veterans applying for classified positions may self-identify pre-employment in order to receive a Veteran's Credit. For all other positions, veterans have an opportunity to self-

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identify once hired. Individuals with disabilities may self-identify when requesting reasonable accommodations.

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VII. APPENDICES

A. PRESIDENT’S RE-AFFIRMATION LETTER

2012 -13 CCNY Affirmative Action Plan



OFFICE OF THE PRESIDENT

Wille Administration Building, Room 300
160 Convent Avenue
New York, New York 10031

TEL: 212.650.7285
FAX: 212.650.7680
www.cuny.cuny.edu

To: The Campus Community
From: President Lisa S. Coico *Lisa S. Coico*
Date: September 30, 2012
Re: Reaffirmation of City College's Commitment to Diversity, Equal Opportunity and Affirmative Action

The City University of New York and The City College are dedicated to maintaining an inclusive work and learning environment, and I write to strongly reaffirm City College's commitment, and my own commitment, to the principles of affirmative action, equal opportunity, and diversity.

It is the policy of The City University of New York and City College to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender identity, marital status, legally registered domestic partnership status, disability, predisposing genetic characteristics, alienage, citizenship, military or veteran status, or status as a victim of domestic violence. Sexual harassment, a form of sex discrimination, is also prohibited.

The City University of New York, as a public university system, adheres to federal, state, and city laws and regulations regarding non-discrimination and affirmative action including among others Section 1324b of the Immigration and Nationality Act (INA), Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended and the Age Discrimination Act of 1975, the New York State Human Rights Law and the New York City Human Rights Law. The "protected classes," as delineated in Executive Order 11246: (i.e. Black, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native and Women), were expanded on December 9, 1976 by the Chancellor of The City University of New York to include Italian-Americans. The U.S. Office of Management and Budget further expanded these protected classes in 2006 to include two or more races (not Hispanic or Latino) and replaced Asian/Pacific Islander, with Asian (not Hispanic or Latino) and Native Hawaiian (not Hispanic or Latino), Black was renamed as Black or African American (not Hispanic or Latino) and Hispanic was renamed Hispanic or Latino.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Affirmative Action/Diversity Officer, Ardie Walser, who will also serve as the 504/ADA Coordinator and Title IX Coordinator. The vice presidents, deans, directors, managers and supervisors share responsibility for ensuring our compliance with these policies and laws. The Affirmative Action/ Diversity Office is located in the Wille Administration Building, Room 214, and the telephone number is 212-650-7330.

I look forward to your energetic involvement in the affirmative/diversity programs, and thank you for your assistance and support as we continue in our efforts.



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B. UTILIZATION ANALYSIS WORKSHEETS

(INCLUDE FACTOR & UAW SHEETS HERE)

ADMINISTRATION & STAFF

FACTOR / SOURCE SHEET

FALL, 2012

Executive/Senior Level Official and Managers

ADMINISTRATION I:

Executive Compensation Plan Titles

- President
- Vice President / Assistant Vice President
- Dean
- Administrator
- Associate Dean / Associate Administrator
- Assistant Dean / Assistant Administrator

CUNY Administration I Degree Weighting - Source: CUPS 062 as of April 6 2010. (degrees held by employees in CUNY Administration I)

- Ph.D. = 51.3%
- M.A. = 31.5%
- B.A. = 13.6%

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	National - Earned Degrees Conferred PHD, MA, BA - 2007-08*	0.4
Factor 2	CUNY Survey 2009 - selected titles	0.6

* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/2011.

Factor 1: National Earned Degrees Conferred PHD, MA, BA - 2007-08*

	<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
	55.9	23.5	9.1	5.9	8.0
multiply by weight - 0.4	22.4	9.4	3.6	2.4	3.2

Factor 2: CUNY Survey 2009 - selected titles:

	<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Total</u>
HEO	352	259	120	89	50	675
Professor	709	411	148	122	138	1,907
	1,061	670	268	211	188	2,582
	41.1	25.9	10.4	8.2	7.3	
multiply by weight - 0.6	24.7	15.6	6.2	4.9	4.4	

OVERALL AVAILABILITY 47.0 25.0 9.9 7.3 7.6

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **City College**

Semester/Year: **FALL, 2012**

AFFIRMATIVE ACTION UNIT:
ADMINISTRATION I

Constituent Departments:

EEO CATEGORY:

Executive/Senior Level Official and Managers

Job Titles: EXECUTIVE COMPENSATION PLAN TITLES

President
Vice President / Assistant Vice President
Dean
Administrator
Associate Dean / Associate Administrator
Assistant Administrator

JOB GROUP:

ADMINISTRATION I

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	22.4	9.4	3.6	2.4	3.2
2. % of Minorities/Females promotable, transferable, or trainable	0.60	24.7	15.6	6.2	4.9	4.4
GROUP TOTAL NO.: <u>32</u>						
No. Male: <u>18</u> No. Female: <u>14</u>						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>14</u> % <u>43.8</u>	# <u>10</u> % <u>31.3</u>	# <u>4</u> % <u>12.5</u>	# <u>6</u> % <u>18.8</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>47.0</u>	% <u>25.0</u>	% <u>9.9</u>	% <u>7.3</u>	% <u>7.6</u>
UNDERUTILIZATION:		% <u>3.3</u> # <u>1.0</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>7.6</u> # <u>2.4</u> UU <u>2</u>

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

FACTOR / SOURCE SHEET							FALL, 2012	
First/Mid Level Officials and Managers								
<u>ADMINISTRATION II</u>								
Higher Education Officer (HEO)								
Higher Education Associate (HEA)								
Senior Registrar (Sr. Reg.)								
Registrar (Reg.)								
Associate Registrar (Assoc. Reg.)								
Research Associate (RA)*								
*NOTE: Research Associate is to be placed in Administration II or III depending on salary level.								
FACTORS		SOURCES					WEIGHT	
Factor 1		4STATE - EDC - Bachelors 2007-08*					0.4	
Factor 2		CUNY Survey - selected titles -CUPS miniflat selected criteria					0.6	
							1.0	
* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/11.								
Factor 1: 4STATE - BA 2007-08*								
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	
			57.7	25.3	10.0	7.4	7.6	
multiply by weight		0.4	23.1	10.1	4.0	3.0	3.0	
Factor 2: Promotable, Transferable, Trainable employees within contractors organization - CUNY Survey - selected titles. Sel criteria from April 15, 2010 CUPS miniflat file. HE asst. and aProf with Date of appt. to title prior to 4/15/2006.								
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Total</u>
HE asst.			343	290	167	97	24	517
Asst. Prof.			662	494	194	118	178	1,255
TOTAL			1,005	784	361	215	202	1,772
			56.7	44.2	20.4	12.1	11.4	
multiply by weight		0.6	34.0	26.5	12.2	7.3	6.8	
OVERALL AVAILABILITY			57.1	36.7	16.2	10.2	9.9	
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.								

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **City College**

Semester/Year: **FALL, 2012**

AFFIRMATIVE ACTION UNIT:
ADMINISTRATION II

Constituent Departments:

EEO CATEGORY:

First/Mid Level Officials and Managers

Job Titles:

- Higher Education Officer (HEO)
- Higher Education Associate (HEA)
- Senior Registrar (Sr. Reg.)
- Registrar (Reg.)
- Associate Registrar (Assoc. Reg.)
- Research Associate (RA)*

*NOTE: Research Associate is to be placed in Administration II or III depending on salary level.

JOB GROUP:

ADMINISTRATION II

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
		1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	23.1	10.1	4.0
2. % of Minorities/Females promotable, transferable, or trainable	0.60	34.0	26.5	12.2	7.3	6.8
GROUP TOTAL NO.: 103						
No. Male: 49 No. Female: 54						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>54</u> % <u>52.4</u>	# <u>51</u> % <u>49.5</u>	# <u>30</u> % <u>29.1</u>	# <u>10</u> % <u>9.7</u>	# <u>11</u> % <u>10.7</u>
OVERALL AVAILABILITY:		% <u>57.1</u>	% <u>36.7</u>	% <u>16.2</u>	% <u>10.2</u>	% <u>9.9</u>
UNDERUTILIZATION:		% <u>4.7</u> # <u>4.8</u> UU <u>5</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.5</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET

FALL, 2012

ADMINISTRATION III:

- Higher Education assistant (HEa)
- Assistant to Higher Education Officer (aHEO)
- Assistant Registrar (aReg.)
- Research Assistant (Ra)
- Research Associate (RA)*
- Coach

*NOTE: Research Associate is to be placed in Administration II or III depending on salary level.

FACTORS	SOURCES	WEIGHT
Factor 1	4STATES EDC - Bachelors 2007-08*	0.7
Factor 2	CUNY Survey - selected titles & criteria-Source April 15 2010 Access miniflat file	0.3

Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/11.

Factor 1: 4STATES EDC Bachelors 2007-08*

	Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
	57.7	25.3	10.0	7.4	7.6
multiply by weight - 0.7	40.4	17.7	7.0	5.2	5.3

Factor 2: CUNY -Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles. Selected criteria from April 15, 2010 CUPS Access miniflat file.

	Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
College Asst. (holding BA degree or higher in title only)	278	222	126	59	34	313
Gittlesons (holding BA degree or higher in title only)	221	212	96	56	60	368
	499	434	222	115	94	681
	73.3	63.7	32.6	16.9	13.8	
multiply by weight - 0.3	22.0	19.1	9.8	5.1	4.1	
OVERALL AVAILABILITY	62.4	36.8	16.8	10.2	9.5	

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **City College**

Semester/Year: **FALL, 2012**

ADMINISTRATIVE ACTION UNIT:

ADMINISTRATION III

Constituent Departments:

CATEGORY:

PROFESSIONAL/NON-FACULTY

Job Titles:

- Higher Education assistant (HEa)
- Assistant to Higher Education Officer (aHEO)
- Assistant Registrar (aReg.)
- Research Assistant (Ra)
- Research Associate (RA)*

*NOTE: Research Associate is to be placed in Administration II or III depending on salary level.

GROUP:

ADMINISTRATION III

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	0.70	40.4	17.7	7.0	5.2	5.3
% of Minorities/Females promotable, transferable, or trainable	0.30	22.0	19.1	9.8	5.1	4.1
GROUP TOTAL NO.: <u>201</u>						
No. Male: <u>106</u> No. Female: <u>95</u>						
CURRENT UTILIZATION:		# <u>95</u> % <u>47.3</u>	# <u>136</u> % <u>67.7</u>	# <u>56</u> % <u>27.9</u>	# <u>48</u> % <u>23.9</u>	# <u>32</u> % <u>15.9</u>
OVERALL AVAILABILITY:		% <u>62.4</u>	% <u>36.8</u>	% <u>16.8</u>	% <u>10.2</u>	% <u>9.5</u>
UNDERUTILIZATION:		% <u>15.1</u> # <u>30.4</u> UU <u>30</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>			

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Indian/Al. Natives and Two or More Races.

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NOTE: The Overall Availability is used by weighting these Areas/Fields by the number of employees that the college has.
 (Worksheet TAB ADM 4 Factors allows for computation of employees by entering the college workforce numbers and computes the TOTAL Overall Availability for Administration IV)

ADMINISTRATION IV: College Lab Technicians (CLTs): Chief CLT, Senior CLT, and CLT

FACTORS	SOURCES	WEIGHT				
Factor 1	New York City US Census 2000 (select occupations)	1.0				
Factor 2	EDC 4States (CT, NJ, NY, & PA) 2007 - 08					

Note: Due to formatting of cells, percentages are rounded up or down.

HEALTH TECHNOLOGISTS & TECHNICIANS

		FEMALE	TOTAL MINORITY	Black or African American	HISPANIC or LATINO	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
Factor 1:	Miscellaneous Health Technologists and Technicians	1,031	1,253	585	257	360	1,935
	Other Healthcare Practitioners and Technical Occupations	397	623	314	158	98	875
		1,428	1,876	899	415	458	2,810
		50.8	66.8	32.0	14.8	16.3	
	Factor 1 weighted @ .9	45.7	60.1	28.8	13.3	14.7	
Factor 2:	Health Professions and Related Clinical Sciences	13,694	4,701	2,390	911	1,357	16,041
		85.4	29.3	14.9	5.7	8.5	
	Factor 2 weighted at .1	8.5	2.9	1.5	0.6	0.8	
Factors 1 and 2 Health Tech. & Tech.		54.3	63.0	30.3	13.9	15.5	

ENGINEERING & RELATED TECHNOLOGISTS & TECHNICIANS

		FEMALE	TOTAL MINORITY	Black or African American	HISPANIC or LATINO	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
Factor 1:	Engineering Technicians, Except Drafters	782	3,256	1,194	969	845	5,125
		15.3	63.5	23.3	18.9	16.5	
	Factor 1 weighted @ .9	13.7	57.2	21.0	17.0	14.8	
Factor 2:	Engineering Technologies/Technicians	157	366	142	115	104	1,725
		9.1	21.2	8.2	6.7	6.0	
	Factor 2 weighted at .1	0.9	2.1	0.8	0.7	0.6	
Factors 1 and 2 Eng. & Related Tech. & Tech.		14.6	59.3	21.8	17.7	15.4	

SCIENCE TECHNICIANS

		FEMALE	TOTAL MINORITY	Black or African American	HISPANIC or LATINO	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
Factor 1:	Biological Technicians	79	185	40	35	70	505
	Chemical Technicians	192	380	140	162	53	505
	Miscellaneous Life, Physical and Social Science Technicians, Incl. Soc. Sci. Research Asst. & Nuclear Tech. Geological and Petroleum Technicians	1,994	1,804	619	590	478	3,340
		48	53	14	39	0	80
		2,313	2,422	813	826	601	4,430
		52.2	54.7	18.4	18.6	13.6	
	Factor 1 weighted @ .9	47.0	49.2	16.5	16.8	12.2	
Factor 2:	Science Technologies/Technicians	5	5	1	3	1	22
		22.7	22.7	4.5	13.6	4.5	
	Factor 2 weighted at .1	2.3	2.3	0.5	1.4	0.5	
Factors 1 and 2 Science Tech.		49.3	51.5	17.0	18.1	12.7	

COMPUTER TECHNICIANS

		FEMALE	TOTAL MINORITY	Black or African American	HISPANIC or LATINO	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
Factor 1:	Computer Support Specialist	2,513	4,721	1,795	1,065	1,534	8,270
	Comp. Software Engineers	2,573	4,916	790	925	2,799	11,115
	Comp. Hardware Engineers	264	745	164	123	364	1,500
		5,350	10,382	2,749	2,113	4,697	20,885
		25.6	49.7	13.2	10.1	22.5	6,962
	Factor 1 weighted @ .9	23.1	44.7	11.8	9.1	20.2	
Factor 2:	Computer and Information Sciences and Support Services	960	1,619	560	398	641	5,492
		17.5	29.5	10.2	7.2	11.7	
	Factor 2 weighted at .1	1.7	2.9	1.0	0.7	1.2	
Factors 1 and 2 Computer Tech.		24.8	47.7	12.9	9.8	21.4	

BROADCASTING EQUIPMENT / COMMUNICATIONS TECHNICIANS

		FEMALE	TOTAL MINORITY	Black or African American	HISPANIC or LATINO	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
Factor 1:	Broadcast/Sound Eng. Tech./Radio Op./Other Media/Comm. Equip.	625	1,864	814	656	250	4,525
		13.8	41.2	18.0	14.5	5.5	
	Factor 1 weighted @ .9	12.4	37.1	16.2	13.0	5.0	
Factor 2:	Communication Technologies/Technicians and Support Services	207	144	73	38	31	576
		35.9	25.0	12.7	6.6	5.4	
	Factor 2 weighted at .1	3.6	2.5	1.3	0.7	0.5	
Factors 1 and 2 Broadcasting Equip. / Comm. Tech.		16.0	39.6	17.5	13.7	5.5	

BUSINESS & MANAGEMENT SERVICE OCCUPATIONS

		FEMALE	TOTAL MINORITY	Black or African American	HISPANIC or LATINO	Asian or Nat. Haw. or Other Pac. Isl.	TOTAL
Factor 1:	Agricultural and Food Science Technicians	18	38	4	4	30	85
		21.2	44.7	4.7	4.7	35.3	
	Factor 1 weighted @ .9	19.1	40.2	4.2	4.2	31.8	
Factor 2:	Personal and Culinary Services	51	16	8	3	2	88
		58.0	18.2	9.1	3.4	2.3	
	Factor 2 weighted at .1	5.8	1.8	0.9	0.3	0.2	
Factors 1 and 2 Bus. & Management & Service Occ.		24.9	42.1	5.1	4.6	32.0	

** Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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ADMINISTRATION IV: College Laboratory Technician Series

ADMINISTRATION IV: (titles listed below)

ONLY list titles that apply to College and delete this line

- Chief College Laboratory Technician (Chief CLT)
- Senior College Laboratory Technician (Sr. CLT)
- College Laboratory Technician (CLT)

Overall Availability Data for the following main areas/fields are provided in the TAB: ADM 4 Factors AD F2010

- a. * ^^ Health Technologist & Technicians
- b. * ^^ Engineering & Related Technologists & Technicians
- c. * ^^ Science Technicians
- d. * ^^ Computer Technicians
- e. * ^^ Broadcasting Equipment / Communications Technicians
- f. * ^^ Business & Management / Service Occupations

* The overall availability data must be weighted by the number of employees in the area/field.
 ^^ Allocation of employees in the area/field are based on the type of work that is done. **Example:** A CLT who sets up the lab for the Chemistry class would be allocated to the area of Science. A CLT setting up the VCRs or stage is allocated to the area of

This section requires numbers to be entered onto the cells which indicate "ENTER".

If there are NO employees, please enter the number zero (0).

The workforce numbers entered here will automatically be loaded on the TAB: ADM 4 UAW F2010 worksheet.

These dotted border cells require a number entry to compute % of technicians in area/field.

AREA/FIELD	# of technicians in area/field	TOTAL # of Technicians	% of technicians in area/field	Male	Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
* ^^ Health	0	40	0%						
* ^^ Engineering	12	40	30%						
* ^^ Science	26	40	65%						
* ^^ Computers	0	40	0%						
* ^^ Broadcasting/Communications	2	40	5%						
* ^^ Bus. & Mngmnt / Serv. Occupations	0	40	0%						
TOTAL Number of CLTs	40			9!	7!	21!	6!	2!	13!

This gray shaded area is protected and does not require data.
 Cells below with dotted border, require a number entry in order for the "Current Utilization" on the ADM 4 Factors F2010 worksheet to be calculated.

OVERALL AVAILABILITY: (from TAB - ADM 4 Factors AD F2010.)	Female	**Total Minority or African American	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
Health	54.3	63.0	30.3	13.9	15.5
Engineering	14.6	59.3	21.8	17.7	15.4
Science	49.3	51.5	17.0	18.1	12.7
Computers	24.8	47.7	12.9	9.8	21.4
Broadcasting/Communications	16.0	39.6	17.5	13.7	5.5
Bus. & Mngmnt / Serv. Occupations	24.9	42.1	5.1	4.6	32.0

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

Weighted Overall Availability of the areas by % of employees	% of technicians in area/field	Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
Health	0%	0.0	0.0	0.0	0.0	0.0
Engineering	30%	4.4	17.8	6.5	5.3	4.6
Science	65%	32.0	33.5	11.0	11.8	8.2
Computers	0%	0.0	0.0	0.0	0.0	0.0
Broadcasting/Communications	5%	0.8	2.0	0.9	0.7	0.3
Bus. & Mngmnt / Serv. Occupations	0%	0.0	0.0	0.0	0.0	0.0
TOTAL OVERALL AVAILABILITY (OA)		37.2	53.2	18.4	17.8	13.1

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

E: Please weight depending on the number of employees in fields.		College:	City College								
		Semester/Year:	FALL, 2012								
AFFIRMATIVE ACTION UNIT:		Constituent Departments:									
ADMINISTRATION IV		ENGINEERING SCIENCE		TECH-BROADCASTING/COMM. BUS. MNGMT./SERV. OCC.							
CATEGORY:		Job Titles:									
TECHNICAL / PARAPROFESSIONAL		COLLEGE LAB TECHNICIANS (CLTs) Chief College Lab Tech Senior College Lab Tech College Lab Tech									
GROUP:											
ADMINISTRATION IV											
CATEGORIES:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.				
Availability of Minorities/Females with requisite skills in immediate labor areas.		Combination of NYC @.9 & EDC BA 4St @.1	37.2	53.2	18.4	17.8	13.1				
of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO:		54									
No. Male: 40		No. Female: 14									
CURRENT UTILIZATION:		#	14	#	28	#	9	#	3	#	16
		%	25.9	%	51.9	%	16.7	%	5.6	%	29.6
OVERALL AVAILABILITY:		%	37.2	%	53.2	%	18.4	%	17.8	%	13.1
UNDERUTILIZATION:		%	11.3	%	1.4	%	1.8	%	12.2	%	NONE
		#	6.1	#	0.74	#	0.96	#	6.60	#	0.00
		UU	6	UU	1	UU	1	UU	7	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

FALL, 2012

ACCOUNTANTS - ACCOUNTANT ASSISTANT

Technical/Paraprofessional

ACCOUNTANT:

ACCOUNTING ASSISTANT:

Finance Accountant Assistant
Assistant Purchasing Agent

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census - NY, NJ, CT, PA - CMSA, "Accountants and Auditors (code 80) and Purchasing Managers (15)

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl</u>
45.5	30.8	10.6	7.1	12.8

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **City College**

Semester/Year: **FALL, 2012**

AFFIRMATIVE ACTION UNIT:

Constituent Departments:

ACCOUNTANTS - ACCOUNTANT ASSISTANT

EO CATEGORY:

Job Titles:

Technical/Paraprofessional

Finance Accountant Assistant
Assistant Purchasing Agent

OB GROUP:

Finance Accountant Assistant

FACTORS:

Weighting

Females

**Total
Minority

Black or African
American

Hispanic
or Latino

Asian or Nat. Hw. or
Other Pac. Isl.

.% availability of Minorities/Females with
requisite skills in immediate labor areas.

1.00

45.5

30.8

10.6

7.1

12.8

.% of Minorities/Females promotable, transferable, or trainable.

GROUP TOTAL NO.:

8

No. Male:

1

No. Female:

7

Females

**Total
Minority

Black or African
American

Hispanic
or Latino

Asian or Nat. Hw. or
Other Pac. Isl.

CURRENT UTILIZATION:

#

7

#

7

#

7

#

0

#

0

%

87.5

%

87.5

%

87.5

%

0.0

%

0.0

OVERALL AVAILABILITY:

%

45.5

%

30.8

%

10.6

%

7.1

%

12.8

UNDERUTILIZATION:

%

NONE

%

NONE

%

NONE

%

7.1

%

12.8

#

0.00

#

0.00

#

0.00

#

0.57

#

1.02

UU

0

UU

0

UU

0

UU

1

UU

1

FALL, 2012

CUNY ADMINISTRATIVE ASSISTANT

Secretarial and Clerical

CUNY ADMINISTRATIVE ASSISTANT

CUNY Administrative Assistants

SOURCE

WEIGHTING

Factor 1: N/A

0.0

Factor 2: CUNY Survey Fall 2009 – The CUNY Administrative Assistant title is strictly promotional from the Permanent CUNY Office Assistant (level 3 or above) and Mail Message Services Worker titles. The Fall 2009 Survey with selected titles closely approximates the

1.0

Female

**Total
Minority

Black or African
American

Hispanic
or Latino

Asian or Nat.
Haw. or Other
Pac. Isl.

93.6

67.2

36.8

23.7

6.4

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan
UTILIZATION ANALYSIS WORKSHEET I
 Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CUNY ADMINISTRATIVE ASSISTANT	Constituent Departments:
JOB CATEGORY: Secretarial and Clerical	Job Titles: CUNY Administrative Assistants
PAY GROUP: CUNY ADMINISTRATIVE ASSISTANT	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.						
% of Minorities/Females promotable, transferable, or trainable.	1.00	93.6	67.2	36.8	23.7	6.4
JOUPE TOTAL NO.: <u>22</u> No. Male: <u>1</u> No. Female: <u>21</u>						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>21</u>	# <u>20</u>	# <u>14</u>	# <u>6</u>	# <u>0</u>
		% <u>95.5</u>	% <u>90.9</u>	% <u>63.6</u>	% <u>27.3</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% 93.6	% 67.2	% 36.8	% 23.7	% 6.4
UNDERUTILIZATION:		% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>6.4</u>
		# <u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>1.41</u>
		UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>1</u>

FALL, 2012

CUNY OFFICE /SECRETARIAL ASSISTANT

Secretarial and Clerical

CUNY OFFICE/SECRETARIAL ASSISTANT:

CUNY Office/Secretarial Assistant (all levels)

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA – CMSA, Secretaries, and Administrative Assistants (570); Word Processors and Typists (582); and Office Administrative Support Workers, all other (593).

1.0

Female

****Total
Minority**

**Black or
African
American**

**Hispanic
or Latino**

**Asian or
Nat. Haw.
or Other
Pac. Isl.**

92.8

31.8

14.7

13.0

3.6

*Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan
UTILIZATION ANALYSIS WORKSHEET I
 Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CUNY OFFICE/SECRETARIAL ASSISTANT:	Constituent Departments:
OCCUPATIONAL CATEGORY: Secretarial and Clerical	Job Titles: CUNY Office/Secretarial Assistant (all levels)
OCCUPATIONAL GROUP: CUNY OFFICE/SECRETARIAL ASSISTANT	

FACTORS:	Weighting	Females	**Total Minority	Blacks	Hispanics	Asian/ Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	92.8	31.8	14.7	13.0	3.6
% of Minorities/Females promotable, transferable, or trainable						

GROUP TOTAL NO.:							
	No. Male:	No. Female:	Females	**Total	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
96	9	87					
CURRENT UTILIZATION:	# <u>87</u>	# <u>89</u>	# <u>63</u>	# <u>22</u>	# <u>3</u>		
	% 90.6	% 92.7	% 65.6	% 22.9	% 3.1		
OVERALL AVAILABILITY:	% <u>92.8</u>	% <u>31.8</u>	% <u>14.7</u>	% <u>13.0</u>	% <u>3.6</u>		
UNDERUTILIZATION:	% <u>2.2</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>0.5</u>		
	# <u>2.09</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.46</u>		
	UU <u>2</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>1</u>		

FALL, 2012

COMPUTER SPECIALISTS

Technical/Paraprofessional

COMPUTER SPECIALIST:

- IT Senior Associate
- IT Associate
- IT Assistant

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: U.S. 2000 Census - NY, NJ, CT, PA - CMSA - Computer Scientist Systems Analyst (100); Computer Programmer (101); Computer Software Engineers (102); Computer Support Specialists (104); Database Administrator (106); Network & Computer Systems Administrators	10

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
<u>29.6</u>	<u>36.3</u>	<u>9.1</u>	<u>7.1</u>	<u>19.9</u>

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan
UTILIZATION ANALYSIS WORKSHEET
 Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: COMPUTER SPECIALISTS	Constituent Departments:
CATEGORY: Technical/Paraprofessional	Job Titles: IT Senior Associate IT Associate IT Assistant
GROUP: COMPUTER SPECIALISTS	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.6	36.3	9.1	7.1	19.9
% of Minorities/Females promotable, transferable, or trainable						

GROUP TOTAL NO.: <u>27</u>					
No. Male: <u>23</u> No. Female: <u>4</u>					

	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	# <u>4</u> % <u>14.8</u>	# <u>23</u> % <u>85.2</u>	# <u>7</u> % <u>25.9</u>	# <u>6</u> % <u>22.2</u>	# <u>10</u> % <u>37.0</u>
OVERALL AVAILABILITY:	% 29.6	% 36.3	% 9.1	% 7.1	% 19.9
UNDERUTILIZATION:	% <u>14.8</u> # <u>4.00</u> UU <u>4</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>			

FALL, 2012

MANAGERIAL: COMPUTER MANAGER

Executive/Administrative/Managerial

MANAGERIAL:

COMPUTER MANAGER:

Computer Systems Manager

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA CMSA, "Computer and Information Systems Managers" (11)

1.0

Female

**Total
Minority

Black or
African
American

Hispanic
or Latino

Asian or
Nat. Haw.
or Other
Pac. Isl.

28.3

21.2

6.7

5.0

9.3

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: COMPUTER MANAGER:		Constituent Departments:				
CATEGORY: Executive/Administrative/Managerial		Job Titles: Computer Systems Manager				
GROUP: COMPUTER MANAGER:						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
Availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.3	21.2	6.7	5.0	9.3
Availability of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: <u>4</u>	If Group Total is 4 or less, then Job Group is too small to analyze					
No. Male: <u>4</u> No. Female: <u>0</u>		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>4</u> % <u>100.0</u>	# <u>1</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>	# <u>3</u> % <u>75.0</u>
OVERALL AVAILABILITY:		% <u>28.3</u>	% <u>21.2</u>	% <u>6.7</u>	% <u>5.0</u>	% <u>9.3</u>
UNDERUTILIZATION:		% <u>28.3</u> # <u>1.13</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>5.0</u> # <u>0.20</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>

FALL, 2012

CAMPUS PEACE /SECURITY OFFICER LEVEL 1

Service/Maintenance

**CAMPUS PEACE/
SECURITY OFFICER LEVEL 1:**

**Campus Peace/Security Officer Level 1
Campus Security Assistant**

SOURCE

WEIGHTING

**Factor 1: 2000 U.S. Census EEO Occupation Groups – Residence Geography, New York City –
Protective Services Workers.**

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
<u>23.7</u>	<u>66.1</u>	<u>40.2</u>	<u>22.0</u>	<u>3.5</u>

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CAMPUS PEACE/SECURITY OFFICER LEVEL 1		Constituent Departments:				
JOB CATEGORY: Service/Maintenance		Job Titles: Campus Peace/Security Officer Level 1 Campus Security Assistant				
JOB GROUP: CAMPUS PEACE/SECURITY OFFICER LEVEL 1						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	23.7	66.1	40.2	22.0	3.5
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: <u>47</u>						
No. Male: <u>33</u> No. Female: <u>14</u>		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>14</u> % <u>29.8</u>	# <u>44</u> % <u>93.6</u>	# <u>31</u> % <u>66.0</u>	# <u>9</u> % <u>19.1</u>	# <u>4</u> % <u>8.5</u>
OVERALL AVAILABILITY:		% 23.7	% 66.1	% 40.2	% 22.0	% 3.5
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>2.8</u> # <u>1.34</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>

FALL, 2012

CAMPUS PEACE /SECURITY OFFICER LEVEL 2

Service/Maintenance

CAMPUS PEACE/

SECURITY OFFICER LEVEL 2:

Campus Peace/Security Officer Level 2

SOURCE

WEIGHTING

Factor 1: N/A

0.0

Factor 2: CUNY Survey Campus Peace/Security Officer Level 1

1.0

Factor 2: CUNY Campus Peace/Security Officer Level 1 – Permanent (with 2yr. Service) with date of appointment to title prior to June 30 2007 were eligible to take the exam. Source: miniflat file December 8, 2008.

Female

24.2

**Total
Minority

87.9

Black or
African
American

43.0

Hispanic
or Latino

21.3

Asian or Nat.
Haw. or
Other Pac.
Isl.

7.7

** Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CAMPUS PEACE/SECURITY OFFICER LEVEL 2	Constituent Departments:
CATEGORY: Service/Maintenance	Job Titles: Campus Peace/Security Officer Level 2
GROUP: CAMPUS PEACE/SECURITY OFFICER LEVEL 2	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.						
% of Minorities/Females promotable, transferable, or trainable	1.00	24.2	87.9	43.0	21.3	7.7

GROUP TOTAL NO.: <u>7</u> No. Male: <u>3</u> No. Female: <u>4</u>						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.

CURRENT UTILIZATION:	# <u>4</u>	# <u>7</u>	# <u>5</u>	# <u>1</u>	# <u>1</u>
	% <u>57.1</u>	% <u>100.0</u>	% <u>71.4</u>	% <u>14.3</u>	% <u>14.3</u>
OVERALL AVAILABILITY:	% <u>24.2</u>	% <u>87.9</u>	% <u>43.0</u>	% <u>21.3</u>	% <u>7.7</u>
UNDERUTILIZATION:	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>7.0</u>	% <u>NONE</u>
	# <u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.49</u>	# <u>0.00</u>
	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>1</u>	UU <u>0</u>

FALL, 2012

CAMPUS PUBLIC SAFETY SERGEANT

formerly - Campus Peace/Security Officer Level 3
Service/Maintenance

CAMPUS PUBLIC SAFETY SERGEANT

Campus Public Safety Sergeant

SOURCE

WEIGHTING

Factor 1: N/A

0.0

Factor 2: CUNY Permanent Campus Peace Officer Level 1 and 2

1.0

Factor 2: CUNY Permanent Campus Peace Officer Level 1 and 2 with a selected Date of Appointment to Title closely approximates those candidates eligible to apply for the exam. The Campus Public Safety Sergeant list was established on November 12, 2008 from the test

Female

****Total
Minority**

**Black or
African
American**

**Hispanic
or Latino**

**Asian or
Nat. Haw.
or Other
Pac. Isl.**

23.6

88.7

56.1

24.3

7.8

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CAMPUS PUBLIC SAFETY SERGEANT	Constituent Departments:
JOB CATEGORY: Service/Maintenance	Job Titles: Campus Public Safety Sergeant
EMPLOYEE GROUP: CAMPUS PUBLIC SAFETY SERGEANT	

PROMOTORS: 6 availability of Minorities/Females with requisite skills in immediate labor areas.	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
6 of Minorities/Females promotable, transferable, or trainable	1.00	23.6	88.7	56.1	24.3	7.8

JOUP TOTAL NO.: <u>11</u> No. Male: <u>10</u> No. Female: <u>1</u>						
	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	

CURRENT UTILIZATION:	# <u>1</u>	# <u>11</u>	# <u>10</u>	# <u>1</u>	# <u>0</u>	
	% <u>9.1</u>	% <u>100.0</u>	% <u>90.9</u>	% <u>9.1</u>	% <u>0.0</u>	
OVERALL AVAILABILITY:	% <u>23.6</u>	% <u>88.7</u>	% <u>56.1</u>	% <u>24.3</u>	% <u>7.8</u>	
UNDERUTILIZATION:	% <u>14.5</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>15.2</u>	% <u>7.8</u>	
	# <u>1.60</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>1.67</u>	# <u>0.86</u>	
	UU <u>2</u>	UU <u>0</u>	UU <u>0</u>	UU <u>2</u>	UU <u>1</u>	

FALL, 2012

CUSTODIAL ASSISTANT

Service/Maintenance

CUSTODIAL ASSISTANT: Custodial Assistant

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA – CMS A, "Janitors and Building Cleaners" (422)

1.0

Female

23.1

** Total
Minority

63.2

Black or
African
American

20.5

Hispanic
or Latino

39.8

Asian or Nat.
Haw. or Other
Pac. Isl.

2.5

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races

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UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CUSTODIAL ASSISTANT	Constituent Departments:					
JOB CATEGORY: Service/Maintenance	Job Titles: Custodial Assistant					
OCCUPATIONAL GROUP: CUSTODIAL ASSISTANT						

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	23.1	63.2	20.5	39.8	2.5
% of Minorities/Females promotable, transferable, or trainable						

GROUP TOTAL NO.: <u>85</u> No. Male: <u>62</u> No. Female: <u>23</u>						
		Females	** Total Minority	Black or African American	Hispanics or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	<u>23</u>	# <u>85</u>	# <u>58</u>	# <u>27</u>	# <u>0</u>
	%	<u>27.1</u>	% <u>100.0</u>	% <u>68.2</u>	% <u>31.8</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>23.1</u>	% <u>63.2</u>	% <u>20.5</u>	% <u>39.8</u>	% <u>2.5</u>
UNDERUTILIZATION:	%	<u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>8.0</u>	% <u>2.5</u>
	#	<u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>6.83</u>	# <u>2.13</u>
	UU	<u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>7</u>	UU <u>2</u>

FALL, 2012

CUSTODIAL SUPERVISORY

Service/Maintenance

CUSTODIAL SUPERVISORY:

- Custodial Principal Supervisor
- Custodial Assistant Principal Supervisor
- Custodial Senior Supervisor
- Custodial Supervisor

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA – CMS A, "First Line Supervisors/Managers of Housekeeping/Janitorial Workers (420)

10

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA – CMS A, "First Line Supervisors/Managers of Housekeeping/Janitorial Workers (420)

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
<u>28.6</u>	<u>53.9</u>	<u>18.8</u>	<u>32.8</u>	<u>2.1</u>

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: CUSTODIAL SUPERVISORY	Constituent Departments:
OCCUPATIONAL CATEGORY: Service/Maintenance	Job Titles: Custodial Principal Supervisor Custodial Assistant Principal Supervisor Custodial Senior Supervisor Custodial Supervisor
OCCUPATIONAL GROUP: CUSTODIAL SUPERVISORY	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.6	53.9	18.8	32.8	2.1
% of Minorities/Females promotable, transferable, or trainable.						

GROUP TOTAL NO.: <u>9</u> No. Male: <u>8</u> No. Female: <u>1</u>						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.

CURRENT UTILIZATION:	# <u>1</u>	# <u>7</u>	# <u>5</u>	# <u>2</u>	# <u>0</u>
	% <u>11.1</u>	% <u>77.8</u>	% <u>55.6</u>	% <u>22.2</u>	% <u>0.0</u>
OVERALL AVAILABILITY:	% <u>28.6</u>	% <u>53.9</u>	% <u>18.8</u>	% <u>32.8</u>	% <u>2.1</u>
UNDERUTILIZATION:	% <u>17.4</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>10.6</u>	% <u>2.1</u>
	# <u>1.57</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.95</u>	# <u>0.19</u>
	UU <u>2</u>	UU <u>0</u>	UU <u>0</u>	UU <u>1</u>	UU <u>0</u>

FALL, 2012

BASIC CRAFTS: BUILDINGS AND GROUNDS

Service/Maintenance

BASIC CRAFTS
BUILDINGS AND GROUNDS

Motor Vehicle Operator

SOURCE

WEIGHTING

Factor 1: 2000 US Census, NY, NJ, CT, PA – CMSA, "Grounds Maintenance" (425), "Janitors and Buildings and Grounds" (422), "Laborers and Freight, Stock and Material Movers Hand" (962), "Motor Vehicle Operator" (915)

10

<u>Female</u>	<u>**Total Minority</u>	<u>Black or Africar American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
<u>17.6</u>	<u>58.6</u>	<u>18.8</u>	<u>36.4</u>	<u>2.9</u>

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: BASIC CRAFTS	Constituent Departments:
JOB CATEGORY: Service/Maintenance	Job Titles: Motor Vehicle Operator
JOB GROUP: BUILDINGS AND GROUNDS	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	17.6	58.6	18.8	36.4	2.9
% of Minorities/Females promotable, transferable, or trainable						

GROUP TOTAL NO.: No. Male: <u>7</u> No. Female: <u>1</u>						
	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	
CURRENT UTILIZATION:	# <u>1</u> % <u>12.5</u>	# <u>8</u> % <u>100.0</u>	# <u>6</u> % <u>75.0</u>	# <u>2</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>	
OVERALL AVAILABILITY:	% <u>17.6</u>	% <u>58.6</u>	% <u>18.8</u>	% <u>36.4</u>	% <u>2.9</u>	
UNDERUTILIZATION:	% <u>5.1</u> # <u>0.41</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>11.4</u> # <u>0.91</u> uu <u>1</u>	% <u>2.9</u> # <u>0.23</u> uu <u>0</u>	

FALL, 2012

SKILLED TRADES /CRAFTS SUPERVISORY TITLES

S killed Crafts

**KILLED TRADES / CRAFTS
UPERVISORY**

- Carpenter Supervisor
- Maintenance and Laborer Supervisor
- Mechanic Supervisor
- Painter Supervisor
- Plumber Supervisor

SOURCE

WEIGHTING

Factor 1: N / A

0.0

**Factor 2: CUNY Survey 2009, S killed Trades – selected titles (with permanency) an
appt. to title. Source: miniflat file April 15, 2009.**

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
1.3	16.9	2.0	7.1	3.9

Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

IRRMATIVE ACTION UNIT: SKILLED TRADES/ CRAFTS	Constituent Departments:
CATEGORY: Skilled Crafts	Job Titles: Carpenter Supervisor Maintenance and Laborer Supervis Mechanic Supervisor Painter Supervisor Plumber Supervisor
GROUP: SKILLED TRADES/CRAFTS SUPERVISORY TITLES	

ATORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
availability of Minorities/Females with requisite skills in immediate labor areas.						
of Minorities/Females promotable, transferable, or trainable	1.00	1.3	16.9	2.0	7.1	3.9

GROUP TOTAL NO.: 6					
No. Male: <u>6</u> No. Female: <u>0</u>					
	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	# <u>0</u> % <u>0.0</u>	# <u>2</u> % <u>33.3</u>	# <u>1</u> % <u>16.7</u>	# <u>1</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:	% <u>1.3</u>	% <u>16.9</u>	% <u>2.0</u>	% <u>7.1</u>	% <u>3.9</u>
UNDERUTILIZATION:	% <u>1.3</u> # <u>0.08</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>3.9</u> # <u>0.23</u> UU <u>0</u>

FALL, 2012

SKILLED TRADES /CRAFTS

S killed Crafts

SKILLED TRADES /CRAFTS:

- | | |
|----------------------------|---------------------|
| Carpenter | Plumber |
| Laborer | Thermostat Repairer |
| Electrician | Stationary Engineer |
| High Pressure Plant Tender | Steamfitter |
| Locksmith | |
| Maintenance Worker | |
| Oiler | |
| Painter | |

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA – CMS A (selected occupations).

10

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA – CMS A, "Stationary Engineer& Boiler Operator" (861), "Carpenters" (623), "Electricians" (635), "Painters, Construction Maintenance" (642), "Plumber" (644), "Machinist" (803), "Construction Manager" (22), Automoti S ervic

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
2.7	36.2	11.3	20.9	3.6

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: SKILLED TRADES/CRAFTS	Constituent Departments:
DEPARTMENT CATEGORY: Skilled Crafts	Job Titles: Carpenter Laborer Electrician High Pressure Plant Tender Locksmith Maintenance Worker Oiler Painter Plumber Thermostat Repairer Stationary Engineer Steamfitter
JOB GROUP: SKILLED TRADES/CRAFTS	

ACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
.% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	2.7	36.2	11.3	20.9	3.6
.% of Minorities/Females promotable, transferable, or trainable						

GROUP TOTAL NO.: 50 If Group Total is 4 or less, then Job Group is too small to analyze

No. Male: <u>47</u> No. Female: <u>3</u>						
--	--	--	--	--	--	--

	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	# <u>3</u> % <u>6.0</u>	# <u>15</u> % <u>30.0</u>	# <u>5</u> % <u>10.0</u>	# <u>8</u> % <u>16.0</u>	# <u>2</u> % <u>4.0</u>
OVERALL AVAILABILITY:	% <u>2.7</u>	% <u>36.2</u>	% <u>11.3</u>	% <u>20.9</u>	% <u>3.6</u>
UNDERUTILIZATION:	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>6.2</u> # <u>3.09</u> UU <u>3</u>	% <u>1.3</u> # <u>0.67</u> UU <u>1</u>	% <u>4.9</u> # <u>2.43</u> UU <u>2</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>

LECTURER

FACTOR / SOURCE SHEET - LECTURER

FALL, 2012

Affirmative Action Unit: Fine, Applied Arts, and Media

Constituent Departments: Art

Job Group: LECTURER

Job Titles: Lecturer, Lecturer Doctorate Schedule

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC – BA. 2007–08* – 4S tate weighted at 50% and US Non–4S T weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/2011.

Factor 1: EDC – BA. 2007 – 08* 4S tates (CT,NJ ,NY,P A) and US Non–4S

Visual and Performing Arts

<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
61.3	20.7	6.1	7.2	6.8

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Four Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: Fine, Applied Arts, and Media		CONSTITUENT DEPARTMENTS: Art				
EEO CATEGORY: FACULTY		Job Titles: Lecturer, Lecturer Doctorate Schedule				
JOB GROUP: NON-PROFESSORIAL - LECTURER						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.3	20.7	6.1	7.2	6.8
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 6						
No. Male: 4	No. Female: 2	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 2 % 33.3	# 1 % 16.7	# 0 % 0.0	# 0 % 0.0	# 1 % 16.7
OVERALL AVAILABILITY:		% 61.3	% 20.7	% 6.1	% 7.2	% 6.8
UNDERUTILIZATION:		% 28.0 # 1.7 UU 2	% 4.0 # 0.2 UU 0	% 6.1 # 0.4 UU 0	% 7.2 # 0.4 UU 0	% NONE # 0.0 UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

FACTOR / SOURCE SHEET - LECTURER

FALL, 2012

Affirmative Action Unit:

English and English Literature

Constituent Departments:

English

Job Group:

LECTURER

Job Titles:

Lecturer, Lecturer Doctorate Schedule

FACTORS

SOURCES

WEIGHTING

Factor

EDC - BA. 2007-08* - 4S tate weighted at 50% and US Non-4ST weighted at 50%.

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/2011.

Factor 1: EDC - BA. 2007 - 08* 4S tates (CT,NJ ,NY,PA) and US Non-4ST.

English Language and Literature/Letters

Female

**Total
Minority

Black or African
American

Hispanic
or Latino

Asian or Nat. Haw.
or Other Pac. Isl.

68.6

19.9

7.9

6.6

4.8

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Four Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: English and English Literature	CONSTITUENT DEPARTMENTS: English
EEO CATEGORY: FACULTY	Job Title: Lecturer, Lecturer Doctorate Schedule
JOB GROUP: NON-PROFESSORIAL - LECTURER	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	68.6	19.9	7.9	6.6	4.8
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 6						
No. Male: 1 No. Female: 5						
CURRENT UTILIZATION:		# 5 % 83.3	# 1 % 16.7	# 0 % 0.0	# 0 % 0.0	# 1 % 16.7
OVERALL AVAILABILITY:		% 68.6	% 19.9	% 7.9	% 6.6	% 4.8
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% 3.2 # 0.2 UU 0	% 7.9 # 0.5 UU 1	% 6.6 # 0.4 UU 0	% NONE # 0.0 UU 0

*Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

FACTOR / SOURCE SHEET - LECTURER

FALL, 2012

Affirmative Action Unit:

Foreign Languages

Constituent Departments:

Foreign Language and Literature

Job Group:

LECTURER

Job Titles:

Lecturer, Lecturer Doctorate Schedule

FACTORS

SOURCES

WEIGHTING

Factor

EDC - BA. 2007-08* - 4S tate weighted at 50% and US Non-4ST weighted at 50%.

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/2011.

Factor 1: EDC - BA. 2007 - 08* 4S tates (CT,NJ,NY,PA) and US Non-4ST.

Foreign Languages, Literatures, and Linguistics

Female

**Total
Minority

Black or African
American

Hispanic
or Latino

Asian or Nat. Haw.
or Other Pac. Isl.

72.4

28.1

4.4

18.1

5.0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Four Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: Foreign Languages	CONSTITUENT DEPARTMENTS: Foreign Language and Literature
EEO CATEGORY: FACULTY	Job Titles: Lecturer, Lecturer Doctorate Schedule
JOB GROUP: NON-PROFESSORIAL - LECTURER	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	72.4	28.1	4.4	18.1	5.0
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 6						
No. Male: 2	No. Female: 4					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 4	# 2	# 0	# 2	# 0
		% 66.7	% 33.3	% 0.0	% 33.3	% 0.0
OVERALL AVAILABILITY:		% 72.4	% 28.1	% 4.4	% 18.1	% 5.0
UNDERUTILIZATION:		% 5.7	% NONE	% 4.4	% NONE	% 5.0
		# 0.3	# 0.0	# 0.3	# 0.0	# 0.3
		UU 0	UU 0	UU 0	UU 0	UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

FACTOR / SOURCE SHEET - LECTURER

FALL, 2012

Affirmative Action Unit:

Mathematics and Statistics

Constituent Departments:

Math

Job Group:

LECTURER

Job Titles:

Lecturer, Lecturer Doctoral Schedule

FACTORS

SOURCES

WEIGHTING

Factor

EDC – BA. 2007-08* – 4S tate weighted at 50% and US Non-4ST weighted at 50%.

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/2011.

Factor 1: EDC – BA. 2007 – 08* 4S tates (CT,NJ, NY,PA) and US Non-4ST.

Mathematics and Statistics

Female

**Total
Minority

Black or African
American

Hispanic
or Latino

Asian or Nat. Haw.
or Other Pac. Isl.

46.0

21.8

5.4

5.6

10.4

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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UTILIZATION ANALYSIS WORKSHEET

Four Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: Mathematics and Statistics	CONSTITUENT DEPARTMENTS: Math
EEO CATEGORY: FACULTY	Job Titles: Lecturer, Lecturer Doctoral Schedule
JOB GROUP: NON-PROFESSORIAL - LECTURER	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	46.0	21.8	5.4	5.6	10.4
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 5						
No. Male: 3 No. Female: 2						
CURRENT UTILIZATION:		# 2 % 40.0	# 1 % 20.0	# 0 % 0.0	# 0 % 0.0	# 1 % 20.0
OVERALL AVAILABILITY:		% 46.0	% 21.8	% 5.4	% 5.6	% 10.4
UNDERUTILIZATION:		% 6.0 # 0.3 UU 0	% 1.8 # 0.1 UU 0	% 5.4 # 0.3 UU 0	% 5.6 # 0.3 UU 0	% NONE # 0.0 UU 0

*Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

FACTOR / SOURCE SHEET - LECTURER

FALL, 2012

Affirmative Action Unit:

Agricultural and Life Sciences

Constituent Departments:

Sophie Davis School of Biomedical Education

Job Group:

LECTURER

Job Titles:

Distinguished Lecturer, Medical Lecturer

FACTORS

SOURCES

WEIGHTING

Factor

EDC - BA. 2007-08* - 4S tate weighted at 50% and US Non-4S T weighted at 50%.

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5/5/2011.

Factor 1: EDC - BA. 2007 - 08* 4S tates (CT,NJ,NY,PA) and US Non-4S T.

Biological and Biomedical Sciences

Female

**Total Minority

Black or African American

Hispanic or Latino

Asian or Nat. Haw. or Other Pac. Isl.

59.4

32.0

7.9

6.4

17.1

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET

Four Factor Availability

College:	City College
Semester/Year:	FALL, 2012

AFFIRMATIVE ACTION UNIT: Agricultural and Life Sciences	CONSTITUENT DEPARTMENTS: Sophie Davis School of Biomedical Education
EEO CATEGORY: FACULTY	Job Titles: Distinguished Lecturer, Medical Lecturer
JOB GROUP: NON-PROFESSORIAL - LECTURER	

FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	59.4	32.0	7.9	6.4	17.1
2. % of Minorities/Females promotable, transferable, or trainable						

GROUP TOTAL NO.:	5					
No. Male:	3	No. Female:	2			

	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:					
#	2	# 4	# 1	# 2	# 1
%	40.0	% 80.0	% 20.0	% 40.0	% 20.0
OVERALL AVAILABILITY:					
%	59.4	% 32.0	% 7.9	% 6.4	% 17.1
UNDERUTILIZATION:					
%	19.4	% NONE	% NONE	% NONE	% NONE
#	1.0	# 0.0	# 0.0	# 0.0	# 0.0
UU	1	UU 0	UU 0	UU 0	UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

PROFESSORIAL

2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Social Sciences						
<u>Constituent Departments:</u>	Anthropology						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Area, Ethnic, Cultural , and Gender Studies						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			61.6	35.8	19.6	6.6	5.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Social Sciences			Anthropology			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.6	35.8	19.6	6.6	5.9
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	5					
No. Male:	1	No. Female:	4			
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	4	#	2	#	1
	%	80.0	%	40.0	%	20.0
OVERALL AVAILABILITY:	%	61.6	%	35.8	%	6.6
UNDERUTILIZATION:	%	NONE	%	NONE	%	NONE
	#	0.0	#	0.0	#	0.0
	UU	0	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Architecture and Engineering						
<u>Constituent Departments:</u>	Architecture						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Architecture and Related Services						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			52.1	38.5	9.4	5.5	23.6
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Fine and Applied Arts						
<u>Constituent Departments:</u>	Art						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Visual Performing Arts						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			48.8	15.3	7.7	5.2	9.7
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Fine and Applied Arts			Art			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	48.8	15.3	3.7	3.2	7.9
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 16						
No. Male: 6	No. Female: 10					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 10	# 2	# 1	# 1	# 0
		% 62.5	% 12.5	% 6.3	% 6.3	% 0.0
OVERALL AVAILABILITY:		% 48.8	% 15.3	% 3.7	% 3.2	% 7.9
UNDERUTILIZATION:		% NONE	% 2.8	% NONE	% NONE	% 7.9
		# 0.0	# 0.4	# 0.0	# 0.0	# 1.3
		UU 0	UU 0	UU 0	UU 0	UU 1

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
	<p>DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.</p>					
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET										
Two Factor Availability										
					College: The City College of New York					
					Semester/Year: FALL, 2012					
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:							
Agricultural and Life Sciences			Biology							
EEO CATEGORY:			Job Titles:							
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor							
JOB GROUP:										
PROFESSORIAL										
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.				
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	51.3	23.2	5.0	5.3	12.5				
2. % of Minorities/Females promotable, transferable, or trainable										
GROUP TOTAL NO.:	21									
No. Male:	12	9								
			Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.			
CURRENT UTILIZATION:	#	9	#	8	#	3	#	2	#	3
	%	42.9	%	38.1	%	14.3	%	9.5	%	14.3
OVERALL AVAILABILITY:										
	%	51.3	%	23.2	%	5.0	%	5.3	%	12.5
UNDERUTILIZATION:	%	8.4	%	NONE	%	NONE	%	NONE	%	NONE
	#	1.8	#	0.0	#	0.0	#	0.0	#	0.0
	UU	2	UU	0	UU	0	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Architecture and Engineering						
<u>Constituent Departments:</u>	Biomedical Engineering						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Biological and Biomedical Sciences						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			51.3	23.2	5.0	5.3	12.5
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Architecture and Engineering						
<u>Constituent Departments:</u>	Chemical Engineering						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Einstein Professor; Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
		Engineering					
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			25.4	26.3	4.3	4.4	17.0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Architecture and Engineering			Chemical Engineering			
EEO CATEGORY:			Job Titles:			
FACULTY			Einstein Professor; Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	25.4	26.3	4.3	4.4	17.0
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 15						
No. Male: 12 No. Female: 3						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 3	# 2	# 0	# 0	# 2
		% 20.0	% 13.3	% 0.0	% 0.0	% 13.3
OVERALL AVAILABILITY:		% 25.4	% 26.3	% 4.3	% 4.4	% 17.0
UNDERUTILIZATION:		% 5.4	% 13.0	% 4.3	% 4.4	% 3.7
		# 0.8	# 1.9	# 0.6	# 0.7	# 0.6
		UU 1	UU 2	UU 1	UU 1	UU 1
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Physical Sciences						
<u>Constituent Departments:</u>	Chemistry						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Physical Sciences						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			31.5	17.2	3.3	4.5	9.2
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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UTILIZATION ANALYSIS WORKSHEET							
Two Factor Availability							
					College: The City College of New York		
					Semester/Year: FALL, 2012		
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:				
Physical Sciences			Chemistry				
EEO CATEGORY:			Job Titles:				
FACULTY			Professor; Associate Professor; and Assistant Professor				
JOB GROUP:							
PROFESSORIAL							
FACTORS:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00	31.5	17.2	3.3	4.5	9.2
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 25							
No. Male: 19 No. Female: 6							
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	
CURRENT UTILIZATION:		# 6	# 6	# 2	# 1	# 3	
		% 24.0	% 24.0	% 8.0	% 4.0	% 12.0	
OVERALL AVAILABILITY:		% 31.5	% 17.2	% 3.3	% 4.5	% 9.2	
UNDERUTILIZATION:		% 7.5	% NONE	% NONE	% 0.5	% NONE	
		# 1.9	# 0.0	# 0.0	# 0.1	# 0.0	
		UU 2	UU 0	UU 0	UU 0	UU 0	
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Architecture and Engineering						
<u>Constituent Departments:</u>	Civil Engineering						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Engineering Technologies						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			12.3	12.3	6.2	0.0	6.2
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Architecture and Engineering			Civil Engineering			
EEO CATEGORY:			Job Titles:			
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	12.3	12.3	6.2	0.0	6.2
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 22						
No. Male: 18	No. Female: 4					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 4	# 7	# 2	# 1	# 4
		% 18.2	% 31.8	% 9.1	% 4.5	% 18.2
OVERALL AVAILABILITY:		% 12.3	% 12.3	% 6.2	% 0.0	% 6.2
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE
		# 0.0	# 0.0	# 0.0	# 0.0	# 0.0
		UU 0	UU 0	UU 0	UU 0	UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Math and Computer Sciences						
<u>Constituent Departments:</u>	Computer Science						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Computer and Information Sciences and Support Services						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			21.3	21.5	4.4	2.1	15.1
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
Affirmative Action Unit:	Physical Sciences						
Constituent Departments:	Earth and Atmospheric Sciences						
Job Group:	Professorial						
Job Titles:	Professor; Associate Professor; and Assistant Professor						
	FACTORS	SOURCES				WEIGHT	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Agriculture, Agriculture Operations and Related Sciences						
		<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	
		41.1	14.7	3.9	2.9	7.4	
	**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Physical Sciences			Earth and Atmospheric Sciences			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	41.1	14.7	3.9	2.9	7.4
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 7						
No. Male: 5 2						
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 2	# 3	# 0	# 1	# 2
		% 28.6	% 42.9	% 0.0	% 14.3	% 28.6
OVERALL AVAILABILITY:		% 41.1	% 14.7	% 3.9	% 2.9	% 7.4
UNDERUTILIZATION:		% 12.5	% NONE	% 3.9	% NONE	% NONE
		# 0.9	# 0.0	# 0.3	# 0.0	# 0.0
		UU 1	UU 0	UU 0	UU 0	UU 0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

2012 -13 CCNY Affirmative Action Plan

	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
		AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Social Sciences						
<u>Constituent Departments:</u>	Economics and Business						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Business Management, Marketing, and Related Support Services						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			41.5	27.5	14.9	3.8	7.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Architecture and Engineering						
<u>Constituent Departments:</u>	Electrical Engineering						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Engineering Technologies/Technicians						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			12.3	12.3	6.2	0.0	6.2
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Architecture and Engineering			Electrical Engineering			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	12.3	12.3	6.2	0.0	6.2
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	25					
No. Male:	24					
No. Female:	1					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 1	# 10	# 1	# 0	# 9
		% 4.0	% 40.0	% 4.0	% 0.0	% 36.0
OVERALL AVAILABILITY:		% 12.3	% 12.3	% 6.2	% 0.0	% 6.2
UNDERUTILIZATION:		% 8.3	% NONE	% 2.2	% 0.0	% NONE
		# 2.1	# 0.0	# 0.6	# 0.0	# 0.0
		UU 2	UU 0	UU 1	UU 0	UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
		AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	English and English Literature						
<u>Constituent Departments:</u>	English						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	English Language and Literature/Letters						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			63.3	14.2	4.6	3.7	5.7
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
English and English Literature			English			
EEO CATEGORY:			Job Titles:			
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	63.3	14.2	4.6	3.7	5.7
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 25						
No. Male: 10	No. Female: 15					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 15	# 5	# 3	# 2	# 0
		% 60.0	% 20.0	% 12.0	% 8.0	% 0.0
OVERALL AVAILABILITY:		% 63.3	% 14.2	% 4.6	% 3.7	% 5.7
UNDERUTILIZATION:		% 3.3	% NONE	% NONE	% NONE	% 5.7
		# 0.8	# 0.0	# 0.0	# 0.0	# 1.4
		UU 1	UU 0	UU 0	UU 0	UU 1

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
		AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Foreign Languages						
<u>Constituent Departments:</u>	Foreign Languages and literature						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Foreign Languages, Literature, and Linguistics						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			60.2	22.9	3.3	12.2	6.7
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET							
Two Factor Availability							
					College: The City College of New York		
					Semester/Year: FALL, 2012		
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:				
Foreign Languages			Foreign Languages and literature				
EEO CATEGORY:			Job Titles:				
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor				
JOB GROUP:							
PROFESSORIAL							
FACTORS:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00	60.2	22.9	3.3	12.2	6.7
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 14							
No. Male: 5 No. Female: 9							
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	
CURRENT UTILIZATION:		# 9	# 9	# 0	# 8	# 1	
		% 64.3	% 64.3	% 0.0	% 57.1	% 7.1	
OVERALL AVAILABILITY:		% 60.2	% 22.9	% 3.3	% 12.2	% 6.7	
UNDERUTILIZATION:		% NONE	% NONE	% 3.3	% NONE	% NONE	
		# 0.0	# 0.0	# 0.5	# 0.0	# 0.0	
		UU 0	UU 0	UU 1	UU 0	UU 0	
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	History						
<u>Constituent Departments:</u>	History						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	History						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			43.6	17.2	7.5	5.3	3.6
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET							
Two Factor Availability							
					College: The City College of New York		
					Semester/Year: FALL, 2012		
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:				
History			History				
EEO CATEGORY:			Job Titles:				
FACULTY			Professor; Associate Professor; and Assistant Professor				
JOB GROUP:							
PROFESSORIAL							
FACTORS:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00	43.6	17.2	7.5	5.3	3.6
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 21							
No. Male: 9 No. Female: 12							
			Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		#	12	#	8	#	4
		%	57.1	%	38.1	%	19.0
OVERALL AVAILABILITY:		%	43.6	%	17.2	%	7.5
UNDERUTILIZATION:		%	NONE	%	NONE	%	0.5
		#	0.0	#	0.0	#	0.1
		UU	0	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Humanities						
<u>Constituent Departments:</u>	Interdisciplinary Studies						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Liberal Arts and Sciences, General Studies and Humanities						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			58.6	24.1	19.4	3.1	0.0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: The City College of New York	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Humanities			Interdisciplinary Studies			
EEO CATEGORY:			Job Titles:			
FACULTY			Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	58.6	24.1	19.4	3.1	0.0
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 9						
No. Male: 4	No. Female: 5					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	5	#	2	#	1
	%	55.6	%	22.2	%	11.1
OVERALL AVAILABILITY:	%	58.6	%	24.1	%	3.1
UNDERUTILIZATION:	%	3.0	%	1.9	%	NONE
	#	0.3	#	0.2	#	0.0
	UU	0	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
	<p>DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.</p>					
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Education						
<u>Constituent Departments:</u>	Leadership and Special Education						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Education						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			67.9	28.0	17.9	5.4	3.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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UTILIZATION ANALYSIS WORKSHEET							
Two Factor Availability							
					College: The City College of New York		
					Semester/Year: FALL, 2012		
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:				
Education			Leadership and Special Education				
EEO CATEGORY:			Job Titles:				
FACULTY			Professor; Associate Professor; and Assistant Professor				
JOB GROUP:							
PROFESSORIAL							
FACTORS:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00	67.9	28.0	17.9	5.4	3.9
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 10							
No. Male: 4 No. Female: 6							
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	
CURRENT UTILIZATION:		# 6	# 6	# 5	# 0	# 1	
		% 60.0	% 60.0	% 50.0	% 0.0	% 10.0	
OVERALL AVAILABILITY:		% 67.9	% 28.0	% 17.9	% 5.4	% 3.9	
UNDERUTILIZATION:		% 7.9	% NONE	% NONE	% 5.4	% NONE	
		# 0.8	# 0.0	# 0.0	# 0.5	# 0.0	
		UU 1	UU 0	UU 0	UU 1	UU 0	

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
		AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Library						
<u>Constituent Departments:</u>	Library						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Library Science						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			60.1	22.5	10.0	5.2	7.4
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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UTILIZATION ANALYSIS WORKSHEET							
Two Factor Availability							
					College: City College		
					Semester/Year: FALL, 2012		
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:				
Library			Library				
EEO CATEGORY:			Job Titles:				
FACULTY			Professor; Associate Professor; and Assistant Professor				
JOB GROUP:							
PROFESSORIAL							
FACTORS:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00	60.1	22.5	10.0	5.2	7.4
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 16							
No. Male: 7 No. Female: 9							
			Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		#	9	#	6	#	2
		%	56.3	%	37.5	%	12.5
OVERALL AVAILABILITY:		%	60.1	%	22.5	%	5.2
UNDERUTILIZATION:		%	3.9	%	NONE	%	NONE
		#	0.6	#	0.0	#	0.0
		UU	1	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Math and Computer Science						
<u>Constituent Departments:</u>	Mathematics						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Mathematics and Statistics						
		<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	
		33.6	18.1	3.7	4.9	9.2	
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Math and Computer Science			Mathematics			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	33.6	18.1	3.7	4.9	9.2
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	21					
No. Male:	17	No. Female:	4			
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	4	#	2	#	0
	%	19.0	%	9.5	%	0.0
OVERALL AVAILABILITY:	%	33.6	%	18.1	%	4.9
UNDERUTILIZATION:	%	14.6	%	8.6	%	4.9
	#	3.1	#	1.8	#	1.0
	UU	3	UU	2	UU	1
						NONE
						0.0
						0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Fine, Applied Arts, and Media						
<u>Constituent Departments:</u>	Media and Communication Arts						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Communication, Journalism, and Related Programs						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			60.8	22.5	12.3	4.2	5.2
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Fine, Applied Arts, and Media			Media and Communication Arts			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	60.8	22.5	12.3	4.2	5.2
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 14						
No. Male: 10	No. Female: 4					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 4	# 2	# 0	# 1	# 1
		% 28.6	% 14.3	% 0.0	% 7.1	% 7.1
OVERALL AVAILABILITY:		% 60.8	% 22.5	% 12.3	% 4.2	% 5.2
UNDERUTILIZATION:		% 32.2	% 8.2	% 12.3	% NONE	% NONE
		# 4.5	# 1.2	# 1.7	# 0.0	# 0.0
		UU 5	UU 1	UU 2	UU 0	UU 0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

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	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
	<p>DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.</p>					
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Architecture and Engineering						
<u>Constituent Departments:</u>	Mechanical Engineering						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
		Engineering					
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			25.4	26.3	4.3	4.4	17.0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Architecture and Engineering			Mechanical Engineering			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	25.4	26.3	4.3	4.4	17.0
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	18					
No. Male:	16	No. Female:	2			
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	2	#	9	#	1
	%	11.1	%	50.0	%	5.6
OVERALL AVAILABILITY:	%	25.4	%	26.3	%	4.3
UNDERUTILIZATION:	%	14.3	%	NONE	%	NONE
	#	2.6	#	0.0	#	0.0
	UU	3	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>		Fine, Applied Arts, and Media					
<u>Constituent Departments:</u>		Music					
<u>Job Group:</u>		Professorial					
<u>Job Titles:</u>		Distinguished Professor; Professor; Associate Professor; and Assistant Professor					
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.							
Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*							
Visual and Performing Arts							
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			48.8	15.3	3.7	3.2	7.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Fine, Applied Arts, and Media			Music			
EEO CATEGORY:			Job Titles:			
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	48.8	15.3	3.7	3.2	7.9
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	13					
No. Male:	11	No. Female:	2			
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	2	#	3	#	2
	%	15.4	%	23.1	%	15.4
	#		#		#	1
	%		%		%	7.7
	#		#		#	0
	%		%		%	0.0
OVERALL AVAILABILITY:	%	48.8	%	15.3	%	3.2
	%		%		%	7.9
UNDERUTILIZATION:	%	33.4	%	NONE	%	NONE
	#	4.3	#	0.0	#	0.0
	UU	4	UU	0	UU	0
	#		#		#	1.0
	UU		UU		UU	1

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Humanities						
<u>Constituent Departments:</u>	Philosophy						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Philosophy and Religious Studies						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			30.3	16.8	6.4	2.4	7.2
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

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 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Physical Sciences						
<u>Constituent Departments:</u>	Physics						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Physical Sciences						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			31.5	17.2	3.3	4.5	9.2
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Physical Sciences			Physics			
EEO CATEGORY:			Job Titles:			
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	31.5	17.2	3.3	4.5	9.2
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 26						
No. Male: 23	No. Female: 3					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 3	# 7	# 0	# 2	# 5
		% 11.5	% 26.9	% 0.0	% 7.7	% 19.2
OVERALL AVAILABILITY:		% 31.5	% 17.2	% 3.3	% 4.5	% 9.2
UNDERUTILIZATION:		% 20.0	% NONE	% 3.3	% NONE	% NONE
		# 5.2	# 0.0	# 0.9	# 0.0	# 0.0
		UU 5	UU 0	UU 1	UU 0	UU 0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Social Science						
<u>Constituent Departments:</u>	Political Science						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Social Sciences						
		<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	
		51.7	21.3	6.3	5.9	8.7	
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Social Science			Political Science			
EEO CATEGORY:			Job Titles:			
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	51.7	21.3	6.3	5.9	8.7
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	14					
No. Male: 8	No. Female: 6					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 6	# 2	# 1	# 0	# 1
		% 42.9	% 14.3	% 7.1	% 0.0	% 7.1
OVERALL AVAILABILITY:		% 51.7	% 21.3	% 6.3	% 5.9	% 8.7
UNDERUTILIZATION:		% 8.8	% 7.0	% NONE	% 5.9	% 1.6
		# 1.2	# 1.0	# 0.0	# 0.8	# 0.2
		UU 1	UU 1	UU 0	UU 1	UU 0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

2012 -13 CCNY Affirmative Action Plan

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
	<p>DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.</p>					
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Psychology						
<u>Constituent Departments:</u>	Psychology						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Distinguished Professor; Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Psychology						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			72.9	20.8	7.1	6.5	6.3
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Psychology			Psychology			
EEO CATEGORY:			Job Titles:			
FACULTY			Distinguished Professor; Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	72.9	20.8	7.1	6.5	6.3
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 33						
No. Male: 18	No. Female: 15					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 15	# 10	# 5	# 2	# 3
		% 45.5	% 30.3	% 15.2	% 6.1	% 9.1
OVERALL AVAILABILITY:		% 72.9	% 20.8	% 7.1	% 6.5	% 6.3
UNDERUTILIZATION:		% 27.4	% NONE	% NONE	% 0.4	% NONE
		# 9.1	# 0.0	# 0.0	# 0.1	# 0.0
		UU 9	UU 0	UU 0	UU 0	UU 0
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.						

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Education						
<u>Constituent Departments:</u>	Secondary Education						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	FACTORS	SOURCES				WEIGHT	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Education						
			Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
			67.9	28.0	17.9	5.4	3.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Education			Secondary Education			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	28.0	17.9	5.4	3.9
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	10					
No. Male: 3	No. Female: 7					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	7	#	1	#	0
	%	70.0	%	10.0	%	0.0
OVERALL AVAILABILITY:	%	67.9	%	28.0	%	5.4
UNDERUTILIZATION:	%	NONE	%	18.0	%	NONE
	#	0.0	#	1.8	#	0.0
	UU	0	UU	2	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./ AL.NAT.</u>	<u>BLACK NON-HISP.</u>	<u>ASIAN/ PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Education						
<u>Constituent Departments:</u>	SEEK						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Education						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			67.9	28.0	17.9	5.4	3.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Education			SEEK			
EEO CATEGORY:			Job Titles:			
FACULTY			Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	28.0	17.9	5.4	3.9
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.:	6					
No. Male:	1	No. Female:	5			
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	5	#	3	#	2
	%	83.3	%	50.0	%	33.3
OVERALL AVAILABILITY:	%	67.9	%	28.0	%	5.4
UNDERUTILIZATION:	%	NONE	%	NONE	%	NONE
	#	0.0	#	0.0	#	0.0
	UU	0	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Social Science						
<u>Constituent Departments:</u>	Sociology						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Social Sciences						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			51.7	21.3	6.3	5.9	8.7
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Social Science			Sociology			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	51.7	21.3	6.3	5.9	8.7
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 14						
No. Male: 8	No. Female: 6					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 6	# 7	# 2	# 3	# 2
		% 42.9	% 50.0	% 14.3	% 21.4	% 14.3
OVERALL AVAILABILITY:		% 51.7	% 21.3	% 6.3	% 5.9	% 8.7
UNDERUTILIZATION:		% 8.8	% NONE	% NONE	% NONE	% NONE
		# 1.2	# 0.0	# 0.0	# 0.0	# 0.0
		UU 1	UU 0	UU 0	UU 0	UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
	<p>DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.</p>					
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Agricultural and Life Sciences						
<u>Constituent Departments:</u>	School of Biomedical Education						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Medical Professor; Medical Associate Professor; Medical Assistant Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Biological and Biomedical Sciences						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			51.3	23.2	5.0	5.3	12.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
Agricultural and Life Sciences			School of Biomedical Education			
EEO CATEGORY:			Job Titles:			
FACULTY			Medical Professor; Medical Associate Professor; Medical Assistant Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	51.3	23.2	5.0	5.3	12.9
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 30						
No. Male: 15	No. Female: 15					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 15	# 11	# 2	# 3	# 6
		% 50.0	% 36.7	% 6.7	% 10.0	% 20.0
OVERALL AVAILABILITY:		% 51.3	% 23.2	% 5.0	% 5.3	% 12.9
UNDERUTILIZATION:		% 1.3	% NONE	% NONE	% NONE	% NONE
		# 0.4	# 0.0	# 0.0	# 0.0	# 0.0
		UU 0	UU 0	UU 0	UU 0	UU 0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
	<p>DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.</p>					
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	English and English Literature						
<u>Constituent Departments:</u>	Theater and Speech						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	English Language and Literature/Letters						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			63.3	14.2	4.6	3.7	5.7
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET						
Two Factor Availability						
					College: City College	
					Semester/Year: FALL, 2012	
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:			
English and English Literature			Theater and Speech			
EEO CATEGORY:			Job Titles:			
FACULTY			Professor; Associate Professor; and Assistant Professor			
JOB GROUP:						
PROFESSORIAL						
FACTORS:	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	63.3	14.2	4.6	3.7	5.7
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 6						
No. Male: 4	No. Female: 2					
		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	#	2	#	3	#	0
	%	33.3	%	50.0	%	0.0
OVERALL AVAILABILITY:	%	63.3	%	14.2	%	3.7
UNDERUTILIZATION:	%	30.0	%	NONE	%	3.7
	#	1.8	#	0.0	#	0.2
	UU	2	UU	0	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

2012 -13 CCNY Affirmative Action Plan

 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.							
		<u>AM.IND./</u> <u>AL.NAT.</u>	<u>BLACK</u> <u>NON-HISP.</u>	<u>ASIAN/</u> <u>PAC. ISL.</u>	<u>HISPANIC</u>	<u>TOTAL</u> <u>MINORITY</u>	<u>FEMALE</u>
Agriculture, Agriculture Operations and Related Sciences		0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services		0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies		3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences		0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services		0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs		0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services		0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education		0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering		0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians		0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters		0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences		0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics		0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences		0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History		0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies		0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities		1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science		0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics		0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies		0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation		1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies		0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies		0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences		0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology		0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions		0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians		0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services		1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences		0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations		0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts		0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS		0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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2012 -13 CCNY Affirmative Action Plan

FACTOR / SOURCE SHEET - PROFESSORIAL							FALL, 2012
<u>Affirmative Action Unit:</u>	Education						
<u>Constituent Departments:</u>	Teaching, Learning, and Culture						
<u>Job Group:</u>	Professorial						
<u>Job Titles:</u>	Professor; Associate Professor; and Assistant Professor						
	<u>FACTORS</u>	<u>SOURCES</u>				<u>WEIGHT</u>	
	Factor 1	EDC- Ph.D. 2007 - 08* - 4States and US Non-4ST.				1.0	
		* Note: US Dept of Education's Postsecondary Studies Division indicates 2008 is the latest data available as of 5//2011.					
	Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2007 - 08*						
	Education						
			<u>Female</u>	<u>**Total Minority</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>
			67.9	28.0	17.9	5.4	3.9
**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.							

2012 -13 CCNY Affirmative Action Plan

UTILIZATION ANALYSIS WORKSHEET							
Two Factor Availability							
					College: City College		
					Semester/Year: FALL, 2012		
AFFIRMATIVE ACTION UNIT:			CONSTITUENT DEPARTMENTS:				
Education			Teaching, Learning, and Culture				
EEO CATEGORY:			Job Titles:				
FACULTY			Professor; Associate Professor; and Assistant Professor				
JOB GROUP:							
PROFESSORIAL							
FACTORS:		Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.		1.00	67.9	28.0	17.9	5.4	3.9
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 16							
No. Male: 3 No. Female: 13							
			Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		#	13	#	4	#	1
		%	81.3	%	25.0	%	6.3
OVERALL AVAILABILITY:		%	67.9	%	28.0	%	5.4
UNDERUTILIZATION:		%	NONE	%	3.0	%	NONE
		#	0.0	#	0.5	#	0.0
		UU	0	UU	1	UU	0

**Total Minority includes Black or African American, Hispanic or Latino, Asian or Nat. Haw. or Other Pac. Isl., and Am. Ind./Al. Natives and Two or More Races.

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	 DOCTORATE degree conferred by Title IV participating institutions 2007-2008 Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and USn4ST is weighted at 80%.					
	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.1%
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.1%
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.6%
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.3%
Business, Management, Marketing, & Related Support Services	0.9%	14.9%	7.9%	3.8%	27.5%	41.5%
Communication, Journalism, and Related Programs	0.8%	12.3%	5.2%	4.2%	22.5%	60.8%
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.3%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.8%	17.9%	3.9%	5.4%	28.0%	67.9%
Engineering	0.5%	4.3%	17.0%	4.4%	26.3%	25.4%
Engineering Technologies/Technicians	0.0%	6.2%	6.2%	0.0%	12.3%	12.3%
English Language and Literature/Letters	0.2%	4.6%	5.7%	3.7%	14.2%	63.3%
Family and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
Foreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
Health Professions and Related Clinical Sciences	0.5%	5.0%	6.3%	3.9%	15.7%	74.6%
History	0.8%	7.5%	3.6%	5.3%	17.2%	43.6%
Legal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
Liberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
Library Science	0.0%	10.0%	7.4%	5.2%	22.5%	60.1%
Mathematics and Statistics	0.3%	3.7%	9.2%	4.9%	18.1%	33.6%
Mechanic and Repair Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Military Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
Natural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
Parks, Recreation, Leisure and Fitness Studies	0.5%	3.9%	3.3%	3.3%	11.0%	47.3%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
Physical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
Public Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Security and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
Social Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
Theology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Transportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Visual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
TOTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

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C. COMPARING INCUMBENCY TO AVAILABILITY AND ANNUAL PLACEMENT GOALS

2012 -13 CCNY Affirmative Action Plan

Comparing Incumbency to Availability and Annual Placement Goals 2012-13								
*Note - If the AAU / Job Group has UU for a specific protected minority group, indicate the ethnic category and number in parenthesis.								
Affirmative Action Units (within EEO6 Category)	Female Incumbency %	Female Availability %	Establish Goal? Yes/No	If Yes, Goal for Females % (#)	Minority Incumbency %	Minority Availability %	Establish Goal? Yes/No	If Yes, Goal for Minorities* % (#)
1. EXECUTIVE/ADMINISTRATIVE/MANAGERIAL								
Administration 1	43.8%	47.1%	Y	47.1%	31.3%	24.9%	N	
Administration 2	52.4%	57.1%	Y	57.1%	49.5%	36.6%	N	
Administration 3	47.3%	62.4%	Y	62.4%	67.7%	36.8%	N	
Administration 4	25.9%	37.2%	Y	37.2%	51.9%	53.3%	Y	53.3%
Computer Systems Manager	0.0%	28.3%	Y	28.3%	100.0%	21.2%	N	
Security Director	0.0%	23.7%	Y	23.7%	50.0%	66.1%	Y	66.1%
2A. FACULTY/PROFESSORIAL								
Anthropology	80.0%	61.6%	N		40.0%	35.8%	N	
Architecture	40.0%	52.1%	Y	52.1%	16.0%	38.5%	Y	38.5%
Art	62.5%	48.8%	N		12.5%	15.3%	N	
Biology	42.9%	51.3%	Y	51.3%	38.1%	23.2%	N	
Biomedical Engineering	38.5%	51.3%	Y	51.3%	46.2%	23.2%	N	
Chemical Engineering	20.0%	25.4%	Y	25.4%	13.3%	26.3%	Y	26.3%
Chemistry	24.0%	31.5%	Y	31.5%	24.0%	17.2%	N	
Civil Engineering	18.2%	12.3%	N		31.8%	12.3%	N	
Computer Science	15.8%	21.3%	Y	21.3%	42.1%	21.5%	N	
Earth and Atmospheric Sciences	28.6%	41.1%	Y	41.1%	42.9%	14.7%	N	
Economics and Business	33.3%	41.5%	Y	41.5%	53.3%	27.5%	N	
Electrical Engineering	4.0%	12.3%	Y	4.0%	40.0%	12.3%	N	
English	60.0%	63.3%	Y	63.3%	20.0%	14.2%	N	
Foreign Languages and Literature	64.3%	60.2%	N		64.3%	22.9%	N	
History	57.1%	43.6%	N		38.1%	17.2%	N	
Interdisciplinary Studies	55.6%	56.6%	N		22.2%	24.1%	N	
Leadership and Special Ed.	60.0%	67.9%	Y	67.9%	60.0%	28.0%	N	
Library	56.3%	60.1%	Y	60.1%	37.5%	22.5%	N	
Mathematics	19.0%	33.6%	Y	33.6%	9.5%	18.1%	Y	18.1%
Media and Communication Arts	28.6%	60.8%	Y	60.8%	14.3%	22.5%	Y	22.5%
Mechanical Engineering	11.1%	25.4%	Y	25.4%	50.0%	26.3%	N	
Music	15.4%	48.8%	Y	48.8%	23.1%	15.3%	N	
Philosophy	22.2%	30.3%	Y	30.3%	11.1%	16.8%	Y	16.8%
Physics	11.5%	31.5%	Y	31.5%	26.9%	17.2%	N	
Political Science	42.9%	51.7%	Y	51.7%	14.3%	21.3%	Y	21.3%
Psychology	45.5%	72.9%	Y	72.9%	30.3%	20.8%	N	
Secondary Education	70.0%	67.9%	N		10.0%	28.0%	Y	28.0%
Seek	83.3%	67.9%	N		50.0%	28.0%	N	
Sociology	42.9%	51.7%	Y	51.7%	50.0%	21.3%	N	
S.B.E.	50.0%	51.3%	N		36.7%	23.2%	N	
Theatre and Speech	33.3%	63.3%	Y	63.3%	50.0%	14.2%	N	
T.L.C.	81.3%	67.9%	N		25.0%	28.0%	Y	28.0%

2012 -13 CCNY Affirmative Action Plan

Comparing Incumbency to Availability and Annual Placement Goals 2012-13								
*Note - If the AAU / Job Group has UU for a specific protected minority group, indicate the ethnic category and number in parenthesis.								
Affirmative Action Units (within EEO6 Category)	Female Incumbency %	Female Availability %	Establish Goal? Yes/No	If Yes, Goal for Females % (#)	Minority Incumbency %	Minority Availability %	Establish Goal? Yes/No	If Yes, Goal for Minorities* % (#)
2B. FACULTY/INSTRUCTOR								
2C. FACULTY: LECTURER								
Math	40.0%	46.0%	N		20.0%	21.8%	N	
Art	33.3%	61.3%	Y	61.3%	16.7%	20.7%	N	
English	83.3%	68.6%	N		16.7%	19.9%	N	
Foreign Languages and Literature	66.7%	72.4%	N		33.3%	28.1%	N	
S.B.E.	40.0%	59.4%	Y	59.4%	80.0%	32.0%	N	
3. PROFESSIONAL/NON FACULTY								
4. SECRETARIAL/CLERICAL								
CUNY Administrative Assistant	95.5%	93.6%	N		90.9%	67.2%	N	
CUNY Office Assitant	90.6%	92.8%	Y	92.8%	92.7%	31.8%	N	
5. TECHNICAL/PARA PROFESSIONAL								
Accountants	100.0%	82.1%	N		100.0%	74.1%	N	
Accountant Assitants	87.5%	45.5%	N		87.5%	30.8%	N	
Computer Specialist	14.8%	29.6%	Y	29.6%	85.2%	36.3%	N	
6. SKILLED CRAFTS								
Skilled Crafts	6.0%	2.7%	N		30.0%	36.2%	Y	36.2%
Skilled Trades/ Crafts Supervisor Titles	0.0%	130.0%	N		33.3%	16.9%	N	
7. SERVICE MAINTENANCE								
Motor Vehicle Operator	12.5%	17.6%	N		100.0%	58.6%	N	
Campus Peace Officer Lev1	29.8%	23.7%	N		93.6%	66.1%	N	
Campus Peace Officer Lev2	57.1%	24.2%	N		100.0%	87.9%	N	
Campus Peace Officer Lev3	9.1%	23.6%	Y	23.6%	100.0%	88.7%	N	
Custodial Assitant	27.1%	23.1%	N		100.0%	63.2%	N	
Custodial Supervisor	11.1%	28.6%	Y	28.6%	77.8%	53.9%	N	

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**D. PROGRESS REPORT-
HISTORICAL UNDERUTILIZATION 2008- 2012**

2012 -13 CCNY Affirmative Action Plan

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2008 - 2012

AFFIRMATIVE ACTION UNIT (AAU):														
This form is to be used if there have been changes in the Affirmative Action Unit or Constituent Depts. from 2008 to 2012.														
2008			2009			2010			2011			2012		
AAU:	Administration I		AAU:	Administration I		AAU:	Administration I		AAU:	Administration I		AAU:	Administration I	
JOB GROUP:	Executive Compensation Plan		JOB GROUP:	Executive Compensation Plan		JOB GROUP:	Executive Compensation Plan		JOB GROUP:	Executive Compensation Plan		JOB GROUP:	Executive Compensation Plan	
Constituent Dept.	President, Senior Vice President, Vice President, Assistant Vice President, Administrator, Associate Administrator, Assistant Administrator, Dean, Associate/Assistant Dean		Constituent Dept.	President, Senior Vice President, Vice President, Assistant Vice President, Administrator, Associate Administrator, Assistant Administrator, Dean, Associate/Assistant Dean		Constituent Dept.	President, Senior Vice President, Vice President, Assistant Vice President, Administrator, Associate Administrator, Assistant Administrator, Dean, Associate/Assistant Dean		Constituent Dept.	President, Senior Vice President, Vice President, Assistant Vice President, Administrator, Associate Administrator, Assistant Administrator, Dean, Associate/Assistant Dean		Constituent Dept.	President, Senior Vice President, Vice President, Assistant Vice President, Administrator, Associate Administrator, Assistant Administrator, Dean, Associate/Assistant Dean	
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	32		TOTAL	33		TOTAL	30		TOTAL	33		TOTAL	31	
WOMEN	11	44	WOMEN	10	6	WOMEN	11	3	WOMEN	15	1	WOMEN	13	2
TOTAL MINORITY	11	0	TOTAL MINORITY	12	0	TOTAL MINORITY	8	0	TOTAL MINORITY	8	0	TOTAL MINORITY	11	0
BLACK	6	0	BLACK	6	0	BLACK	4	0	BLACK	4	0	BLACK	3	0
HISPANIC	5	0	HISPANIC	6	0	HISPANIC	6	0	HISPANIC	4	0	HISPANIC	5	0
ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	3	ASIAN/PAC.ISL	2	2
AAU:	Administration II		AAU:	Administration II		AAU:	Administration II		AAU:	Administration II		AAU:	Administration II	
JOB GROUP:	Executive/Administrative/Managerial		JOB GROUP:	Executive/Administrative/Managerial		JOB GROUP:	Executive/Administrative/Managerial		JOB GROUP:	Executive/Administrative/Managerial		JOB GROUP:	Executive/Administrative/Managerial	
Constituent Dept.	Higher Education officer, Higher Education Associate, Research Associate		Constituent Dept.	Higher Education officer, Higher Education Associate, Research Associate		Constituent Dept.	Higher Education officer, Higher Education Associate, Research Associate		Constituent Dept.	Higher Education officer, Higher Education Associate, Research Associate		Constituent Dept.	Higher Education officer, Higher Education Associate, Research Associate	
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	121		TOTAL	117		TOTAL	133		TOTAL	102		TOTAL	115	
WOMEN	61	7	WOMEN	57	9	WOMEN	63	13	WOMEN	50	8	WOMEN	60	6
TOTAL MINORITY	63	0	TOTAL MINORITY	62	0	TOTAL MINORITY	71	0	TOTAL MINORITY	53	0	TOTAL MINORITY	62	0
BLACK	32	0	BLACK	32	0	BLACK	39	0	BLACK	33	0	BLACK	38	0
HISPANIC	14	0	HISPANIC	12	0	HISPANIC	12	2	HISPANIC	9	2	HISPANIC	12	0
ASIAN/PAC.ISL	16	0	ASIAN/PAC.ISL	17	0	ASIAN/PAC.ISL	20	0	ASIAN/PAC.ISL	10	0	ASIAN/PAC.ISL	12	0
AAU:	Administration III		AAU:	Administration III		AAU:	Administration III		AAU:	Administration III		AAU:	Administration III	
JOB GROUP:	Professional/Non-Faculty		JOB GROUP:	Professional/Non-Faculty		JOB GROUP:	Professional/Non-Faculty		JOB GROUP:	Professional/Non-Faculty		JOB GROUP:	Professional/Non-Faculty	
Constituent Dept.	Higher Education Assistant, Assistant to Higher Education Officer, Assistant Registrar, Research Associate and Research Assistant		Constituent Dept.	Higher Education Assistant, Assistant to Higher Education Officer, Assistant Registrar, Research Associate and Research Assistant		Constituent Dept.	Higher Education Assistant, Assistant to Higher Education Officer, Assistant Registrar, Research Associate and Research Assistant		Constituent Dept.	Higher Education Assistant, Assistant to Higher Education Officer, Assistant Registrar, Research Associate and Research Assistant		Constituent Dept.	Higher Education Assistant, Assistant to Higher Education Officer, Assistant Registrar, Research Associate and Research Assistant	
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	212		TOTAL	127		TOTAL	126		TOTAL	170		TOTAL	178	
WOMEN	71	56	WOMEN	72	5	WOMEN	74	5	WOMEN	91	15	WOMEN	96	15
TOTAL MINORITY	180	0	TOTAL MINORITY	86	0	TOTAL MINORITY	87	0	TOTAL MINORITY	110	0	TOTAL MINORITY	115	0
BLACK	43	0	BLACK	44	0	BLACK	44	0	BLACK	49	0	BLACK	49	0
HISPANIC	130	0	HISPANIC	32	0	HISPANIC	35	0	HISPANIC	42	0	HISPANIC	43	0
ASIAN/PAC.ISL	7	15	ASIAN/PAC.ISL	9	3	ASIAN/PAC.ISL	7	5	ASIAN/PAC.ISL	18	0	ASIAN/PAC.ISL	22	0
AAU:	Administration IV		AAU:	Administration IV		AAU:	Administration IV		AAU:	Administration IV		AAU:	Administration IV	
JOB GROUP:	College Lab Technicians (CLTs)		JOB GROUP:	College Lab Technicians (CLTs)		JOB GROUP:	College Lab Technicians (CLTs)		JOB GROUP:	College Lab Technicians (CLTs)		JOB GROUP:	College Lab Technicians (CLTs)	
Constituent Dept.	Health, Engineering, Science, Tech-Broadcasting/Comm., and Business Management/Service Occupations		Constituent Dept.	Health, Engineering, Science, Tech-Broadcasting/Comm., and Business Management/Service Occupations		Constituent Dept.	Health, Engineering, Science, Tech-Broadcasting/Comm., and Business Management/Service Occupations		Constituent Dept.	Health, Engineering, Science, Tech-Broadcasting/Comm., and Business Management/Service Occupations		Constituent Dept.	Health, Engineering, Science, Tech-Broadcasting/Comm., and Business Management/Service Occupations	
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	55		TOTAL	57		TOTAL	58		TOTAL	48		TOTAL	54	
WOMEN	13	8	WOMEN	13	9	WOMEN	12	8	WOMEN	10	9	WOMEN	14	6
TOTAL MINORITY	27	0	TOTAL MINORITY	26	0	TOTAL MINORITY	28	3	TOTAL MINORITY	27	0	TOTAL MINORITY	28	1
BLACK	9	0	BLACK	9	0	BLACK	9	3	BLACK	9	1	BLACK	9	1
HISPANIC	5	0	HISPANIC	3	0	HISPANIC	4	5	HISPANIC	3	5	HISPANIC	3	7
ASIAN/PAC.ISL	13	0	ASIAN/PAC.ISL	14	0	ASIAN/PAC.ISL	15	0	ASIAN/PAC.ISL	15	0	ASIAN/PAC.ISL	16	0

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professional; Non-Professional-Instructor; Non-Professional-Lecturer; Administration Groups; and Classified Groups

2012 -13 CCNY Affirmative Action Plan

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2008 - 2012

AFFIRMATIVE ACTION UNIT (AAU):

This form is to be used if there have been changes in the Affirmative Action Unit or Constituent Depts. from 2008 to 2012.

2008		2009		2010		2011		2012	
AAU:	Accountant								
JOB GROUP:	College Accountant, Purchasing Agent								
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.	
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	4	TOTAL	4	TOTAL	3	TOTAL	2	TOTAL	3
WOMEN	4	WOMEN	4	WOMEN	3	WOMEN	2	WOMEN	3
TOTAL MINORITY	4	TOTAL MINORITY	4	TOTAL MINORITY	3	TOTAL MINORITY	2	TOTAL MINORITY	3
BLACK	1								
HISPANIC	0	HISPANIC	1	HISPANIC	1	HISPANIC	0	HISPANIC	1
ASIAN/PAC.ISL.	1								
JOB GROUP:	College Accountant Assistant								
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.	
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	16	TOTAL	12	TOTAL	17	TOTAL	9	TOTAL	8
WOMEN	14	WOMEN	10	WOMEN	15	WOMEN	8	WOMEN	7
TOTAL MINORITY	13	TOTAL MINORITY	9	TOTAL MINORITY	14	TOTAL MINORITY	7	TOTAL MINORITY	7
BLACK	10	BLACK	7	BLACK	10	BLACK	7	BLACK	7
HISPANIC	1	HISPANIC	1	HISPANIC	3	HISPANIC	0	HISPANIC	0
ASIAN/PAC.ISL.	2	ASIAN/PAC.ISL.	1	ASIAN/PAC.ISL.	1	ASIAN/PAC.ISL.	0	ASIAN/PAC.ISL.	0
JOB GROUP:	IT Sr. Associate, IT Associate/Asst.	JOB GROUP:	IT Sr. Associate, IT Associate/Asst.	JOB GROUP:	IT Sr. Associate, IT Associate/Asst.	JOB GROUP:	IT Sr. Associate, IT Associate/Asst.	JOB GROUP:	IT Sr. Associate, IT Associate/Asst.
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.	
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	27	TOTAL	26	TOTAL	30	TOTAL	30	TOTAL	27
WOMEN	5	WOMEN	4	WOMEN	5	WOMEN	6	WOMEN	4
TOTAL MINORITY	22	TOTAL MINORITY	22	TOTAL MINORITY	25	TOTAL MINORITY	28	TOTAL MINORITY	23
BLACK	8	BLACK	7	BLACK	9	BLACK	10	BLACK	7
HISPANIC	5	HISPANIC	6	HISPANIC	8	HISPANIC	7	HISPANIC	6
ASIAN/PAC.ISL.	9	ASIAN/PAC.ISL.	9	ASIAN/PAC.ISL.	8	ASIAN/PAC.ISL.	11	ASIAN/PAC.ISL.	10
JOB GROUP:	Computer Systems Manager								
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.	
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	3	TOTAL	2	TOTAL	2	TOTAL	2	TOTAL	4
WOMEN	0								
TOTAL MINORITY	3	TOTAL MINORITY	2	TOTAL MINORITY	2	TOTAL MINORITY	2	TOTAL MINORITY	4
BLACK	1	BLACK	1	BLACK	0	BLACK	0	BLACK	1
HISPANIC	0								
ASIAN/PAC.ISL.	2	ASIAN/PAC.ISL.	1	ASIAN/PAC.ISL.	2	ASIAN/PAC.ISL.	2	ASIAN/PAC.ISL.	3

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

2012 -13 CCNY Affirmative Action Plan

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION

FALL, 2008 - 2012

AFFIRMATIVE ACTION UNIT (AAU): This form is to be used if there have been changes in the Affirmative Action Unit or Constituent Depts. from 2008 to 2012.														
2008			2009			2010			2011			2012		
AAU:	Custodial		AAU:	Custodial		AAU:	Custodial		AAU:	Custodial		AAU:	Custodial	
JOB GROUP:	Senior Custodial Supervisor		JOB GROUP:	Senior Custodial Supervisor		JOB GROUP:	Senior Custodial Supervisor		JOB GROUP:	Senior Custodial Supervisor		JOB GROUP:	Senior Custodial Supervisor	
Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.		
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	10	2	TOTAL	12	5	TOTAL	10	5	TOTAL	9	5	TOTAL	9	3
WOMEN	1	2	WOMEN	1	2	WOMEN	0	3	WOMEN	1	2	WOMEN	1	2
TOTAL MINORITY	9	0	TOTAL MINORITY	9	0	TOTAL MINORITY	8	0	TOTAL MINORITY	7	0	TOTAL MINORITY	7	0
BLACK	6	0	BLACK	8	0	BLACK	7	0	BLACK	6	0	BLACK	5	0
HISPANIC	3	0	HISPANIC	1	3	HISPANIC	1	2	HISPANIC	1	2	HISPANIC	2	1
ASIAN/PAC.ISL	0	0	ASIAN/PAC.ISL	0	0	ASIAN/PAC.ISL	0	0	ASIAN/PAC.ISL	0	1	ASIAN/PAC.ISL	0	0
AAU:	Custodial		AAU:	Custodial		AAU:	Custodial		AAU:	Custodial		AAU:	Custodial	
JOB GROUP:	Custodial Assistant		JOB GROUP:	Custodial Assistant		JOB GROUP:	Custodial Assistant		JOB GROUP:	Custodial Assistant		JOB GROUP:	Custodial Assistant	
Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.		
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	90	15	TOTAL	82	11	TOTAL	85	11	TOTAL	85	9	TOTAL	85	9
WOMEN	27	0	WOMEN	21	0	WOMEN	22	0	WOMEN	21	0	WOMEN	23	0
TOTAL MINORITY	84	0	TOTAL MINORITY	78	0	TOTAL MINORITY	82	0	TOTAL MINORITY	83	0	TOTAL MINORITY	85	0
BLACK	61	0	BLACK	56	0	BLACK	59	0	BLACK	56	0	BLACK	58	0
HISPANIC	23	13	HISPANIC	22	11	HISPANIC	23	11	HISPANIC	27	7	HISPANIC	27	7
ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	2	ASIAN/PAC.ISL	0	2
AAU:	Admin Spt of Bldgs and Grnds		AAU:	Admin Spt of Bldgs and Grnds		AAU:	Admin Spt of Bldgs and Grnds		AAU:	Admin Spt of Bldgs and Grnds		AAU:	Admin Spt of Bldgs and Grnds	
JOB GROUP:	Admin Supt of Bldgs and Grnds		JOB GROUP:	Admin Supt of Bldgs and Grnds		JOB GROUP:	Admin Supt of Bldgs and Grnds		JOB GROUP:	Admin Supt of Bldgs and Grnds		JOB GROUP:	Admin Supt of Bldgs and Grnds	
Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.		
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	2	3	TOTAL	1	1	TOTAL	1	1	TOTAL	2	0	TOTAL	2	0
WOMEN	0	1	WOMEN	0	0	WOMEN	0	0	WOMEN	2	0	WOMEN	0	0
TOTAL MINORITY	0	1	TOTAL MINORITY	0	1	TOTAL MINORITY	0	1	TOTAL MINORITY	2	0	TOTAL MINORITY	1	0
BLACK	0	0	BLACK	0	0	BLACK	0	0	BLACK	1	0	BLACK	1	0
HISPANIC	0	1	HISPANIC	0	0									
ASIAN/PAC.ISL	0	0	ASIAN/PAC.ISL	0	0	ASIAN/PAC.ISL	0	0	ASIAN/PAC.ISL	1	0	ASIAN/PAC.ISL	0	0
AAU:	Campus Peace officer/ Sgt		AAU:	Campus Peace officer/ Sgt		AAU:	Campus Peace officer/ Sgt		AAU:	Campus Peace officer/ Sgt		AAU:	Campus Peace officer/ Sgt	
JOB GROUP:	CPO 3 Sergeant		JOB GROUP:	CPO 3 Sergeant		JOB GROUP:	CPO 3 Sergeant		JOB GROUP:	CPO 3 Sergeant		JOB GROUP:	CPO 3 Sergeant	
Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.			Constituent Dept.		
(list depts.)			(list depts.)			(list depts.)			(list depts.)			(list depts.)		
	#	UU		#	UU		#	UU		#	UU		#	UU
TOTAL	46	4	TOTAL	11	4	TOTAL	11	4	TOTAL	10	2	TOTAL	11	5
WOMEN	10	0	WOMEN	2	1	WOMEN	2	1	WOMEN	2	0	WOMEN	1	2
TOTAL MINORITY	46	0	TOTAL MINORITY	11	0	TOTAL MINORITY	11	0	TOTAL MINORITY	10	0	TOTAL MINORITY	11	0
BLACK	35	0	BLACK	10	0	BLACK	10	0	BLACK	9	0	BLACK	10	0
HISPANIC	8	4	HISPANIC	1	2	HISPANIC	1	2	HISPANIC	1	1	HISPANIC	1	2
ASIAN/PAC.ISL	3	0	ASIAN/PAC.ISL	0	1									

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

2012 -13 CCNY Affirmative Action Plan

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION

FALL, 2008 - 2012

AFFIRMATIVE ACTION UNIT (AAU):

This form is to be used if there have been changes in the Affirmative Action Unit or Constituent Depts. from 2007 to 2011.

2008		2009		2010		2011		2012	
AAU:	Architecture and Engineering								
JOB GROUP:	Professional								
Constituent Dept.	Civil Engineering								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	17	TOTAL	18	TOTAL	18	TOTAL	18	TOTAL	22
WOMEN	4 0	WOMEN	4 0	WOMEN	4 1	WOMEN	4 1	WOMEN	4 0
TOTAL MINORITY	8 3	TOTAL MINORITY	8 0	TOTAL MINORITY	7 0	TOTAL MINORITY	7 0	TOTAL MINORITY	7 0
BLACK	1 0	BLACK	1 0	BLACK	2 0	BLACK	2 0	BLACK	2 0
HISPANIC	0 1	HISPANIC	1 0						
ASIAN/PAC.ISL.	7 0	ASIAN/PAC.ISL.	7 0	ASIAN/PAC.ISL.	5 0	ASIAN/PAC.ISL.	5 0	ASIAN/PAC.ISL.	4 0
AAU:	Fine applied Arts and Media								
JOB GROUP:	Professional								
Constituent Dept.	Media and Communications								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	12	TOTAL	13	TOTAL	12	TOTAL	9	TOTAL	14
WOMEN	3 4	WOMEN	3 6	WOMEN	3 4	WOMEN	2 4	WOMEN	4 5
TOTAL MINORITY	2 0	TOTAL MINORITY	2 1	TOTAL MINORITY	1 2	TOTAL MINORITY	1 1	TOTAL MINORITY	2 1
BLACK	0 1	BLACK	0 2	BLACK	0 2	BLACK	0 1	BLACK	0 2
HISPANIC	0 1	HISPANIC	0 0	HISPANIC	0 1	HISPANIC	0 0	HISPANIC	1 0
ASIAN/PAC.ISL.	2 0	ASIAN/PAC.ISL.	2 0	ASIAN/PAC.ISL.	1 0	ASIAN/PAC.ISL.	1 0	ASIAN/PAC.ISL.	1 0
AAU:	Education								
JOB GROUP:	Professional								
Constituent Dept.	SEEK Counseling								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	3	TOTAL	3	TOTAL	4	TOTAL	4	TOTAL	6
WOMEN	3 0	WOMEN	3 0	WOMEN	4 0	WOMEN	3 0	WOMEN	5 0
TOTAL MINORITY	2 0	TOTAL MINORITY	2 0	TOTAL MINORITY	3 0	TOTAL MINORITY	2 0	TOTAL MINORITY	3 0
BLACK	1 0	BLACK	1 0	BLACK	2 0	BLACK	1 0	BLACK	2 0
HISPANIC	1 0								
ASIAN/PAC.ISL.	0 0								
AAU:	Humanities								
JOB GROUP:	Professional								
Constituent Dept.	Interdisciplinary Studies (CWE)								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	3	TOTAL	6	TOTAL	7	TOTAL	7	TOTAL	9
WOMEN	2 0	WOMEN	4 0	WOMEN	5 0	WOMEN	5 0	WOMEN	5 0
TOTAL MINORITY	1 0	TOTAL MINORITY	1 1	TOTAL MINORITY	1 1	TOTAL MINORITY	0 1	TOTAL MINORITY	2 0
BLACK	0 0	BLACK	0 1	BLACK	0 1	BLACK	0 1	BLACK	1 1
HISPANIC	1 0	HISPANIC	1 0	HISPANIC	1 0	HISPANIC	0 0	HISPANIC	1 0
ASIAN/PAC.ISL.	0 0								

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

2012 -13 CCNY Affirmative Action Plan

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION

FALL, 2008 - 2012

AFFIRMATIVE ACTION UNIT (AAU):

This form is to be used if there have been changes in the Affirmative Action Unit or Constituent Depts. from 2007 to 2011.

2008		2009		2010		2011		2012	
AAU:	Physical Sciences								
JOB GROUP:	Professorial								
Constituent Dept.	Chemistry								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	23	TOTAL	24	TOTAL	25	TOTAL	23	TOTAL	25
WOMEN	5 2	WOMEN	5 3	WOMEN	5 3	WOMEN	5 2	WOMEN	6 2
TOTAL MINORITY	6 0	TOTAL MINORITY	6 0	TOTAL MINORITY	6 0	TOTAL MINORITY	5 0	TOTAL MINORITY	6 0
BLACK	2 0								
HISPANIC	1 0								
ASIAN/PAC ISL.	2 0	ASIAN/PAC ISL.	2 0	ASIAN/PAC ISL.	3 0	ASIAN/PAC ISL.	2 0	ASIAN/PAC ISL.	3 0
AAU:	Library Sciences								
JOB GROUP:	Professorial								
Constituent Dept.	Library								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	15	TOTAL	18	TOTAL	22	TOTAL	15	TOTAL	16
WOMEN	8 2	WOMEN	10 4	WOMEN	15 1	WOMEN	9 0	WOMEN	9 1
TOTAL MINORITY	4 0	TOTAL MINORITY	5 0	TOTAL MINORITY	7 0	TOTAL MINORITY	6 0	TOTAL MINORITY	6 0
BLACK	2 0	BLACK	2 0	BLACK	2 0	BLACK	2 1	BLACK	2 0
HISPANIC	0 0	HISPANIC	1 0	HISPANIC	1 0	HISPANIC	2 0	HISPANIC	2 0
ASIAN/PAC ISL.	2 0	ASIAN/PAC ISL.	2 0	ASIAN/PAC ISL.	4 0	ASIAN/PAC ISL.	2 0	ASIAN/PAC ISL.	2 0
AAU:	Architecture and Engineering								
JOB GROUP:	Professorial								
Constituent Dept.	Architecture								
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(list depts.)	
#	UU								
TOTAL	17	TOTAL	22	TOTAL	24	TOTAL	19	TOTAL	25
WOMEN	5 3	WOMEN	7 2	WOMEN	8 5	WOMEN	6 4	WOMEN	10 3
TOTAL MINORITY	1 7	TOTAL MINORITY	3 2	TOTAL MINORITY	2 7	TOTAL MINORITY	1 6	TOTAL MINORITY	4 6
BLACK	0 0	BLACK	1 0	BLACK	1 1	BLACK	0 2	BLACK	2 0
HISPANIC	0 0	HISPANIC	1 1	HISPANIC	1 0	HISPANIC	0 1	HISPANIC	1 0
ASIAN/PAC ISL.	1 1	ASIAN/PAC ISL.	1 1	ASIAN/PAC ISL.	1 5	ASIAN/PAC ISL.	1 4	ASIAN/PAC ISL.	1 5

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lecturer; Administration Groups; and Classified Groups

BLANK

**E. PERSONNEL ACTIVITY TABLE/APPLICANT DATA-
RECRUITMENT DOCUMENTATION**

(INCLUDE PAT & APPLICANT/DOCUMENTATION)

2012 -13 CCNY Affirmative Action Plan

PERSONNEL ACTIVITY TABLE (page 1 of 2)

Period Covered: 7/1/11 to 6/30/12

COLLEGE: City College of New York	TOTAL****		BLACK OR AFRICAN AM.		HISPANIC OR LATINO		ASIAN OR NAT. HAW. OR OTHER PAC. ISL.		AMER. IND./ALASK. NAT.		TOTAL MINORITY***		WHITE		ITALIAN AMERICAN		UNKNOWN*		TOTAL NON-MINORITY**		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	
EXEC/ADMIN/MANAGERIAL																					
New Hires	16	10	3	4	2	2	2	1	0	0	7	7	5	3	4	0	0	0	9	3	12
Terminations	13	10	1	2	2	2	1	1	0	0	4	5	9	5	0	0	0	0	9	5	14
Upgrades	3	4	1	0	0	1	1	1	0	0	2	2	1	2	0	0	0	0	1	2	3
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FACULTY																					
New Hires	14	13	0	4	2	3	2	2	0	0	4	9	9	4	1	0	0	0	10	4	14
Terminations	12	12	1	5	2	3	3	2	0	0	6	10	6	2	0	0	0	0	6	2	8
Upgrades	25	8	2	0	3	1	2	2	0	0	7	3	18	5	0	0	0	0	18	5	23
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL/NON-FACULTY																					
New Hires	10	14	2	3	2	4	1	4	0	0	5	11	4	3	1	0	0	0	5	3	8
Terminations	7	11	1	4	2	4	0	0	0	0	3	8	4	3	0	0	0	0	4	3	7
Upgrades	4	0	0	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0	3
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SECRETARIAL/CLERICAL																					
New Hires	1	7	1	6	0	0	0	0	0	0	1	6	0	1	0	0	0	0	0	1	1
Terminations	5	6	3	4	1	0	0	0	0	0	4	4	1	2	0	0	0	0	1	2	3
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL/PARA-PROFESSIONAL																					
New Hires	4	3	1	0	1	0	0	0	0	0	2	1	2	2	0	0	0	0	2	2	4
Terminations	7	2	6	2	1	0	0	0	0	0	7	2	0	0	0	0	0	0	0	0	0
Upgrades	2	1	2	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	1	1
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED TRADES																					
New Hires	4	0	0	0	0	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0	3
Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upgrades	5	0	0	0	1	0	0	0	0	0	1	0	3	0	1	0	0	0	4	0	4
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE MAINTENANCE																					
New Hires	14	5	8	5	5	0	0	0	0	0	13	5	1	0	0	0	0	0	1	0	1
Terminations	9	1	4	1	2	0	1	0	0	0	7	1	2	0	0	0	0	0	2	0	2
Upgrades	3	0	2	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																					
New Hires	63	52	15	22	13	9	5	8	0	0	33	39	24	13	6	0	0	0	30	13	43
Terminations	53	42	16	18	10	9	5	3	0	0	31	30	22	12	0	0	0	0	22	12	34
Upgrades	42	13	7	0	6	2	3	3	0	0	16	5	25	8	1	0	0	0	26	8	34
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

REMEMBER: *Unknowns are subtracted from all totals. **Total Non-Minority is the sum of White and Italian American. ***Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander and American Indian/Alaska Native. ****TOTAL is the sum of Total Minority and Total Non-Minority.

2012 -13 CCNY Affirmative Action Plan

APPLICANT DATA - RECRUITMENT DOCUMENTATION (page 2 of 2)

Period Covered: 7/1/11 to 6/30/12

COLLEGE:	City College of New York	TOTAL****		BLACK OR AFRICAN AM.		HISPANIC OR LATINO		ASIAN OR NAT HAW OR OTHER PAC ISL.		AMER IND / ALASK NAT		TOTAL MINORITY***		WHITE		ITALIAN AMERICAN		UNKNOWN*		TOTAL NON-MINORITY**		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		
EXEC/ADMIN/MANAGERIAL																						
Applicants	206	207	413	55	76	28	30	20	17	1	2	104	125	229	97	73	5	9	49	46	102	82
Interviews	28	21	49	5	5	2	2	3	3	0	0	10	10	20	17	11	1	0	0	0	18	11
Offers	2	4	6	0	1	1	1	1	0	0	0	2	2	4	0	2	0	0	0	0	0	2
TOTAL WORKFORCE FROM EEO6 FACULTY	79	70	149	16	22	6	10	8	6	0	0	30	38	68	37	29	12	3	0	0	49	32
PROFESSIONAL/NON-FACULTY																						
Applicants	829	461	1290	83	73	84	44	208	129	5	5	380	251	631	426	203	23	7	104	117	449	210
Interviews	54	31	85	4	3	9	9	10	2	0	0	23	14	37	31	16	0	1	0	0	31	17
Offers	18	6	24	2	1	2	2	4	1	0	0	8	4	12	10	2	0	0	0	0	10	2
TOTAL WORKFORCE FROM EEO6 PROFESSIONAL/NON-FACULTY	351	232	583	23	30	24	25	54	24	2	0	103	79	182	235	142	13	11	0	0	248	153
SECRETARIAT/TERRIT.																						
Applicants	313	622	935	80	238	56	111	44	62	3	9	183	420	603	126	191	4	11	79	98	130	202
Interviews	19	18	37	0	4	3	6	2	1	0	0	5	11	16	13	7	1	0	0	0	14	7
Offers	5	4	9	0	0	0	0	1	0	0	0	1	2	3	3	2	1	0	0	0	4	2
TOTAL WORKFORCE FROM EEO6 SECRETARIAT/TERRIT.	107	98	205	24	33	22	29	22	11	0	0	68	73	141	37	24	2	1	0	0	39	25
TECHNICAL/PAID PROFESSIONAL																						
Applicants	65	214	279	26	107	15	38	4	19	1	0	46	164	210	18	49	1	1	30	35	19	50
Interviews	0	3	3	0	1	0	1	0	1	0	0	0	3	3	0	0	0	0	0	0	0	0
Offers	0	1	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
TOTAL WORKFORCE FROM EEO6 TECHNICAL/PAID PROFESSIONAL	14	107	121	7	70	4	26	0	3	1	0	12	99	111	2	8	0	0	0	0	2	8
SKILLED TRADES																						
Applicants	127	106	233	19	27	19	11	39	30	0	5	77	73	150	47	32	3	1	26	30	50	33
Interviews	9	14	23	0	1	1	2	4	3	0	0	5	6	11	4	8	0	0	0	0	4	8
Offers	2	4	6	0	0	0	0	0	1	0	0	0	1	1	2	3	0	0	0	0	2	3
TOTAL WORKFORCE FROM EEO6 SKILLED TRADES	43	26	69	9	10	4	2	14	4	0	0	27	16	43	14	10	2	0	0	0	16	10
SERVICE/MAINTENANCE																						
Applicants	9	0	9	1	0	1	0	0	0	0	0	2	0	2	7	0	0	0	0	0	7	0
Interviews	9	0	9	1	0	1	0	0	0	0	0	2	0	2	7	0	0	0	0	0	7	0
Offers	5	0	5	1	0	1	0	0	0	0	0	2	0	2	3	0	0	0	0	0	3	0
TOTAL WORKFORCE FROM EEO6 SERVICE/MAINTENANCE	44	1	45	2	0	5	1	1	0	0	0	8	1	9	32	0	4	0	0	0	36	0
TOTAL																						
Applicants	127	16	143	39	7	26	6	7	1	4	0	76	14	90	49	2	2	0	20	14	51	2
Interviews	5	1	6	2	1	1	0	1	0	0	0	4	1	5	0	0	1	0	0	0	1	0
Offers	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	1	0
TOTAL WORKFORCE FROM EEO6	128	43	171	83	29	32	12	3	1	0	0	118	42	160	9	1	1	1	0	0	10	1
BLANDER																						
Applicants	1676	1626	3302	303	528	229	240	322	258	14	21	868	1047	1915	770	550	38	29	308	340	808	579
Interviews	124	88	212	12	15	17	20	20	10	0	0	49	45	94	72	42	3	1	0	0	75	43
Offers	34	19	53	4	3	4	5	6	2	0	0	14	10	24	18	9	2	0	0	0	20	9
TOTAL WORKFORCE FROM EEO6 BLANDER	766	577	1343	164	194	97	105	102	49	3	0	366	348	714	366	214	34	15	0	0	400	229

****Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander and American Indian/Alaska Native.
 *****TOTAL is the sum of Total Minority and Total Non-Minority.
 *Unknowns are subtracted from all totals.
 **Total Non-Minority is the sum of White and Italian American.

F. IMPACT RATIO ANALYSIS WORKSHEETS

(INCLUDE PAT/APPLICANT-DOCUMENTATION & IRA)

2012 -13 CCNY Affirmative Action Plan

IMPACT ANALYSIS WORKSHEETS

COLLEGE NAME:

The City College of New York

FEMALES AND MINORITIES

HIRES ANALYSIS

The City College of New York

PART A

October 8, 2012

#	JOB AREAS/ CATEGORY	MINORITY					FEMALE					PERCENTAGE OF HIRES					
		HIRES		HIRES		TOTAL		MALE		FEMALE		TOTAL		% of non-min hires	% of min hires	% of male hires	% of female hires
		APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES				
	TOTAL	1387	43	1915	72	3302	115	1676	63	1626	52	3302	115	3%	4%	4%	3%
1	Exec./Adm./Mngrl.	184	12	229	14	413	26	206	16	207	10	413	26	6.5%	6.1%	7.8%	4.8%
2	Faculty	659	14	631	13	1290	27	829	14	461	13	1290	27	2.1%	2.1%	1.7%	2.8%
3	Professional/Non-Fac.	332	8	603	16	935	24	313	10	622	14	935	24	2.4%	2.7%	3.2%	2.3%
4	Secretarial/Clerical	69	1	210	7	279	8	65	1	214	7	279	8	1.4%	3.3%	1.5%	3.3%
5	Techn./Paraprofessional	83	4	150	3	233	7	127	4	106	3	233	7	4.8%	2.0%	3.1%	2.8%
6	Skilled Trades	7	3	2	1	9	4	9	4	0	0	9	4	42.9%	50.0%	44.4%	0.0%
7	Service/Maintenance	53	1	90	18	143	19	127	14	16	5	143	19	1.9%	20.0%	11.0%	31.3%
8																	
9																	
10																	

IRA WORKSHEET FOR NON-MIN VS MIN % OF HIRES

October 8, 2012

#	JOB AREAS/ CATEGORY	RATE FOR		IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				*IRA LESS THAN 0.8 AND DIF >=1 PERSON		FISHER TEST					FISHER TEST RESULT NOTE
		UNFAV. GROUP	FAV. GROUP			EXPECT	ACTL	DIF	STD DEV	**IRA LESS THAN 0.8 AND STD DEV >=2	FISHER'S VALUE	NON-MIN APPLICANTS	NON-MIN HIRED	MIN APPLICANTS	MIN HIRED		
		B	C			F	G	H	I	J	K	L	M	N	O	P	
1	Exec./Adm./Mngrl.	MINORITY 6.1%	NON-MIN 6.5%	0.94													
2	Faculty	MINORITY 2.1%	NON-MIN 2.1%	0.97													
3	Professional/Non-Fac.	NON-MIN 2.4%	MINORITY 2.7%														
4	Secretarial/Clerical	NON-MIN 1.4%	MINORITY 3.3%														
5	Techn./Paraprofessional	MINORITY 2.0%	NON-MIN 4.8%	0.42	3.0%	4	3	1	1.21	*		N/A					
6	Skilled Trades	NON-MIN 42.9%	MINORITY 50.0%														
7	Service/Maintenance	NON-MIN 1.9%	MINORITY 20.0%														
8																	
9																	
10																	
	TOTAL					4	3	1									

IRA WORKSHEET FOR MALE VS FEMALE % OF HIRES

October 8, 2012

#	JOB AREAS/ CATEGORY	RATE FOR		IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				*IRA LESS THAN 0.8 AND DIF >=1 PERSON		FISHER'S TEST					FISHER TEST RESULT NOTE
		UNFAV. GROUP	FAV. GROUP			EXPECT	ACTL	DIF	STD DEV	**IRA LESS THAN 0.8 AND STD DEV >=2	FISHER'S VALUE	male app	male hires	female app	female hires		
		B	C			F	G	H	I	J	K	L	M	N	O	P	
1	Exec./Adm./Mngrl.	FEMALE 4.8%	MALE 7.8%	0.62	6.3%	13	10	3	1.23	*		N/A					
2	Faculty	MALE 1.7%	FEMALE 2.8%														
3	Professional/Non-Fac.	FEMALE 2.3%	MALE 3.2%	0.70	2.6%	15	14	1	0.86	*		N/A					
4	Secretarial/Clerical	MALE 1.5%	FEMALE 3.3%														
5	Techn./Paraprofessional	FEMALE 2.8%	MALE 3.1%	0.90													
6	Skilled Trades	FEMALE 0.0%	MALE 44.4%	0.00	44.4%	0	0	0	N/A								NO FEMALE APPLICANT
7	Service/Maintenance	MALE 11.0%	FEMALE 31.3%														
8																	
9																	
10																	
	TOTAL:					28	24	4									

2012 -13 CCNY Affirmative Action Plan

PROMOTION ANALYSIS

The City College of New York

PART B

October 8, 2012

#	JOB AREAS/ CATEGORY	MINORITY						FEMALE						PERCENTAGE OF PROMOTION			
		PROMOTION						PROMOTION						% of non-min PROMOTED	% of min promoted	% OF MEN promoted	% OF FEMALE promoted
		NON MIN		MIN		TOTAL		MALE		FEMALE		TOTAL					
		INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED				
TOTAL	629	34	714	21	1343	55	766	42	577	13	1343	55	5%	3%	5%	2%	
1	Exec./Adm./Mngri.	81	3	68	4	149	7	79	3	70	4	149	7	4%	6%	4%	6%
2	Faculty	401	23	182	10	583	33	351	25	232	8	583	33	6%	5%	7%	3%
3	Professional/Non-Fac.	64	3	141	1	205	4	107	4	98	0	205	4	5%	1%	4%	0%
4	Secretarial/Clerical	10	0	111	0	121	0	14	0	107	0	121	0	0%	0%	0%	0%
5	Techn./Paraprofessional	26	1	43	2	69	3	43	2	26	1	69	3	4%	5%	5%	4%
6	Skilled Trades	36	4	9	1	45	5	44	5	1	0	45	5	11%	11%	11%	0%
7	Service/Maintenance	11	0	160	3	171	3	128	3	43	0	171	3	0%	2%	2%	0%
8																	
9																	
10																	
TOTAL	TOTAL	629	34	714	21	1343	55	766	42	577	13	1343	55	5%	3%	5%	2%

IRA WORKSHEET FOR NON-MIN VS MIN % OF PROMOTION

October 8, 2012

#	JOB AREAS/ CATEGORY	RATE FOR		IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				*IRA LESS THAN 0.8 AND DIF >=1 PERSON **IRA LESS THAN 0.8 AND STD DEV >=2	FISHER TEST					FISHER TEST RESULT NOTE		
		UNFAV. GROUP	FAV. GROUP			EXPECT	ACTL	DIF	STD DEV		FISHER'S VALUE	NON-MIN INCUM	NON-MIN PRMT	MIN INCUM	MIN PRMT			
		A	B			C	D	E	F		G	H	I	J	K		L	M
1	Exec./Adm./Mngri.	NON-MIN	3.70%	MINORITY	5.88%													
2	Faculty	MINORITY	5.49%	NON-MIN	5.74%	0.96												
3	Professional/Non-Fac.	MINORITY	0.71%	NON-MIN	4.68%	0.15	1.95%	2	1	1	1.91	*	NIA					
4	Secretarial/Clerical	N/A		N/A														
5	Techn./Paraprofessional	NON-MIN	3.85%	MINORITY	4.65%													
6	Skilled Trades	N/A		N/A														
7	Service/Maintenance	NON-MIN	0.00%	MINORITY	1.88%													
8																		
9																		
10																		
TOTAL	TOTAL							2	1	1								

IRA WORKSHEET FOR MALE VS FEMALE % OF PROMOTION

October 8, 2012

#	JOB AREAS/ CATEGORY	RATE FOR		IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				*IRA LESS THAN 0.8 AND DIF >=1 PERSON **IRA LESS THAN 0.8 AND STD DEV >=2	FISHER TEST					FISHER TEST RESULT NOTE		
		UNFAV. GROUP	FAV. GROUP			EXPECT	ACTL	DIF	STD DEV		FISHER'S VALUE	male incum	male prmt	female incum	female prmt			
		A	B			C	D	E	F		G	H	I	J	K		L	M
1	Exec./Adm./Mngri.	MALE	3.8%	FEMALE	5.7%													
2	Faculty	FEMALE	3.4%	MALE	7.1%	0.484	5.7%	13	8	5	1.88	*	NIA					
3	Professional/Non-Fac.	FEMALE	0.0%	MALE	3.7%	0.000	2.0%	1	0	1	1.93	*	NIA					
4	Secretarial/Clerical	N/A		N/A														
5	Techn./Paraprofessional	FEMALE	3.8%	MALE	4.7%	0.827												
6	Skilled Trades	FEMALE	0.0%	MALE	11.4%	0.000	11.1%	0	0	0	0.36		0.8889	44	5	1	0	NO SIGNIF. DIFF.
7	Service/Maintenance	FEMALE	0.0%	MALE	2.3%	0.000	1.8%	0	0	0	1.01		NIA					
8																		
9																		
10																		
TOTAL	TOTAL							14	8	6								

2012 -13 CCNY Affirmative Action Plan

TERMINATION ANALYSIS

The City College of New York

PART C

October 8, 2012

JOB AREAS/ CATEGORY	MINORITY TERMINATION						FEMALE TERMINATION						PERCENTAGE OF TERMINATION				
	NON MIN		MIN		TOTAL		MALE		FEMALE		TOTAL						
	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	% of non-min TERMINATED	% of min TERMINATED	% OF MEN TERMINATED
# TOTAL	629	34	714	61	1343	95	766	53	577	42	1343	95	5%	9%	7%	7%	
1 Exec./Adm./Mngl.	81	14	68	9	149	23	79	13	70	10	149	23	17%	13%	16%	14%	
2 Faculty	401	8	182	16	583	24	351	12	232	12	583	24	2%	9%	3%	5%	
3 Professional/Non-Fac.	64	7	141	11	205	18	107	7	98	11	205	18	11%	8%	7%	11%	
4 Secretarial/Clerical	10	3	111	8	121	11	14	5	107	6	121	11	30%	7%	36%	6%	
5 Techn./Paraprofessional	26	0	43	9	69	9	43	7	26	2	69	9	0%	21%	16%	8%	
6 Skilled Trades	36	0	9	0	45	0	44	0	1	0	45	0	0%	0%	0%	0%	
7 Service/Maintenance	11	2	160	8	171	10	128	9	43	1	171	10	18%	5%	7%	2%	
8																	
9																	
10																	
TOTAL	629	34	714	61	1343	95	766	53	577	42	1343	95	5%	9%	7%	7%	

IRA WORKSHEET FOR NON-MIN VS MIN % OF TERMINATION

October 8, 2012

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP	RATE FOR FAV. GROUP	IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				*IRA LESS THAN 0.8 AND DIF >=1 PERSON		FISHER TEST							
					EXPECT	ACTL	DIF	STD DEV	**IRA LESS THAN 0.8 AND STD DEV >=2	FISHER'S VALUE	min incumb	min terminated	non-min incumb	non-min terminated	FISHER TEST RESULT NOTE			
					A	B	C	D	E	F	G	H	I	J	K	L	M	N
1 Exec./Adm./Mngl.	NON-MIN 17.3%	MINORITY 13.2%																
2 Faculty	MINORITY 8.8%	NON-MIN 2.0%	0.227	4.1%	7	16	9	3.83	*	**	NIA							
3 Professional/Non-Fac.	NON-MIN 10.9%	MINORITY 7.8%																
4 Secretarial/Clerical	NON-MIN 30.0%	MINORITY 7.2%																
5 Techn./Paraprofessional	MINORITY 20.9%	NON-MIN 0.0%	0.000	13.0%	5	9	4	2.50	*	**	NIA							
6 Skilled Trades	NIA	NIA									0.2675	9	0	36	0			
7 Service/Maintenance	NON-MIN 18.2%	MINORITY 5.0%																
8																		
9																		
10																		
TOTAL						12	25	13								#REF!		

IRA WORKSHEET FOR MALE VS FEMALE % OF TERMINATION

October 8, 2012

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP	RATE FOR FAV. GROUP	IRA	OVER ALL RATE	ONLY IF IRA UNDER 0.8				*IRA LESS THAN 0.8 AND DIF >=1 PERSON		FISHER TEST						
					EXPECT	ACTL	DIF	STD DEV	**IRA LESS THAN 0.8 AND STD DEV >=2	FISHER'S VALUE	female incumb	female terminated	male incumb	male terminated	FISHER TEST RESULT NOTE		
					A	B	C	D	E	F	G	H	I	J	K	L	M
1 Exec./Adm./Mngl.	MALE 16.5%	FEMALE 14.3%															
2 Faculty	FEMALE 5.2%	MALE 3.4%	0.661	4.1%	9	12	3	1.043	*		NIA						
3 Professional/Non-Fac.	FEMALE 11.2%	MALE 6.5%	0.583	8.8%	8	11	3	1.183	*		NIA						
4 Secretarial/Clerical	MALE 35.7%	FEMALE 5.6%															
5 Techn./Paraprofessional	MALE 16.3%	FEMALE 7.7%															
6 Skilled Trades	NIA	NIA															
7 Service/Maintenance	MALE 7.0%	FEMALE 2.3%															
8																	
9																	
10																	
TOTAL						17	23	6									

G. TENURE ELIGIBILITY SURVEY

(INCLUDE COLLEGE TOTALS & DEPARTMENTAL REPORTS)

2012 -13 CCNY Affirmative Action Plan

TENURE ELIGIBILITY SURVEY																		
COLLEGE:	The City College of New York										COLLEGE TOTALS:	17						
Eligible for Tenure, Effective: 17, September 1, 2011																		
	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	2	1	1	1									1					
Associate Prof.	1	1	0	1														
Assistant Prof.	11	3	8	1	6		1				1	2						
Lecturer (CCE)	2	1	1	1									1					
CLT's	1	1	0	1														
TOTAL	17	7	10	5	6	0	1	0	0	0	1	2	2	0	0	0	0	
Number Recommended for Tenure, Effective: 16, September 1, 2011																		
NOTE: Please record Early Tenure in Parenthesis: example ()																		
	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	2	1	1	1								1						
Associate Prof.	1	1	0	1														
Assistant Prof.	10	2	8	1	6		1				1	1						
Lecturer (CCE)	2	1	1	1									1					
CLT's	1	1	0	1														
TOTAL	16	6	10	5	6	0	1	0	0	0	1	1	2	0	0	0	0	
COLLEGE: The City College of New York DEPARTMENT: Art																		
Eligible for Tenure, Effective: 1, September 1, 2011																		
	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																	
Associate Prof.	0																	
Assistant Prof.	1	1		1														
Lecturer (CCE)	0																	
CLT's	0																	
TOTAL	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Number Recommended for Tenure, Effective: 1, September 1, 2011																		
NOTE: Please record Early Tenure in Parenthesis: example ()																		
	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																	
Associate Prof.	0																	
Assistant Prof.	1	1		1														
Lecturer (CCE)	0																	
CLT's	0																	
TOTAL	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	

2012 -13 CCNY Affirmative Action Plan

TENURE ELIGIBILITY SURVEY

COLLEGE: The City College of New York DEPARTMENT: Biology

Eligible for Tenure, Effective: 1, September 1, 2011

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	1	1		1													
TOTAL	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 1, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	1	1		1													
TOTAL	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

COLLEGE: The City College of New York DEPARTMENT: Education Leadership, Foundation, Special Edu

Eligible for Tenure, Effective: 2, September 1, 2011

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1				1										
Lecturer (CCE)	1	1		1													
CLT's	0																
TOTAL	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 2, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1				1										
Lecturer (CCE)	1	1		1													
CLT's	0																
TOTAL	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0

2012 -13 CCNY Affirmative Action Plan

TENURE ELIGIBILITY SURVEY																	
COLLEGE:	The City College of New York							DEPARTMENT:	English								
Eligible for Tenure, Effective: 2, September 1, 2011																	
TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	1		1								1						
CLT's	0																
TOTAL	2	0	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Number Recommended for Tenure, Effective: 2, September 1, 2011																	
NOTE: Please record Early Tenure in Parenthesis: example ()																	
TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	1		1								1						
CLT's	0																
TOTAL	2	0	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Number Recommended for Tenure, Effective: 1, September 1, 2011																	
NOTE: Please record Early Tenure in Parenthesis: example ()																	
TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1							1							
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Number Recommended for Tenure, Effective: 1, September 1, 2011																	
NOTE: Please record Early Tenure in Parenthesis: example ()																	
TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1							1							
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0

2012 -13 CCNY Affirmative Action Plan

TENURE ELIGIBILITY SURVEY

COLLEGE: The City College of New York DEPARTMENT: History

Eligible for Tenure, Effective: 1, September 1, 2011

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 1, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

COLLEGE: The City College of New York DEPARTMENT: Interdisciplinary Arts & Science

Eligible for Tenure, Effective: 1, September 1, 2011

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 1, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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TENURE ELIGIBILITY SURVEY

COLLEGE: The City College of New York DEPARTMENT: Mechanical Engineering

Eligible for Tenure, Effective: 2, September 1, 2011

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	2	1	1		1							1					
Lecturer (CCE)	0																
CLT's	0																
TOTAL	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0

Number Recommended for Tenure, Effective: 2, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	2	1	1		1							1					
Lecturer (CCE)	0																
CLT's	0																
TOTAL	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0

COLLEGE: The City College of New York DEPARTMENT: Media & Communication Arts

Eligible for Tenure, Effective: 1, September 1, 2011

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 1, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

	TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0																
Associate Prof.	0																
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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TENURE ELIGIBILITY SURVEY

COLLEGE: The City College of New York DEPARTMENT: Phys & Pharm

Eligible for Tenure, Effective: 1, September 1, 2011

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	1		1														
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 1, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	1		1														
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

COLLEGE: The City College of New York DEPARTMENT: Physics

Eligible for Tenure, Effective: 1, September 1, 2011

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	1										1						
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 0, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	0																
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012 -13 CCNY Affirmative Action Plan

TENURE ELIGIBILITY SURVEY

COLLEGE: The City College of New York DEPARTMENT: Psychology

Eligible for Tenure, Effective: 1, September 1, 2011

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	1		1									1					
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0

Number Recommended for Tenure, Effective: 1, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	1		1									1					
Associate Prof.	0																
Assistant Prof.	0																
Lecturer (CCE)	0																
CLT's	0																
TOTAL	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0

COLLEGE: The City College of New York DEPARTMENT: Sociology

Eligible for Tenure, Effective: 2, September 1, 2011

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	1	1		1													
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: 2, September 1, 2011

NOTE: Please record Early Tenure in Parenthesis: example ()

TOTAL	Sub-Total Sex		White		Black		Puerto Rican		Hispanic		Asian/ Pac. Isl.		Amer. Ind./ Alsk. Nat.		Italian American		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professor	0																
Associate Prof.	1	1		1													
Assistant Prof.	1		1		1												
Lecturer (CCE)	0																
CLT's	0																
TOTAL	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0

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H. FALL 2012 UNDERUTILIZATION SUMMARY

**Fall 2012 Underutilization Summary: Results of Utilization Analysis by Affirmative Action Unit
Comparison of Incumbents to Availability Data (Professorial * Only)**

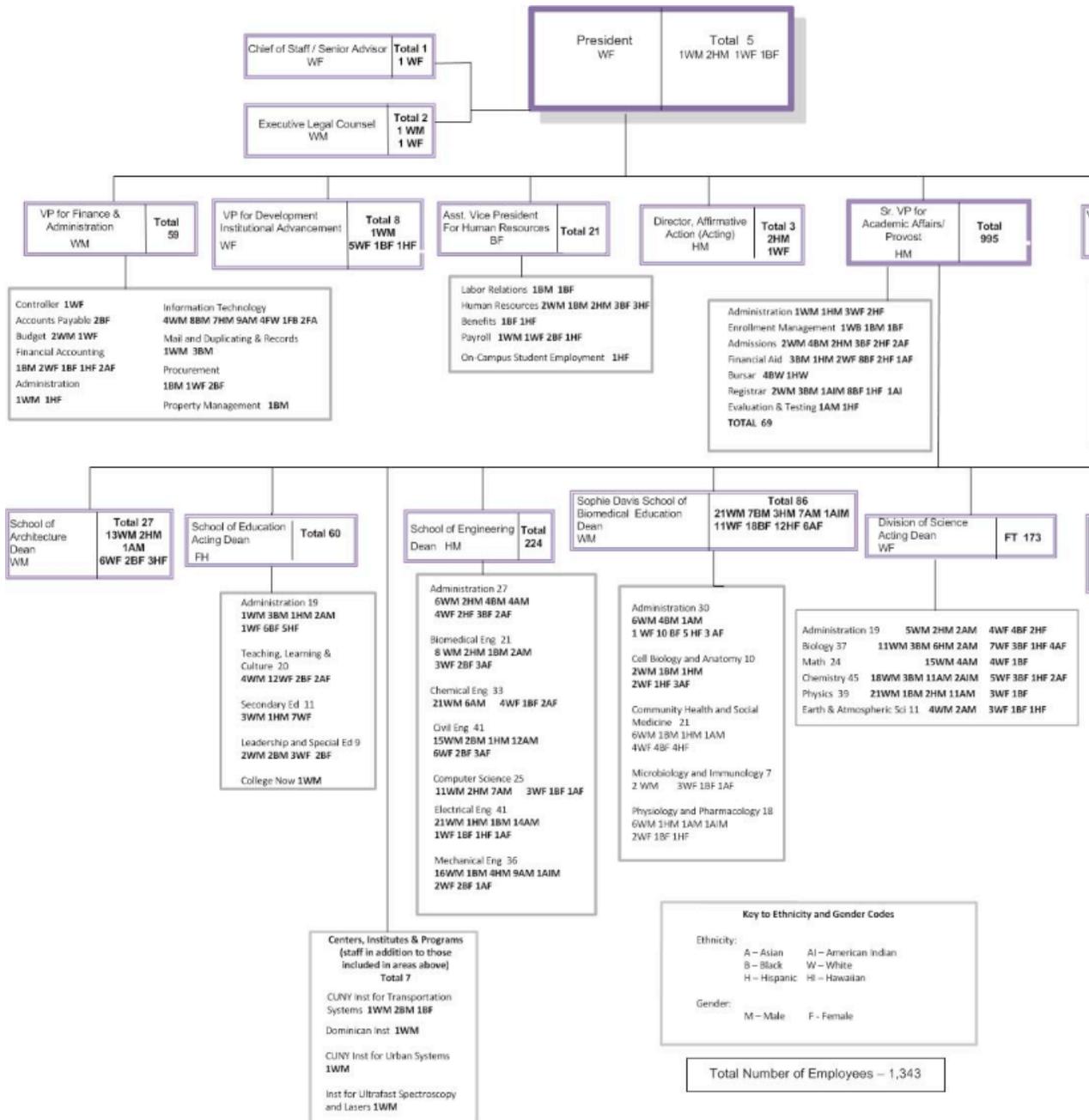
COLLEGE:	The City College of New York											533			
	PART A:														
	Departments/ Affirmative Action Unit (AAU) with Underutilization (UU)	Total Incumbents in AAU		FEMALES		Total Minorities		Blacks		Hispanics / Latinos(as)			Asian/Pacific Islanders		
#JU		% Overall Availability	#JU	NR (No Representation)	#JU	% Overall Availability	#JU	NR (No Representation)	#JU	% Overall Availability	#JU	NR (No Representation)	#JU	% Overall Availability	NR (No Representation)
1 Anthropology	5	0	61.6		0	35.8		0	19.6		0	6.6		0	5.9
2 Architecture	25	3	52.1		6	38.5		0	9.4		0	5.5		5	23.6
3 Art	16	0	48.8		0	15.3		0	3.7		0	3.2		1	7.9
4 Biology	21	2	51.3		0	23.2		0	5		0	5.3		0	12.5
5 Biomedical Engineering	13	2	51.3		0	23.2		0	5		0	5.3		0	12.5
6 Chemical Engineering	15	1	25.4		2	26.3		1	4.3		1	4.4		1	17
7 Chemistry	25	2	31.5		0	17.2		0	3.3		0	4.5		0	9.2
8 Civil Engineering	22	0	12.3		0	12.3		0	6.2		0	0		0	6.2
9 Computer Science	19	1	21.3		0	21.5		1	4.4		0	2.1		0	15.1
10 Earth and Atmospheric Sciences	7	1	41.1		0	14.7		0	3.9		0	2.9		0	7.4
11 Economics and Business	15	1	41.5		0	27.5		1	14.9		1	3.8	(No Representation)	0	7.9
12 Electrical Engineering	25	2	12.3		0	12.3		1	6.2		0	6.2	(No Representation)	0	6.2
13 English	25	1	63.3		0	14.2		0	4.6		0	3.7		1	5.7 (No Representation)
14 Foreign Languages and Literature*	14	0	60.2		0	22.9		1	3.3		0	12.2		0	6.7
15 History	21	0	43.6		0	17.2		0	7.5		0	7.5		0	3.6
16 Interdisciplinary Studies	9	0	58.6		0	24.1		1	19.4		0	3.1		0	0 (No Representation)
17 Leadership and Special Ed.	10	1	67.9		0	28		0	17.9		1	5.4	(No Representation)	0	3.9
18 Library	16	1	60.1		0	22.5		0	10		0	5.2		0	7.4
19 Mathematics	21	3	33.6		2	18.1		1	3.7	(No Representation)	1	4.9	(No Representation)	0	9.2
20 Media and Communication Arts	14	5	60.8		1	22.5		2	12.3	(No Representation)	0	4.2		0	5.2
21 Mechanical Engineering	18	3	25.4		0	26.3		0	4.3		0	4.4		0	17
22 Music	13	4	48.8		0	15.3		0	3.7		0	3.2		1	7.9 (No Representation)
23 Philosophy	9	1	30.3		1	16.8		1	6.4	(No Representation)	0	2.4		1	7.2 (No Representation)
24 Physics	26	5	31.5		0	17.2		1	3.3	(No Representation)	0	4.5		0	9.2
25 Political Science	14	1	51.7		1	21.3		0	6.3		1	5.9		0	8.7
26 Psychology	33	9	72.9		0	20.8		0	7.1		0	6.5		0	6.3
27 Secondary Education	10	0	67.9		2	28		2	17.9	(No Representation)	0	5.4		0	3.9 (No Representation)
28 Seek	6	0	67.9		0	28		0	17.9		0	5.4		0	3.9 (No Representation)
29 Sociology	14	1	51.7		0	21.3		0	6.3		0	5.9		0	8.7
30 S.B.E.	30	0	51.3		0	23.2		0	5		0	5.3		0	12.9
31 Theatre and Speech	6	2	63.3		0	14.2		0	4.6		0	3.7	(No Representation)	0	5.7 (No Representation)
32 T.L.C.	16	0	67.9		1	28		1	17.9		0	5.4		0	3.9
TOTAL	533	52		0	16		14		5		10				

*Professorial = Einstein Professor, Distinguished Professor, Professor, Associate Professor, and Assistant Professor (including all EOC titles as appropriate).

PART B:		PART C:	
# of UU AAUs	Total # of AAUs	ITALIAN AMERICANS	
		#JU	% Overall Availability
52	32	19	6.7
		Professional	

I. ORGANIZATIONAL CHART

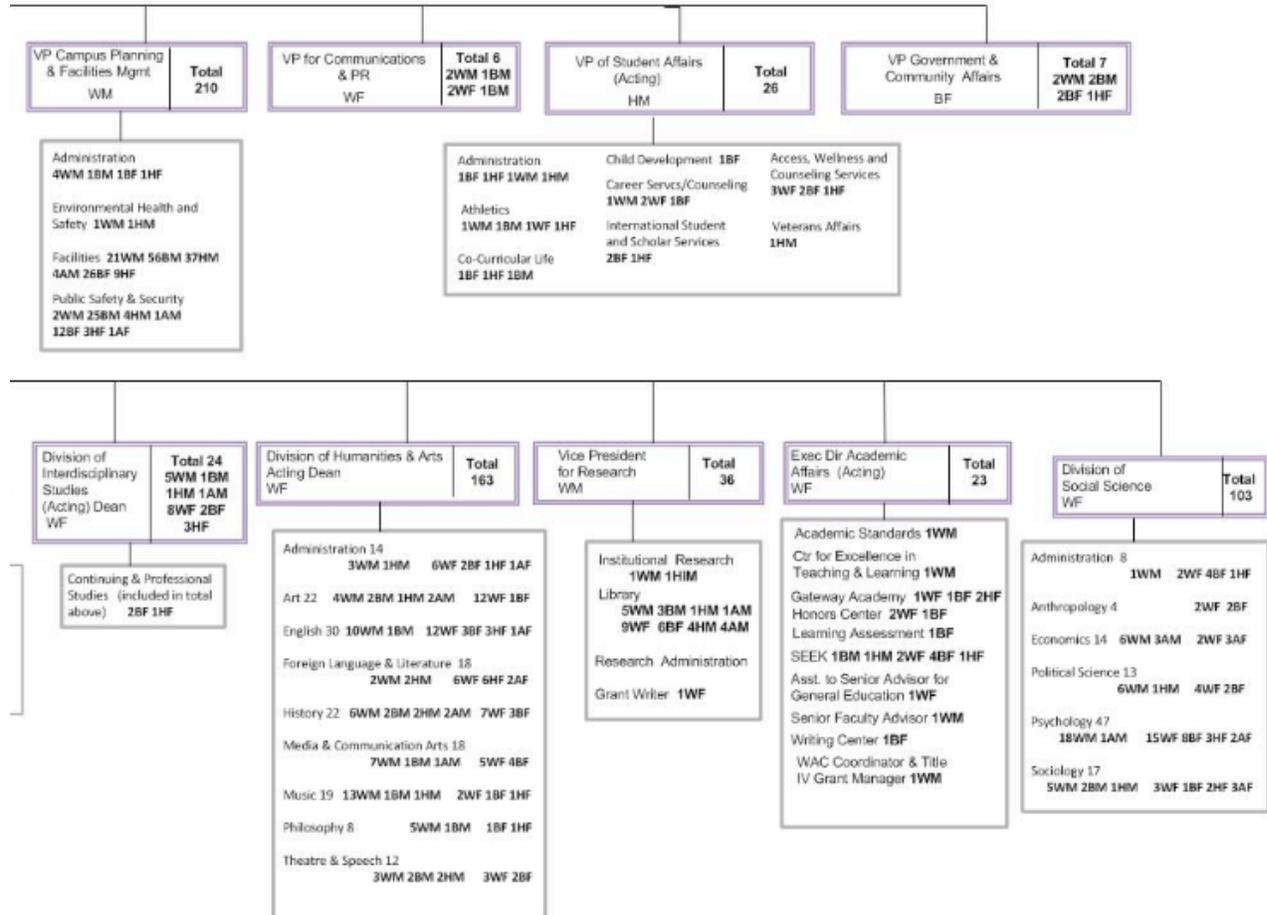
2012 -13 CCNY Affirmative Action Plan



2012 -13 CCNY Affirmative Action Plan

THE CITY COLLEGE OF NEW YORK
Organizational Structure

June 30, 2011



J. VETS 100A REPORT

INSIDE COVER - A written copy of this Affirmative Action Plan is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Diversity & Compliance in either room A-214 in the Wille Administration building, 160 Convent Avenue, New York, 10031 or room ST -152 in Steinman Hall, 140th Street & Covent Avenue New York, New York. Interested persons should contact Dr. Ardie D. Walser, Acting Chief Diversity Officer, phone: (212) 650 -8030, e-mail: walser@ccny.cuny.edu for assistance.