

BOROUGH OF MANHATTAN COMMUNITY COLLEGE
THE CITY UNIVERSITY OF NEW YORK

AFFIRMATIVE ACTION PLAN

FALL 2012

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EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

For

Borough of Manhattan Community College 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

Iyana Y. Titus, Esq. Chief Diversity Officer Borough of Manhattan Community College Room S750 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 Chief Diversity/ Affirmative Action Office located at 199 Chambers Street, Room S750. Interested persons should contact Diana Baez, Office Assistant, at (212) 220-1232 or dbaez@bmcc.cuny.edu. You will also find a copy of this plan in the Library.

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NARRATIVE

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

Borough of Manhattan Community College is a comprehensive two-year public community college, a unit of The City University of New York serving the diverse needs of New York City students and the New York City community. The College continues its commitment to open enrollment, to the fulfillment of its educational mission, to the community and to providing quality post-secondary education to the graduates of New York City's high schools. The College's academic calendar consists of a 15 week fall semester, a 15 week spring semester and two summer sessions.

The College awards three degrees: Associate in Arts (A.A.), Associate in Science (A.S.) and the Associate in Applied Science (A.A.S.). It is an accredited member of the Middle States Association of Colleges and Schools and has also been accredited by the Board of Regents of the University of the State of New York. Furthermore, the College's health programs are accredited by the National League for Nursing Accrediting Commission, the American Health Information Management Association, the Committee on Accreditation for Respiratory Care, the Committee on Accreditation of Education Programs for the Emergency Medical Services Profession and the Commission on Accreditation of Allied Health Educational Programs.

B. HISTORY

Borough of Manhattan Community College was chartered in 1963 and opened in 1964 as a small, primarily business-oriented community college offering programs aimed at the business community.

Originally located in two floors of a commercial building in midtown Manhattan, the college focused on preparing students for business careers and on providing a liberal arts education to students who wished to transfer to four-year colleges.

In response to the advent of open admissions in the City University of New York in 1970, and later in response to the emergence of new technologies, by 1974 enrollment had increased to over 6,000 day and evening students

D. MISSION

As one of twenty-three colleges within The City University of New York, BMCC shares CUNY's mission to preserve academic excellence and extend higher educational opportunity to a diversified urban population. In addition, Borough of Manhattan Community College is dedicated to providing general, liberal arts, career education and continuing education programs, relevant to the needs, interests and aspirations of students of all ages.

The College is committed to offering quality education in pluralistic urban environment, to fostering excellence in teaching, to facilitate the enhancement of learning, and to sustaining full access to higher education for those who seek fulfillment of personal, career or socioeconomic goals. Lastly, BMCC is also committed to providing collaborative programs and services responsive to the educational, cultural and recreational needs of the community.

II. NON-DISCRIMINATION AND AFFIRMATIVE ACTION POLICIES*

It is the policy of the Borough of Manhattan Community College to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity, marital status, disability, genetic predisposition or carrier status, alienage, citizenship, military or veteran status, 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 Borough of Manhattan Community College 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.

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:

- 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 Iyana Y. Titus, Esq. to serve as the Chief Diversity Officer. Her office is located at:

199 Chambers Street, Room s750D New York, New York 10007-1097 <u>ititus@bmcc.cuny.edu</u> (212) 220-1236 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. Developing affirmative action procedures, and internal and external communication procedures.
- 5. Analyzing affirmative action data and assisting in the identification of problem areas and causes.
- 6. Assisting management in arriving at effective solutions to problems.
- 7. Assisting in the implementation of the AAP through the issuance of guidelines, and through conducting oral presentations and workshops for college officials, administration and supervisory personnel regarding recruitment efforts, interviewing techniques, new regulations and policies of the Board of Trustees, the Chancellor, the University Affirmative Action Committee, and Federal, State and City agencies.
- 8. Monitoring employee recruitment, selection, termination and transfer policies and practices to ensure conformance to our EEO/AAP policies: review vacancy postings and advertisements; sign off on recruitment and upgrade processes at their initiation calling particular attention to any underutilization; review recruitment documentation; alert the President to underutilization before an offer of employment is made.
- 9. Keeping management informed of the latest developments in the entire equal employment opportunity/affirmative action arena;
- 10. Serving as a resource person to officials, search committees, the affirmative action special interest groups, and all other members of the community in the interpretation of all regulations which apply to the affirmative action program.

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.

Although the college did not have an active Diversity/Affirmative Action committee in place this past year, other committees were formed to promote diversity throughout the college and the CD/AAO bore the responsibility of the committee's tasks.

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. Workforce inventories are attached as Appendix K.

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 CUNY first *Ethnicity and Gender Report* run on July 30, 2012. All job titles, including unit supervisor, are listed from the lowest to highest paid within each unit and departmental/unit. The *Workforce Analysis Report* is available, upon request, in the Compliance and Diversity Office.

B. Job Group Summary

The College's 1029 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 depicts the total group number as well as the numerical and percentage representation of Females, Total Minority, Blacks, Hispanics and Asians (See Appendix B). A summary chart of underutilization is also attached as Appendix L.

A review of the UAW's showed that only four academic departments had no representation of certain minority groups. Those departments were as follows: Allied Health (Blacks, Hispanics, and Asians not represented), Computer Information Systems (Blacks not represented), Counseling (Asians not represented), Modern Language (Blacks not represented), Speech (Blacks and Hispanics not represented) and Music & Art (Hispanics not represented).

With respect to administrative positions, Asians were absent in the Campus Public Safety Sergeant and the Custodial Supervisor titles. Finally, females were not represented in any of the skilled trade titles.

The reason why certain minority groups are absent in the aforementioned academic departments and job titles varies. For instance, in Allied Health there has been a low attrition rate and therefore limited hiring. In regards to Speech and Music & Art departments, the availability pool of minorities holding a doctorate in those disciplines is extremely low. The same is true for the Modern Language and Computer Information Systems departments.

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/racial 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.

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 as follows:

Executive/Administrative/Managerial

With respect to this EEO category, Administration 1 saw a decrease in the underutilization of women, while Administration II, saw a decrease in underutilization of Hispanics. Meanwhile, an increase of underutilization of females was seen in the Administration II job category. Overall, ethnic minorities were not underutilized in this EEO category.

The increase in underutilization of women can partly be attributed to the fact that more women separated from the college (four to be exact) than were replaced.

Faculty

With respect to Faculty, women were underutilized in the following departments: Accounting, Allied Health, Counseling, English, Social Science (Instructor) and the EOC. In most of these departments underutilization of females remained the same in comparison to last year, with the exception of the EOC which saw a slight increase.

Nevertheless, underutilization of women decreased in the following departments: Developmental Skills, Health Education, Mathematics, and Social Science (Professor). This decrease is partly due to the volume of hiring that occurred during the academic year. Last year, the College hired approximately 30 members of faculty.

In regards to ethnic minorities, only three departments saw an increase in underutilization: Computer Information Systems (Blacks), English (Asians) and Speech (Blacks-professor title). Otherwise, underutilization decreased in Developmental Skills (Blacks) and Speech (Asian-professor title). Lastly, underutilization remained the same with respect to the following departments: Counseling (Asians), EOC (Asians), Modern Language (Blacks), Science (Blacks), Social Science (Asians) and Speech (Hispanic and Asians).

Although the college utilized its best efforts to increase minority representation among the faculty, availability of certain minority groups is limited within certain disciplines. In addition, certain departments struggle to compete with the private sector which typically provides higher salaries.

Professional/Non-Faculty

Similar to last year, this EEO category had no underutilization of minorities or women.

Secretarial/Clerical

With respect to the secretarial/ clerical category, a decrease in underutilization of Hispanics occurred in the Cuny Administrative Assistant title. Meanwhile, underutilization of females remained the same in the Cuny Office Assistant title. The reason why underutilization has remained the same is partly due to the fact these positions are filled through civil service exams, which are administered by the Department of Citywide Administrative Services.

Technical/Paraprofessional

Within this category, underutilization of women increased for the Computer Specialist job group. This increase in underutilization is partly due to an increase in the number of male new hires.

Last year, the college hired seven males and zero females in this job group. It should be noted that female applicants were also less than male applicants in this category.

Skilled Crafts

In this EEO category, underutilization decreased for total minorities, while underutilization of females and Hispanics remained the same. With respect to underutilization of women, historically the availability of female applicants is low. As for minorities, many of the positions within this job group are filled through civil service exam, which are administered by the Department of Citywide Administrative Services.

Service/Maintenance

In this EEO job group, underutilization of Hispanics increased in the Campus Peace/ Security Officer title by five. Meanwhile, underutilization of Hispanics in the Custodial Assistant Supervisor title and underutilization of Asians in the Campus Public Safety Sergeant title remained the same. The increase in underutilization may be explained by the fact that several new hires occurred during the academic year in this job category, most of which were filled by Blacks or African Americans. Although Hispanics and Asians comprised a small percentage of the new hires in this category, they were far less than Blacks. The same was true for applicants and interviewees in this category.

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 a total of 101 new full time employees. Of these new hires, 45 were women, while 61 were men. Minorities comprised a total of 67 of the new hires. New hires were represented in all EEO 6 categories.

b. Promotions/Upgrades

Of the members of the professoriate who applied for promotion, 17 received an upgrade in rank. Eleven of the 17 were comprised of women, the rest were men and six were from ethnic minority groups. In the Higher Education Officer series, zero employees were reclassified.

c. Terminations/Separations

The number of employees separated from the workforce was 48, which included 28 women and 20 men. Minorities represented 28 of the separations that occurred during the year. Blacks and Hispanics were the largest minority groups to separate from the College. Separations occurred in all EEO-6 categories, with the majority being in the faculty job group.

d. Transfers

Only one employee transferred from the workforce, a minority male.

2. Analysis of Applicant Data-Recruitment Documentation

An analysis of the applicant data showed that the college received more applications from women and minorities in comparison to males and non minorities. Last year, the college received 4,715 applications from women in comparison to 3,019 from men. Similarly, 5,029 minority applicants applied for jobs at the college in comparison to 2, 838 non minority applicants. Minorities and females also outnumbered non minorities and men for interviews and offers. Of all the minority groups, American Indians were the smallest group of applicants. Meanwhile, the largest ethnic minority group of applicants was Blacks or African Americans.

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

3. Impact Ratio Analysis

The analysis indicated no adverse impact in any of the categories.

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 reveals the following:

Women were eligible and received tenure in the following departments: English (2), Library (2), Mathematics (1), Nursing (1), Social Science (1) and Speech (1). Only one female was eligible for tenure and did not receive it. Meanwhile, ethnic minorities who were granted tenure were from the following departments: Accounting (1), English (1), Social Science (2), Mathematics (1), Modern Language (1), and Teacher Education(1).

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.

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

In order to address under utilization, the College created and updated a list of various minority organizations including those belonging to specific disciplines. Where underutilization was identified in a job group, the College posted its job vacancies on websites which targeted underrepresented minorities.

1. Goal Attainment 2011-12: Addressing Underutilization

The College hired 101 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

In order to support faculty retention and advancement, BMCC participates in the Faculty Fellowship Publications Program which is an initiative sponsored by the CUNY Office of Recruitment & Diversity. The initiative assists full time untenured CUNY faculty in the design and execution of professional writing projects toward tenure. Each year BMCC encourages faculty members to participate in this program as a way of enhancing their careers.

In addition to the above, the Center for Excellence, Teaching, Learning and Scholarship at BMCC is devoted to improving the quality of teaching and learning. The center provides a forum where faculty can exchange ideas. Furthermore, it also maintains a collection of educational resources, and makes a variety of presentations geared towards faculty development. Last year the center sponsored programs on topics such as social media, meditation, publishing, technology and globalization.

Lastly, in order to promote and celebrate diversity, last year the College conducted five heritage months among other activities. Each heritage month includes activities ranging from exhibits and discussions, to films and speakers. Last year, BMCC celebrated five heritage months-October (Italian heritage), November (Hispanic heritage), February (African heritage), March (Women's history) and April (Asian heritage). The College also conducted programs which brought awareness to domestic violence, disability issues, and concerns of veterans and the LGBT community.

3. Dissemination of Non Discrimination Policy and Program

The policy and AAP are available on the College's website and in the library. During the fall semester of each year, the President sends a re-affirmation letter to all employees.

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.

As previously mentioned, underutilization was identified within various academic departments among the faculty titles. The college anticipates filling approximately thirty nine faculty vacancies during the upcoming academic year. In addition, where underutilization is evident in certain administrative titles, the college has posted for the following administrative positions: Campus Security Assistant, Director of Student Counseling, Chief of Administrative Superintendent of Building & Grounds and Administrative Superintendent of Campus Buildings & Grounds

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.

<u>Schedule for Review:</u> 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: Robert E. Diaz
Title: Vice President of Legal Affairs/Faculty & Staff Development
Phone: (212) 220-8305
Email: rdiaz@bmcc.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.

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, Iyana Y. Titus, Esq. 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. Publishing the Non-Discrimination Policy in the New York *Times*.
- 2. 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.
- 4. Disseminating information concerning employment opportunities to media that reach disabled veterans, other veterans, and individuals with disabilities.
- 5. 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.
- 6. 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.

7. 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 thoroughly 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.

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 Iyana Y. Titus, Esq.. 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. 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 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-identify once hired. Individuals with disabilities may self-identify when requesting reasonable accommodations.

VII. APPENDICES

A. PRESIDENT'S RE-AFFIRMATION LETTER



Office of the President

Borough of Manhattan Community College The City University of New York www.bmcc.cuny.edu 199 Chambers Street New York, NY 10007-1097 tel. 212-220-1230 fax 212-220-1244

Dear Students, Faculty, Administrators and Staff:



As we enter a new academic year, I would like to take this opportunity to reaffirm the Borough of Manhattan Community College's commitment and my own commitment to The City University of New York (CUNY) Diversity/ Equal Opportunity/ Affirmative Action policies.

At the Borough of Manhattan Community College, we are committed to equal opportunity in our employment practices and educational programs. It is the policy of The City University of New York and Borough of Manhattan Community 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 characteristic, 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 and Borough of Manhattan Community College adheres to all federal, state and city laws regarding non-discrimination and affirmative action including but not limited to: 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 consists of Black, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native and Women. On December 9, 1976, the Chancellor of The City University of New York expanded protected classes to include Italian-Americans. The U.S. Office of Management and Budget further expanded these protected classes 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 also renamed as Black or African American (not Hispanic or Latino) and Hispanic was renamed Hispanic or Latino.

Iyana Y. Titus, Esq. has been assigned as the Borough of Manhattan Community College's Chief Diversity Officer who will ensure our compliance with these policies and laws. She also serves as the Coordinator for the Title IX and 504/ADA programs. Ms. Titus and all persons serving in a supervisory capacity share the responsibility of ensuring the college's compliance with diversity/equal opportunity/affirmative action policies. If you have any concerns regarding applicable policies, procedures or the college's affirmative action program, you should contact the Office of Diversity & Compliance located at 199 Chambers Street in Room S750d, telephone (212) 220-1236.

I encourage you to familiarize yourself with the aforementioned policies. I look forward to your participation in our diversity programs.

President Antonio Pérez

September 2012

B. UTILIZATION ANALYSIS WORKSHEETS

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

				Col	lege: E	змсс					
				Sen	nester/Year:		F	ALL	, 2012		
		T			57					827	
AFFIRMATIVE ACTION UNIT:			STITUENT DEP Accounting	ARTMI	ENTS:						
Business and Commerce			Accounting								
EEO CATEGORY:		Job T	itles:				113				parmin and
FACULTY	Professor (5); Associate Professor (4); and Assistant Professor (5)										
JOB GROUP: PROFESSORIAL											
FACTORS:	Weighting		Females		**Total Minority	В	lack or African American		Hispanic or Latino	Parameters.	n or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		41.5		27.5		14.9		3.8		7.9
% of Minorities/Females promotable, transferable, or trainable					The miles						W. 50-00
GROUP TOTAL NO.: 14											
No. Male: 11 No. Female: 3			Females		**Total Minority	В	lack or African American		Hispanic or Latino		n or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# _	3	#	8	# -	4	# _	2	# _	2
		% -	21.4	%	57.1	% -	28.6	% -	14.3	% -	14.3
OVERALL AVAILABILITY:											
1		% -	41.5	%	27.5	% -	14.9	% -	3.8	% -	7.9
UNDERUTILIZATION:		% _	20.1	%	NONE	%	NONE	% _	NONE	% _	NONE
2		# _	2.8	# .	0.0	# -	0.0	# _	0.0	# _	0.0
		- -	3	UU .	<u> </u>	UU -	U	UU -	<u> </u>	UU -	<u>U</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 - PROFESSORIAL

FALL, 2012

Affirmative Action Unit:

Business and Commerce

Constituent Departments:

Accounting

Job Group:

Professorial

Job Titles:

Professor (5); Associate Professor (4); and Assistant Professor (5)

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*

Business, Management, Marketing & Related Support Services

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



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	FEMAL
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%
Fransportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
/isual 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%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

				Colle	ge: B	MCC					
				Seme	ster/Year:		F	ALL,	2012		
AFFIRMATIVE ACTION UNIT:		CONSTITU	ENT DEPA	RTMEN	TS:						
		Allied	Health								
Health Professions											
EEO CATEGORY:		Job Titles:					W-MSS - III-				
		Profe	essor (4	ι). Δεσ	sistant Pro	nfessor	(1)				
FACULTY		1 1010	٦) انادون	, , , ,	olotant i re	7100001	(1)				
JOB GROUP:		1									
PROFESSORIAL											
		-		T	**Total	Pie	ck or African	1	Hispanic	1	or Nat. Haw. or
FACTORS:	Weighting	Fem	ales		Minority	7,00,000	American		or Latino	- V. C.	ther Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	7	74.6		15.7		5.0		3.9		6.3
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 5											
No. Male: 3 No. Female: 2	-	Fem	ales		**Total Minority		ck or African American		Hispanic or Latino		or Nat. Haw. or ther Pac. Isl.
CURRENT UTILIZATION:		#	2	#	0	#	0	#	0	#	0
		%	40.0	% _	0.0	% _	0.0	%	0.0	% _	0.0
OVERALL AVAILABILITY:		1				+		-		+	
012101211111111111111111111111111111111		%	74.6	%	15.7	% _	5.0	%	3.9	%	6.3
			04.0		45.7		5.0		0.0		
UNDERUTILIZATION:			34.6 1.7	% 	15.7	<u></u> " –	0.3	% #	0.2	% _	0.3
		# UU		# UU.	1	# UU -	0.3	# —	0.2	# _	0.3
				-		-				-	
	MINE TO 1	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

FACTOR / SOURCE SHEET - PROFESSORIAL

FALL, 2012

Affirmative Action Unit:

Health Professions

Constituent Departments:

Allied Health

Job Group:

Professorial

Job Titles:

Professor (4); Assistant Professor (1)

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*

Health Professions and Related Clinical Sciences

<u>Female</u>	**Total	Black or African	Hispanic	Asian or Nat. Haw. or
	<u>Minority</u>	American	or Latino	Other Pac. Isl.
74.6	15.7	5.0	3.9	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.



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%.

					3	at 80%.
	AM.IND./	BLACK	ASIAN/	70 10 TTO	TOTAL	
	AL.NAT.	NON-HISP.	PAC. ISL.	HISPANIC	MINORITY	FEMAL
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.19
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.19
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.69
Biological and Biomedical Sciences	0.4%	5.0%	12.5%	5.3%	23.2%	51.39
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%	60.89
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.09
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.39
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%
Fransportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
/isual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

				Col	lege: E	MCC					
				Sen	nester/Year:		F	ALL,	2012		
The state of the s		T							2776		
AFFIRMATIVE ACTION UNIT:		C15450000000	TITUENT DEF Music and Art	ARTM	ENTS:						
Fine, Applied Arts, and Media		nusic and Art									
EEO CATEGORY:		Job Ti	itles:				1 41				
FACULTY			Professor ((6) ; A	Associate P	rofess	sor (4); and	Assist	ant Profes	ssor (4	1)
JOB GROUP: PROFESSORIAL											
FACTORS:	Weighting		Females		**Total Minority	В	lack or African American		Hispanic or Latino	S. Carrier	n or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		48.8		15.3		3.7		3.2		7.9
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 15											
No. Male: 6 No. Female: 9	-		Females		**Total Minority	В	lack or African American		Hispanic or Latino		n or Nat. Haw, or Other Pac. Isl.
CURRENT UTILIZATION:		#	9	#	2	#	1	#	0	#	1
		% _	60.0	%	13.3	% -	6.7	% _	0.0	% -	6.7
OVERALL AVAILABILITY:	21 1720			1		_				+	
entection deviate: Introduce substitutioner oriente tot seal		% _	48.8	%	15.3	% -	3.7	% _	3.2	% -	7.9
UNDERUTILIZATION:		%	NONE	%	2.0	%	NONE	%	3.2	%	1.2
Edited to the control of the control		# -	0.0	#	0.3	# -	0.0	# -	0.5	# -	0.2
-		UU _	0	UU	0	טט -	0	UU _	1	UU -	0
V-M-HIII - E-E-E-E-E-E-E-E-E-E-E-E-E-E-E-E-E-											

^{**}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 - PROFESSORIAL

FALL, 2012

Affirmative Action Unit:

Fine, Applied Arts, and Media

Constituent Departments:

Music and Art

Job Group:

Professorial

Job Titles:

Professor (6); Associate Professor (4); and Assistant Professor (4)

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*

Visual and Performing Arts

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



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

Data for 4 States = C1, NJ, NY & PA(considered	u as 431) is	weigitteu	at 20 /0 and	0011401 18	weighted	at 00 /0.
	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMAL
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.19
Architecture and Related Services	0.0%	9.4%	23.6%	5.5%	38.5%	52.19
Area, Ethnic, Cultural, and Gender Studies	3.8%	19.6%	5.9%	6.6%	35.8%	61.69
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%	60.89
Communications Technologies/Technicians and Support Services	0.0%	10.0%	0.0%	0.0%	10.0%	10.09
Computer and Information Sciences and Support Services	0.0%	4.4%	15.1%	2.1%	21.5%	21.39
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.09
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%

				Coll	ege: B	MCC					
				Sem	ester/Year:		F	ALL,	2012	15	000 (6)
111		_									
AFFIRMATIVE ACTION UNIT:		1000 6 1000 5000 500	UENT DEP	ARTME	ENTS:						
Business and Commerce		Busi	ness								
Contractical Collection and translation of the Contraction of Collection											
EEO CATEGORY:		Job Titles	:			1200	Tep.				
FACULTY		Pro	fessor ((4); As	ssociate Pr	ofesso	or (7) ; and	Assis	tant Profes	sor (5	5)
JOB GROUP: PROFESSORIAL	2										
FACTORS:	Weighting	Fe	males		**Total Minority	ВІ	ack or African American		Hispanic or Latino		or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		41.5		27.5		14.9		3.8		7.9
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 16											
No. Male: 7 No. Female: 9	-	Fe	males		**Total Minority	Bl	ack or African American		Hispanic or Latino		or Nat. Haw. or other Pac. Isl.
CURRENT UTILIZATION:		#	9	#	9	#	4	#	2	#	3
		%	56.3	% -	56.3	% _	25.0	% _	12.5	% -	18.8
OVERALL AVAILABILITY:										1	
		%	41.5	% -	27.5	% -	14.9	% _	3.8	% _	7.9
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
								_		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

FALL, 2012

Affirmative Action Unit:

Business and Commerce

Constituent Departments:

Business

Job Group:

Professorial

Job Titles:

Professor (4); Associate Professor (7); and Assistant Professor (5)

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*

Business, Management, Marketing & Related Support Services

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



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

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMAL
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%

				Col	lege: B	MCC	10-25/27/11		DECEMBER 11/100 DESERTE 11/100 DESER		et 55 85 (043-5-5
				Sen	nester/Year:		F	ALL,	2012		
		1								77.01	W= 400W50XX4 - 20
AFFIRMATIVE ACTION UNIT:			Computer Info								
Mathematice and Computer Science											
EEO CATEGORY:	(190.19	Job T	itles:				1922-11				
FACULTY			Professor	(5); <i>F</i>	Associate Pr	rofess	or (4); and	Assista	ant Profes	sor(5)
JOB GROUP: PROFESSORIAL	***************************************										
FACTORS:	Weighting		Females		**Total Minority	Ві	ack or African American	1	Hispanic or Latino		n or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		17.3		29.7		11.4		7.4		10.3
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 14											
No. Male: 9 No. Female: 5			Females		**Total Minority	BI	ack or African American		Hispanic or Latino	100000000000000000000000000000000000000	or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	==-W==	# % -	35.7	#	57.1	# - % -	0.0	# —	7.1	# % -	50.0
OVERALL AVAILABILITY:		-		+	1	1	- Child				
		% _	17.3	%	29.7	% -	11.4	% _	7.4	% -	10.3
UNDERUTILIZATION:		%	NONE	%	NONE	% _	11.4	%	0.3	% _	NONE
		# _	0.0	#	0.0	# -	1.6	# _	0.0	# -	0.0
		uu -	0	UU	0	<u> </u> UU _	2	UU _	0	JUU -	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

Affirmative Action Unit:

Mathematice and Computer Science

Constituent Departments:

Computer Info Systems

Job Group:

Professorial

Job Titles:

Professor (5); Associate Professor (4); and Assistant Professor(5)

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*

Computer and Information Sciences and Support Services

<u>Female</u>	**Total <u>Minority</u>	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
17.3	29.7	11.4	7.4	10.3

^{**}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.



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.

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALI
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%

				Col	lege: B	MCC					
				Sen	nester/Year:		F	ALL	, 2012		
<u> </u>											ESH 480s
AFFIRMATIVE ACTION UNIT:		CON	STITUENT DEP	ARTM	ENTS:						
Psychology			Counseling								
EEO CATEGORY:	76169	Job	Titles:	68	1000		ALL REAL PROPERTY OF THE PARTY				
FACULTY			Professor ((4) ; A	ssociate P	rofess	sor (3) ; and	Assi	stant Profe	ssor	(2)
JOB GROUP: PROFESSORIAL	29804-01										11600000 12.0
FACTORS:	Weighting		Females		**Total Minority	В	lack or African American		Hispanic or Latino		in or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		77.8		28.6		11.8		9.6		6.5
% of Minorities/Females promotable, transferable, or trainable											
GROUP TOTAL NO.: 9											
No. Male: 4 No. Female: 5			Females		**Total Minority	В	lack or African American		Hispanic or Latino	(A.E. 2008)	n or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		#	5	#	6	#	5	#	1	#	0
		%	55.6	%	66.7	% .	55.6	% -	11.1	%	0.0
OVERALL AVAILABILITY:		T					700-7			_	(100 mm)
		%	77.8	%	28.6	% -	11.8	% -	9.6	% .	6.5
UNDERUTILIZATION:		%	22.2	%	NONE	%	NONE	%	NONE	%	6.5
		#	2.0	#	0.0	# -	0.0	#	0.0	#	0.6
		UU .	2	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

FALL, 2012

Affirmative Action Unit:

Psychology

Constituent Departments:

Counseling

Job Group:

Professorial

Job Titles:

Professor (4); Associate Professor (3); and Assistant Professor (2)

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*

Psychology

	**Total	Black or African	Hispanic	Asian or Nat. Haw. or
<u>Female</u>	Minority	<u>American</u>	or Latino	Other Pac. Isl.
77.8	28.6	11.8	9.6	6.5

^{**}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.



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.

						MC - 10 M
	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%
ngineering 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%
amily and Consumer Sciences/Human Sciences	0.4%	17.3%	4.5%	4.7%	26.9%	77.0%
oreign Languages, Literatures, and Linguistics	0.6%	3.3%	6.7%	12.2%	22.9%	60.2%
lealth 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%
egal Professions and Studies	0.0%	7.7%	12.9%	2.6%	23.2%	58.7%
iberal Arts and Sciences, General Studies and Humanities	1.6%	19.4%	0.0%	3.1%	24.1%	58.6%
ibrary 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%
filitary Technologies	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
/lulti/Interdisciplinary Studies	0.9%	7.3%	9.1%	5.7%	22.9%	55.8%
latural Resources and Conservation	1.5%	3.8%	6.3%	2.2%	13.7%	42.4%
arks, 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%
hilosophy and Religious Studies	0.8%	6.4%	7.2%	2.4%	16.8%	30.3%
hysical Sciences	0.3%	3.3%	9.2%	4.5%	17.2%	31.5%
recision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
rsychology	0.8%	7.1%	6.3%	6.5%	20.8%	72.9%
ublic Administration and Social Service Professions	0.7%	16.2%	6.4%	6.2%	29.5%	67.0%
cience Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
ecurity and Protective Services	1.4%	15.5%	5.6%	2.8%	25.3%	59.0%
ocial Sciences	0.4%	6.3%	8.7%	5.9%	21.3%	51.7%
heology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
ransportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
isual and Performing Arts						

*8			College: E	BMCC	74	
			Semester/Year:	F.	ALL, 2012	A
AFFIRMATIVE ACTION UNIT: English and English Literature	CONSTITUENT DEP				41	
EEO CATEGORY:		Job Titles:				1
FACULTY		Professor (7) ; Associate P	rofessor (6); and	Assistant Profes	ssor (12)
JOB GROUP: PROFESSORIAL			**Total	Τ	T	I
FACTORS:	Weighting	Females	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	63.3	14.2	4.6	3.7	5.7
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 25 No. Male: 9 No. Female: 16		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 16 % 64.0	# <u>6</u> 24.0	# <u>4</u> % <u>16.0</u>	# <u>1</u> % <u>4.0</u>	# <u>2</u> % <u>8.0</u>
OVERALL AVAILABILITY:		%63.3	%14.2	%4.6	%3.7	%5.7
UNDERUTILIZATION:	E con	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 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

FALL, 2012

Affirmative Action Unit:

English and English Literature

Constituent Departments:

Developmental Skills

Job Group:

Professorial

Job Titles:

Professor (7); Associate Professor (6); and Assistant Professor (12)

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*

English Language and Literature/Letters

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



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.

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALI
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%

				Coll	ege: E	MCC					
				Sem	ester/Year:		F	ALL,	2012		
		_		Market III	1011-						
AFFIRMATIVE ACTION UNIT:		CONST	ITUENT DEI	PARTME	NTS:						
		En	glish								
English and English Literature											
EEO CATEGORY:			es:	12-12-128	200		1975/1995/1995 - 10 TO	W	XXIII XXIII XXIII		
EEO CATEGORI.		300 110	C3.								
FACULTY		Pi	rofessor	(11); A	Associate F	rofess	or (12); an	d Assi	stant Prof	essor	(20)
PACOLIT											
JOB GROUP:		1									
PROFESSORIAL											
FACTORS:	Weighting		Females		**Total Minority	Bla	ack or African American		Hispanic or Latino	100000000000000000000000000000000000000	or Nat. Haw. or Other Pac. Isl.
	Weighting		remates	-	minority	-	American	+	or Zutino	+	THE THE TON
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		63.3		14.2		4.6		3.7		5.7
% of Minorities/Females promotable, transferable,	1.00										
or trainable											
GROUP TOTAL NO.: 43											
No. Male: 18 No. Female: 25			Females		**Total Minority	Bl	ack or African American		Hispanic or Latino		or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	1620011200101	#	25	#	13	#	7	#	4	#	2
CONTRACT CITED WITH		_% —	58.1	% -	30.2	% -	16.3	% -	9.3	% -	4.7
		_	500555000	-						-	
OVERALL AVAILABILITY:											
*		%	63.3	% _	14.2	% _	4.6	% _	3.7	% _	5.7
							HOUE		HOUE		10
UNDERUTILIZATION:		%	5.2	% -	NONE	% -	NONE	% _	NONE	% -	1.0
₩0		#	2.2	# -	0.0	# -	0.0	# -	0.0	# -	0.5
		UU		UU -	0	UU -		UU	U	UU -	1
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^{**}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

Affirmative Action Unit:

English and English Literature

Constituent Departments:

English

Job Group:

Professorial

Job Titles:

Professor (11); Associate Professor (12); and Assistant Professor (20)

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*

English Language and Literature/Letters

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



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

	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%
egal 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%
Fransportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
/isual 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%

			College: B	MCC		
			Semester/Year:	F	ALL, 2012	
<u>v a ana ana ana ana ana ana ana ana ana </u>	474 - 1944 - 1944 - 1944					OWNER IN THE PROPERTY OF THE P
AFFIRMATIVE ACTION UNIT: Health Professions	CONSTITUENT DEPA					
EEO CATEGORY:	480 800	Job Titles:	1 200			
FACULTY		Professor (3); Associate Professor (1); and Assistant Professor (3)				
JOB GROUP: PROFESSORIAL		10				
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	63.3	14.2	4.6	3.7	5.7
% of Minorities/Females promotable, transferable, or trainable			Walter State of Chicago			
GROUP TOTAL NO.: 7						
No. Male: 3 No. Female: 4		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	81	# <u>4</u> % 57.1	# <u>3</u> % <u>42.9</u>	# <u>2</u> % <u>28.6</u>	# <u>1</u> % <u>14.3</u>	# % 0.0
OVERALL AVAILABILITY:		% 63.3	%14.2	%4.6	%3.7	%5.7
UNDERUTILIZATION:	W44 - 334 - 54 - 54 - 54 - 54 - 54 - 54 -	% 6.2 # 0.4 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% 5.7 # 0.4 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

Affirmative Action Unit:

Health Professions

Constituent Departments:

Health Education

Job Group:

Professorial

Job Titles:

Professor (3); Associate Professor (1); and Assistant Professor (3)

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*

English Language and Literature/Letters

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



DOCTORATE degree conferred by Title IV participating institutions 2007-2008

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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%

			College: B	MCC		
			Semester/Year:	F	ALL, 2012	110000
V. CHARLES THE CONTROL OF THE CONTRO		_201(Liax)			44500 - 455 1	200
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:			
Library	Library					
EEO CATEGORY:	P. 1007	Job Titles:		01-80-80370		
FACULTY	Professor (3); Associate Pro	ofessor (2) ; and a	Assistant Profes	ssor (6)	
JOB GROUP: PROFESSORIAL						
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	60.1	22.5	10.0	5.2	7.4
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 11						
No. Male: 4 No. Female: 7		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	- Enable skilled better bedstellt	# 7	# 6	# 2	# 1	# 3
		% 63.6	% 54.5	% 18.2	% 9.1	% 27.3
OVERALL AVAILABILITY:					-	7
comment in the first control and an extension public control and account of the comment		%60.1	%22.5	%10.0	%5.2	%7.4
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE
		# 0.0	# <u>0.0</u>	# 0.0	# 0.0	# 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

FALL, 2012

Affirmative Action Unit:

Library

Constituent Departments:

Library

Job Group:

Professorial

Job Titles:

Professor (3); Associate Professor (2); and Assistant Professor (6)

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*

Library Science

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



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

	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%
heology and Religious Vocations	0.1%	15.9%	7.2%	2.0%	25.2%	24.8%
Fransportation and Materials Moving	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
/isual and Performing Arts	0.5%	3.7%	7.9%	3.2%	15.3%	48.8%
OTAL ALL FIELDS	0.7%	7.7%	9.7%	5.2%	23.2%	54.9%

			College: BI	MCC		
			Semester/Year:	F	ALL, 2012	2.0
	W2-14-37	*				
AFFIRMATIVE ACTION UNIT: Mathematics and Computer Science		CONSTITUENT DEPA Mathematics	RTMENTS:			
manomano ana company					565 W 197 W 1	
EEO CATEGORY:		Job Titles:				
FACULTY		Professor (7); Associate Pro	ofessor (13) ; and	Assistant Profe	essor(15)
JOB GROUP: PROFESSORIAL				_		
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	33.6	18.1	3.7	4.9	9.2
% of Minorities/Females promotable, transferable, or trainable		AND THE STREET IN BUSINESS				
GROUP TOTAL NO.: 35						
No. Male: 22 No. Female: 13		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 13 % 37.1	# <u>18</u> % <u>51.4</u>	# <u>7</u> % <u>20.0</u>	# <u>4</u> % <u>11.4</u>	# <u>7</u> 20.0
OVERALL AVAILABILITY:						
		%33.6	%18.1	%3.7	%4.9	%9.2
UNDERUTILIZATION:		% NONE 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 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

FALL, 2012

Affirmative Action Unit:

Mathematics and Computer Science

Constituent Departments:

Mathematics

Job Group:

Professorial

Job Titles:

Professor (7); Associate Professor (13); and Assistant Professor(15)

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*

Mathematics and Statistics

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



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

	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%

			College:	BMCC		
			Semester/Year:	F	ALL, 2012	
AFFIRMATIVE ACTION UNIT: Fine, Applied Arts, and Media		CONSTITUENT DEPA Media Arts and T				
EEO CATEGORY: FACULTY	Job Titles: Professor (2	2); Associate F	Professor (3) ; and A	Assistant Profes	sor(3)	
JOB GROUP: PROFESSORIAL						
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	10.0	10.0	10.0	0.0	0.0
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 8						
No. Male: 3 No. Female: 5		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>5</u> % 62.5	# <u>1</u> % 12.5	# <u>1</u> <u>1</u> <u>12.5</u>	# <u>0</u> 0.0	# <u>0</u> 0.0
OVERALL AVAILABILITY:		%10.0	%10.0	%10.0	%0.0	%0.0
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% 0.0 # 0.0 UU 0	% 0.0 # 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

FALL, 2012

Affirmative Action Unit:

Fine, Applied Arts, and Media

Constituent Departments:

Media Arts and Technology

Job Group:

Professorial

Job Titles:

Professor (2); Associate Professor (3); and Assistant Professor(3)

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*

Communication Technologies/Technician and Support Services

	**Total	Black or African	Hispanic	Asian or Nat. Haw. or
<u>Female</u>	Minority	American	or Latino	Other Pac. Isl.
10.0	10.0	10.0	0.0	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.



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.

	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%

				Col	lege: E	MCC					
				Sen	nester/Year:		F	ALL	, 2012		
P1 81		_									
AFFIRMATIVE ACTION UNIT:			STITUENT DEP		ENTS:						
Foreign Languages			Modem Langua	iges							
Poreign Languages											
EEO CATEGORY:		Job 7	Titles:								3.0 3.00 III 17997 3 IX
			Professor (′12); _/	Associate F	rofess	or (2) ; and	d Assi	stant Profe	essor(4)
FACULTY			· • · · · · · · · · · · · · · · · · · ·				() /				,
JOB GROUP:		1									
PROFESSORIAL											
424		-		Т-	**Total	Plo	ck or African	Т.	Hispanic	Acion	or Nat. Haw. or
FACTORS:	Weighting		Females		Minority		American		or Latino		other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		60.2		22.9		3.3		12.2		6.7
% of Minorities/Females promotable, transferable, or trainable			xace - around sowns - v.o				8883 CA 4572 - 1911 SE		77 - rd - rd - rd - rd - rd - rd		
GROUP TOTAL NO.: 18											
No. Male: 7 No. Female: 11			Females		**Total Minority	0.000	ck or African American		Hispanic or Latino	100000000000000000000000000000000000000	or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# _	11	#	10	# _	0	# _	9	# _	1
		% -	61.1	%	55.6	% _	0.0	% -	50.0	% -	5.6
OVERALL AVAILABILITY:		\vdash		1			4.00				
		% -	60.2	%	22.9	% _	3.3	% _	12.2	% -	6.7
UNDERUTILIZATION:		%	NONE	%	NONE	%	3.3	%	NONE	%	1.1
		# _	0.0	#	0.0	# _	0.6	# _	0.0	# _	0.2
		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

FALL, 2012

Affirmative Action Unit:

Foreign Languages

Constituent Departments:

Modern Languages

Job Group:

Professorial

Job Titles:

Professor (12); Associate Professor (2); and Assistant Professor(4)

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*

Foreign Languages, Literatures and Linguistics

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



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.

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALI
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%

			College: B	MCC			
6			Semester/Year:	Later Committee	ALL, 2012		
AFFIRMATIVE ACTION UNIT: Health Professions		CONSTITUENT DEPA	ARTMENTS:				
EEO CATEGORY:	1800	Job Titles:	.05%	and the	-70		
FACULTY		Professor (1); Associate Pro	ofessor (3); and	Assistant Profes	sor (21)	
JOB GROUP: PROFESSORIAL		-					
FACTORS:	Weighting	Females	**Total Minority	Black or African Hispanic American or Latino		Asian or Nat. Haw. or Other Pac. Isl.	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	74.6	15.7	15.7 5.0 3		6.3	
% of Minorities/Females promotable, transferable, or trainable			\$ 500 - 1 A 1 B	5 See 12 Control 1		100.	
GROUP TOTAL NO.: 25							
No. Male: 1 No. Female: 24		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	
CURRENT UTILIZATION:		# 24 % 96.0	# <u>20</u> % 80.0	# <u>15</u> % <u>60.0</u>	# <u>1</u> % <u>4.0</u>	# <u>4</u> % <u>16.0</u>	
OVERALL AVAILABILITY:		%74.6	%15.7	%5.0	%3.9	%6.3	
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 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

FALL, 2012

Affirmative Action Unit:

Health Professions

Constituent Departments:

Nursing

Job Group:

Professorial

Job Titles:

Professor (1); Associate Professor (3); and Assistant Professor (21)

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*

Health Professions and Related Clinical Sciences

<u>Female</u>	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
74.6	15.7	5.0	3.9	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.



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.

	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%

				Coll	ege: B	oroug	h of Manh	attan	Communit	у Со	llege
				Sem	ester/Year:				2012		
AFFIRMATIVE ACTION UNIT: Physical Sciences		100000000000000000000000000000000000000	Science	ARTME	NTS:		1				2300
,											
EEO CATEGORY:		Job T	itles:								
FACULTY	F	Professor (13);	Associate	Profes	sor (18) ; a	and A	ssistant Pro	ofess	or (17)	
JOB GROUP: PROFESSORIAL											
FACTORS:	Weighting		Females		**Total Minority	Bla	nck or African American		Hispanic or Latino	3-1003-000	n or Nat. Haw. or Other Pac. Isl.
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		31.5		17.2		3.3	^	4.5		9.2
% of Minorities/Females promotable, transferable, or trainable	1										
GROUP TOTAL NO.: 48		SESSES.		Min							
No. Male: 30 No. Female: 18	-		Females		**Total Minority		ick or African American		Hispanic or Latino		n or Nat, Haw, or Other Pac, Isl.
CURRENT UTILIZATION:		#	18	#	15	#	1	#	4	# -	10
		% _	37.5	% -	31.3	% _	2.1	% -	8.3	%	20.8
OVERALL AVAILABILITY:		+		+		+		+		+	
		% _	31.5	% -	17.2	% _	3.3	% -	4.5	% .	9.2
UNDERUTILIZATION:		% #	NONE 0.0	% #	NONE 0.0	% #	0.6	% #	NONE 0.0	% #	NONE 0.0
		ÜU _	0	UU -	0	UU _	1	UU _	0	บบ .	0
							1000 000 000				

^{**}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

Affirmative Action Unit:

Physical Sciences

Constituent Departments:

Science

Job Group:

Professorial

Job Titles:

Professor (13); Associate Professor (18); and Assistant Professor (17)

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*

Physical Sciences

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



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%

			College: E	Borough of Manha	attan Communi	ty College
			Semester/Year:	F	ALL, 2012	
AFFIRMATIVE ACTION UNIT: Social Science		CONSTITUENT DEP. Social Science Center for Ethni				
EEO CATEGORY: FACULTY		Job Titles: Professor (7) ; Associate P	rofessor (11) ; and	d Assistant Prof	essor (30)
JOB GROUP: PROFESSORIAL					_	
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	54.4	31.6	14.5	7.4	9.6
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 48 No. Male: 21 No. Female: 27		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 27 % 56.3	# <u>23</u> % 47.9	# <u>10</u> % <u>20.8</u>	# <u>6</u> 12.5	# <u>7</u> % 14.6
OVERALL AVAILABILITY:	Vii	%54.4	%31.6	%14.5	%7.4	%9.6
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 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 - PROFESSORIAL

FALL, 2012

Affirmative Action Unit:

Social Science

Constituent Departments:

Social Science

Center for Ethnic Studies

Job Group:

Professorial

Job Titles:

Professor (7); Associate Professor (11); and Assistant Professor (30)

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*

Social Sciences

<u>Female</u>	**Total	Black or African	Hispanic	Asian or Nat. Haw. or
	<u>Minority</u>	American	or Latino	Other Pac. Isl.
54.4	31.6	14.5	7.4	9.6

^{**}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.



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

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	FEMALI
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%

			College: ENTER COLLEGE NAME IN CELL R4				
			Semester/Year:	F	ALL, 2012		
AFFIRMATIVE ACTION UNIT: Fine, Applied Arts, and Media	CONSTITUENT DEPA Speech , Commis	ARTMENTS: cation, and Theatre Art	S		2000		
EEO CATEGORY: FACULTY	Job Titles: Professor (4	4); Associate Pr	ofessor (5); and A	ssistant Profes	sor (5)		
JOB GROUP: PROFESSORIAL							
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	48.8	15.3	3.7	3.2	7.9	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 14 No. Male: 2 No. Female: 12		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	
CURRENT UTILIZATION:		# 12 % 85.7	# <u>1</u> % 7.1	# <u>0</u> 0.0	# <u>0</u> 0.0	# <u>1</u> 7.1	
OVERALL AVAILABILITY:		%48.8	%15.3	%3.7	%3.2	%7.9	
UNDERUTILIZATION:	98.	% NONE # 0.0 UU 0	% 8.2 # 1.1 UU 1	% 3.7 # 0.5 UU 1	% 3.2 # 0.4 UU 0	% # 0.1 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

FACTOR / SOURCE SHEET - PROFESSORIAL

FALL, 2012

Affirmative Action Unit:

Fine, Applied Arts, and Media

Constituent Departments:

Speech, Commication, and Theatre Arts

Job Group:

Professorial

Job Titles:

Professor (4); Associate Professor (5); and Assistant Professor (5)

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*

Visual and Performing Arts

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



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	FEMALI
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%
/isual 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%

			College: B	orough of Manha	attan Communi	ty College
			Semester/Year:	F	ALL, 2012	
AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPA Teacher Education				
EEO CATEGORY: FACULTY		Job Titles: Professor (2	2); Associate Pro	ofessor (2); and A	ssistant Profes	sor (4)
JOB GROUP: PROFESSORIAL	De 15 - 15 4R					
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	67.9	28.0	17.9	5.4	3.9
% of Minorities/Females promotable, transferable, or trainable						
ROUP TOTAL NO.: 8 No. Male: 2 No. Female: 6		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 6 % 75.0	# <u>4</u> % <u>50.0</u>	# <u>1</u> 12.5	# <u>1</u> % 12.5	# <u>2</u> % <u>25.0</u>
OVERALL AVAILABILITY:		%67.9	%28.0	%17.9	%5.4	%3.9
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% 5.4 # 0.4 UU 0	% NONE # 0.0 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 - PROFESSORIAL

FALL, 2012

Affirmative Action Unit:

Education

Constituent Departments:

Teacher Education

Job Group:

Professorial

Job Titles:

Professor (2); Associate Professor (2); and Assistant Professor (4)

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

<u>Female</u>	**Total	Black or African	Hispanic	Asian or Nat. Haw. or
	<u>Minority</u>	American	or Latino	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.



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%.

Data for 4 States = C1, NJ, NY & PA(considered	10.7.0				g//.coa	at 00 /0.
	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMAL
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.9%	7.4%	2.9%	14.7%	41.19
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%

			College: B	orough of Manha		ty College
			Semester/Year:	F	ALL, 2012	-076
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEPA	ARTMENTS:		3-13-34	8697 8592HB124H1
Professorial						
EEO CATEGORY:		Job Titles:				- 545 E-1 445 St 575
FACULTY	Professor; A	Associate Profes	ssor; and Assistar	nt Professor		
JOB GROUP: PROFESSORIAL	2300					
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	ENTER	ENTER	ENTER	ENTER	ENTER
% of Minorities/Females promotable, transferable, or trainable					Marson seasones 11 c	
GROUP TOTAL NO.: 366						
No. Male: 163 No. Female: 203		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 203 % 55.5	# <u>156</u> % 42.6	# <u>64</u> % 17.5	# <u>39</u> % <u>10.7</u>	# <u>53</u> % 14.5
OVERALL AVAILABILITY:			+			
		% ENTER	% ENTER	% ENTER	% ENTER	% ENTER
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 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 - PROFESSORIAL

Professorial

Affirmative Action Unit:

FALL, 2012

Constituent Departments:		9				
Job Group:	1	Professorial				
Job Titles:	I	Professor; Associate Prof	essor; and Assistant	Professor		
	FACTORS Factor 1	SOURCES EDC- Ph.D. 2007 - 08	3* - 4States and US	Non-4ST.	WEIGHT 1.0	
		* Note: US Dept of Edu available as of 5//2011.		ry Studies Division in	ndicates 2008 is the	e latest data
Factor 1: 4States (CT,NJ, NY, PA		4ST - EDC - Ph.D. 2007 -		THIS CELL		
			OI SICDIII I			
		<u>Female</u>	**Total <u>Minority</u>	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
		ENTER	ENTER	ENTER	ENTER	ENTER

^{**}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.



DOCTORATE degree conferred by Title IV participating institutions 2007-2008

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	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALI
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%

Four Factor Availability

			College: B	orough of Manha	ttan Community	College
			Semester/Year:	F	ALL, 2012	
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS:			109%_ 3180
Lecturer						
EEO CATEGORY:		Job Titles:				
		Lecturer				
FACULTY						
		Į.				
		1				=
JOB GROUP: NON-PROFESSORIAL - LECTURER						
NON-PROFESSORIAL - LECTURER						
1 100			**Total	Black or African	Hispanic	Asian or Nat, Haw. or
FACTORS:	Weighting	Females	Minority	American	or Latino	Other Pac. Isl.
d 0/						
 % availability of Minorities/Females with requisite skills in immediate labor areas. 	1.00	ENTER	ENTER	ENTER	ENTER	ENTER
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 46						
No. Male: 18 No. Female: 28		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:	- the track of the same of the	# 28	# 46	# 31	# 10	# 5
		% 60.9	% 100.0	% 67.4	% 21.7	% 10.9
				_		
OVERALL AVAILABILITY:		% ENTER	% ENTER	% ENTER	% ENTER	% ENTER
		- ENTER	70 ENTER	- LIVILIX	- LIVILIX	70 LIVILIX
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE
		# 0.0	# 0.0	# 0.0	# 0.0	# 0.0
		UU 0	UU 0	UU0	UU 0	UU <u>0</u>
		1700	100			

^{**}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:	Lec	turer	
Constituent Departments:			
Job Group:	LE	CTURER	
Job Titles:	Lec	turer	
	FACTORS Factor	SOURCES EDC - BA. 2007-08* - 4State weighted at 50% and US Non-4ST weighted at 50%.	WEIGHTING 1.0
		* Note: US Dept of Education's Postsecondary St latest data available as of 5/5/2011.	audies Division indicates 2008 is the
Factor 1: EDC - BA. 2007 - (CT,NJ,NY,PA) and US Non-4ST. TER FIELD OF STUDY IN THIS	CELL

**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.

<u>Female</u>

ENTER

**Total

Minority

ENTER

Black or African

ENTER

American

<u>Hispanic</u>

or Latino

ENTER

Asian or Nat. Haw.

or Other Pac. Isl.

ENTER



BACHELOR 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 50% and USn4ST is weighted at 50%.

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMAL
Agriculture, Agriculture Operations and Related Sciences	0.5%	3.1%	3.9%	4.4%	11.8%	52.7%
Architecture and Related Services	0.4%	5.2%	9.1%	10.4%	25.1%	42.6%
Area, Ethnic, Cultural, and Gender Studies	1.6%	16.5%	11.5%	12.9%	42.5%	68.99
Biological and Biomedical Sciences	0.5%	7.9%	17.1%	6.4%	32.0%	59.49
Business, Management, Marketing, & Related Support Services	0.5%	11.6%	8.5%	8.1%	28.7%	49.19
Communication, Journalism, and Related Programs	0.4%	10.1%	4.4%	7.1%	22.1%	63.99
Communications Technologies/Technicians and Support Services	0.4%	11.1%	5.9%	8.3%	26.0%	32.19
Computer and Information Sciences and Support Services	0.5%	11.4%	10.3%	7.4%	29.7%	17.39
Construction Trades	0.0%	3.5%	3.7%	3.2%	10.4%	3.79
Education	0.6%	5.4%	2.1%	5.1%	13.3%	79.3%
Engineering	0.4%	4.9%	14.5%	6.1%	26.0%	18.6%
Engineering Technologies/Technicians	0.6%	9.1%	5.2%	6.8%	21.7%	9.5%
English Language and Literature/Letters	0.6%	7.9%	4.8%	6.6%	19.9%	68.6%
Family and Consumer Sciences/Human Sciences	0.7%	10.4%	5.2%	6.7%	22.9%	88.4%
Foreign Languages, Literatures, and Linguistics	0.6%	4.4%	5.0%	18.1%	28.1%	72.49
Health Professions and Related Clinical Sciences	0.6%	13.0%	7.2%	6.0%	26.8%	85.6%
History	0.6%	4.9%	3.7%	6.5%	15.8%	41.29
Legal Professions and Studies	0.7%	21.8%	6.2%	11.5%	40.3%	68.9%
Liberal Arts and Sciences, General Studies and Humanities	1.0%	15.8%	4.2%	10.2%	31.3%	64.4%
Library Science	0.0%	1.8%	0.0%	0.0%	1.8%	90.8%
Mathematics and Statistics	0.4%	5.4%	10.4%	5.6%	21.8%	46.0%
Mechanic and Repair Technologies/Technicians	1.6%	8.2%	4.7%	7.6%	22.1%	4.8%
Military Technologies	0.0%	21.4%	0.0%	0.0%	21.4%	21.4%
Multi/Interdisciplinary Studies	0.6%	8.5%	9.4%	9.6%	28.1%	62.3%
Natural Resources and Conservation	0.8%	2.1%	3.0%	4.8%	10.7%	46.0%
Parks, Recreation, Leisure and Fitness Studies	0.5%	9.3%	2.9%	5.4%	18.1%	44.7%
Personal and Culinary Services	2.0%	9.6%	3.2%	5.3%	20.3%	55.6%
Philosophy and Religious Studies	0.5%	6.1%	6.1%	6.2%	18.8%	38.9%
Physical Sciences	0.6%	5.3%	10.5%	4.9%	21.2%	40.8%
Precision Production	0.0%	4.0%	2.0%	6.0%	12.0%	14.0%
Psychology	0.6%	11.8%	6.5%	9.6%	28.6%	77.8%
Public Administration and Social Service Professions	0.8%	25.0%	3.2%	12.4%	41.4%	82.4%
Science Technologies/Technicians	1.1%	6.0%	2.9%	13.0%	23.0%	36.7%
Security and Protective Services	0.6%	17.8%	3.1%	13.0%	34.5%	48.9%
Social Sciences	0.7%	10.9%	9.0%	9.4%	30.0%	51.7%
Theology and Religious Vocations	0.2%	5.0%	1.6%	2.7%	9.5%	27.3%
Transportation and Materials Moving	0.4%	11.7%	7.1%	11.6%	30.8%	17.7%
Visual and Performing Arts	0.6%	6.1%	6.8%	7.2%	20.7%	61.3%
TOTAL ALL FIELDS	0.6%	10.0%	7.4%	7.8%	25.7%	57.6%

			College: B	orough of Manhat	tan Community	College
			Semester/Year:	F	ALL, 2012	
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEP	ARTMENTS			
Instructor						
EEO CATEGORY:		Job Titles: Instructor		-2	31	
FACULTY						
JOB GROUP: NON-PROFESSORIAL - INSTRUCTOR						
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	ENTER	ENTER	ENTER	ENTER	ENTER
% of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 56						
No. Male: 21 No. Female: 35		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 35 % 62.5	# <u>23</u> % 41.1	# <u>14</u> % <u>25.0</u>	# <u>4</u> % <u>7.1</u>	# <u>5</u> % <u>8.9</u>
OVERALL AVAILABILITY:		% ENTER	% ENTER	% ENTER	% ENTER	% ENTER
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 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 - INSTRUCTOR

FALL, 2012

Affirmative Action Unit: Instructor

Constituent Departments:

Job Group: NON-PROFESSORIAL - INSTRUCTOR

Job Titles: Instructor

FACTOR: SOURCES WEIGHTING
Factor 1 EDC - MA. 2007 - 08* - 4States 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: 4States EDC - MA. 2007 - 08*

ENTER THE FIELD OF STUDY IN THIS CELL

Black or Asian or Nat. **Total Haw. or Other African <u>Hispanic</u> Minority Pac. Isl. Female <u>American</u> or Latino ENTER **ENTER ENTER** ENTER **ENTER**

^{**}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.



MASTER 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 100%.

	AM.IND./ AL.NAT.	BLACK NON-HISP.	ASIAN/ PAC. ISL.	HISPANIC	TOTAL MINORITY	FEMALE
Agriculture, Agriculture Operations and Related Sciences	0.0%	0.0%	3.6%	0.0%	3.6%	62.7%
Architecture and Related Services	0.5%	4.8%	11.9%	7.9%	25.1%	47.8%
Area, Ethnic, Cultural, and Gender Studies	0.8%	17.4%	6.2%	6.2%	30.7%	66.4%
Biological and Biomedical Sciences	0.5%	6.9%	14.8%	5.9%	28.2%	57.7%
Business, Management, Marketing, & Related Support Services	0.2%	11.4%	13.0%	5.2%	29.8%	43.9%
Communication, Journalism, and Related Programs	0.4%	11.5%	7.4%	6.6%	26.0%	66.4%
Communications Technologies/Technicians and Support Services	0.0%	7.4%	15.3%	11.6%	34.2%	47.4%
Computer and Information Sciences and Support Services	0.3%	8.6%	21.3%	5.1%	35.3%	29.5%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.3%	8.3%	2.7%	6.4%	17.7%	77.4%
Engineering	0.2%	5.9%	19.5%	5.9%	31.6%	22.2%
Engineering Technologies/Technicians	1.0%	7.4%	10.3%	7.8%	26.5%	24.0%
English Language and Literature/Letters	0.3%	7.9%	3.9%	4.5%	16.6%	66.2%
Family and Consumer Sciences/Human Sciences	0.8%	6.2%	9.8%	5.9%	22.7%	87.1%
Foreign Languages, Literatures, and Linguistics	0.2%	3.5%	5.3%	19.4%	28.5%	70.1%
Health Professions and Related Clinical Sciences	0.3%	11.4%	9.6%	5.1%	26.4%	82.7%
History	0.0%	6.1%	2.6%	3.6%	12.3%	46.1%
Legal Professions and Studies	0.0%	9.7%	25.2%	6.5%	41.4%	50.0%
Liberal Arts and Sciences, General Studies and Humanities	0.3%	6.2%	3.2%	4.3%	14.0%	64.0%
Library Science	0.4%	7.0%	3.7%	3.0%	14.1%	77.9%
Mathematics and Statistics	0.2%	3.0%	19.8%	2.6%	25.5%	45.3%
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	0.5%	6.4%	10.1%	9.1%	26.0%	66.4%
Natural Resources and Conservation	0.5%	4.6%	2.5%	3.0%	10.7%	51.3%
Parks, Recreation, Leisure and Fitness Studies	0.3%	8.3%	2.3%	3.2%	14.2%	45.2%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	0.3%	3.6%	2.7%	4.2%	10.8%	37.8%
Physical Sciences	0.3%	3.1%	9.2%	4.1%	16.7%	40.1%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	0.1%	9.5%	4.9%	6.0%	20.5%	80.2%
Public Administration and Social Service Professions	0.3%	20.9%	4.3%	10.0%	35.6%	76.8%
Science Technologies/Technicians	0.0%	0.0%	20.0%	0.0%	20.0%	40.0%
Security and Protective Services	0.4%	12.3%	3.3%	9.3%	25.3%	63.5%
Social Sciences	0.2%	14.5%	9.6%	7.4%	31.6%	54.4%
Theology and Religious Vocations	0.1%	6.4%	3.9%	3.1%	13.6%	29.8%
Fransportation and Materials Moving	0.0%	14.3%	0.0%	28.6%	42.9%	71.4%
/isual and Performing Arts	0.4%	6.1%	10.6%	5.3%	22.4%	59.0%
TOTAL ALL FIELDS	0.3%	10.0%	7.5%	6.1%	23.9%	65.1%
DHRM/jc - D:\Documents and Settings\jmcbh\Desktop\EDC 2008\New Folder\Test Map N	//A 2008 Pctg FE	DERAL.rpt				

	UTILIZ	ATION ANA Two Facto			SHI	EET				
					Bor	ough of Manha	attan	Community	Co	lege
			S	emester/Year:		P	AL	L, 2012		
AFFIRMATIVE ACTION UNIT:		Constituent Depa	artme	ents:						
ADMINISTRATION I										
EEO CATEGORY:		Job Titles:	EXE	CUTIVE COMPE	NSA	TION PLAN TITLES	S			1-20-00-00-0
Executive/Senior Level Official and Managers										
192				resident						
				Senior Vice Presi						
				nce President <i>i F</i> Jean	ASSIS	stant Vice Presider	IL			
				dministrator						
			Α	ssociate Dean /	Ass	ociate Administrate	or			
JOB GROUP:		-								
JOB GROUP:										
ADMINISTRATION I	=							111 1101		
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	\perp	3.6		2.4		3.2
2. % of Minorities/Females promotable, transferable, or trainable	0.60	24.7		15.5		6.2		4.9		4.4
GROUP TOTAL NO.: 15										
No. Male: 10 No. Female: 5		Females		**Total Minority		Black or African American		Hispanic or Latino		Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 5	#	11	#	5	#	3	#	3
		% 33.3	%	73.3	%	33.3	%	20.0	%	20.0
1000 5000										
OVERALL AVAILABILITY:		%47.1	%	24.9	%	9.8	%	7.3	%	7.6
UNDERUTILIZATION:		% 13.8	%	NONE	%	NONE	%	NONE	%	NONE
		# 2.1	#	0.0	#	0.0	#	0.0	#	0.0
		UU 2	UL	-	UU	di	UU	0	UU	0
				Variation and the second secon						
**Total Minority includes Black or African American, Hispanic or Latino, As	ian or Nat. Ha	w. or Other Pac. Isl., a	and Ar	m. Ind./Al. Natives a	nd Tv	wo or More Races.				2112 Hrs -535

FACTOR / SOURCE SHEET

FALL, 2012

Executive/Senior Level Official and Managers ADMINISTRATION I:

Executive Compensation PlanTitles

President

Senior Vice President

Vice President / Assistant Vice President

Dean

Administrator

Associate Dean / Associate 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%

FACTORS	SOURCES	WEIGHT
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*

			**Total	African	Hispanic or	Asian or Nat. Haw.
		<u>Female</u>	Minority	American	Latino	or Other Pac. Isl.
		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:

		Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw.	Total
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	15.5	6.2	4.9	4.4	
OVERALL AVAILABILITY		47.1	24.9	9.8	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.

UTILIZATION ANALYSIS WORKSHEET Two Factor Availability College: Borough of Manhattan Community College Semester/Year: FALL, 2012 AFFIRMATIVE ACTION UNIT: Constituent Departments: ADMINISTRATION II EEO CATEGORY: Job Titles: First/Mid Level Officials and Managers Higher Education Officer (HEO) Higher Education Associate (HEA) EOC Higher Education Officer (HEO) EOC Higher Education Associate (HEA) *NOTE: Research Associate is to be placed in Administration II or III depending on salary level. JOB GROUP: ADMINISTRATION II **Total Black or African Hispanic Asian or Nat. Haw. or Other Pac. Isl. FACTORS: Weighting Females or Latino Minority American 1. % availability of Minorities/Females with 0.40 23.1 10.1 4.0 3.0 3.0 requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable 12.2 0.60 34.0 26.5 7.3 6.8 60 GROUP TOTAL NO.: No. Male: 27 No. Female: 33 **Total Black or African Hispanic Asian or Nat. Haw. or American Other Pac. Isl. Females **CURRENT UTILIZATION:** 33 30 14 6 10 55.0 50.0 23.3 10.0 16.7 OVERALL AVAILABILITY: 57.1 36.6 16.2 10.3 9.8 UNDERUTILIZATION: 2.1 NONE NONE 0.3 NONE 1.3 0.0 0.0 0.2 0.0 1 0 0 0 0 UU UU

^{**}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 ADMINISTRATION II

Higher Education Officer (HEO) Higher Education Associate (HEA) EOC Higher Education Officer (HEO) EOC Higher Education Associate (HEA)

*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 indic	cates 2008 is the latest

* 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*

		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	0.4	23.1	10.1	4.0	3.0	3.0

Factor 2: Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles. Selected criteria from April 15, 2010 CUPS miniflat file. HEasst. and aProf with Date of appt. to title prior to 4/15/2006.

			Female	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.	Total
HE asst.			343	290	167	97	24	517
Asst. Prof.		<u> </u>	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			57.1	36.6	16.2	10.3	9.8	

^{**}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 Borough of Manhattan Community College College: **FALL, 2012** Semester/Year: AFFIRMATIVE ACTION UNIT: Constituent Departments: ADMINISTRATION III Job Titles: EEO CATEGORY: PROFESSIONAL/NON-FACULTY HE Assistant (HEa) EOC HE Assistant (HEa) Assistant to HEO EOC Assistant to HEO JOB GROUP: ADMINISTRATION III Asian or Nat. Haw. or **Total Hispanic Females Black or African America Other Pac. Isl. FACTORS: Weighting Minority or Latino 1. % availability of Minorities/Females with 40.4 17.7 7.0 5.3 0.70 requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable 22.0 19.1 9.8 5.1 4.1 0.30 106 GROUP TOTAL NO.: No. Male: 33 No. Female: 73 **Total Hispanic Asian or Nat. Haw. or Minority Black or African American or Latino Other Pac. Isl. Females **CURRENT UTILIZATION:** 73 83 48 23 12 68.9 78.3 45.3 21.7 11.3 OVERALL AVAILABILITY: 10.3 62.4 36.8 16.8 9.4 NONE UNDERUTILIZATION: NONE NONE NONE % NONE % % 0.0 0.0 0.0 0.0 0.0 0 0 UU 0 UU 0 UU 0 UU

^{**}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

ADMINISTRATION III:

HE Assistant (HEa)
EOC HE Assistant (HEa)
Assistant to HEO
EOC Assistant to HEO

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*

			**Total	Black or African	Hispanic	Asian or Nat. Haw. or Other
		<u>Female</u>	Minority	<u>American</u>	or Latino	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.

		<u>Female</u>	**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 only)	title	278	222	126	59	34	313
Gittlesons (holding BA degree or higher in title on	ıly)	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	10.3	9.4	

^{**}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.

	UTILIZ	ATION ANALY Two Factor Av			ET					
		Two Factor Av	_						22	=1/
NOTE: Please weight depending on the number of empl	oyees in fields.		Col	lege: I	Borou	igh of Manhatt			olleg	ge
			Sen	nester/Year:		F	AL	L, 2012		***************************************
AFFIRMATIVE ACTION UNIT:		Constituent Departmen	nts:						-	
ADMINISTRATION IV		Art & Music Athletics		Aduio Visual Business		Computer Application		EOC Math		Nursing Science
EEO CATEGORY:		Job Titles:				*				
TECHNICAL / PARAPROFESSIONAL		COLLEGE LA	B TECI	HNICIANS (CL	LTs					
		E.		College Lab Tec Lab Tech.	ch.					
JOB GROUP:		-								
ADMINISTRATION IV										
FACTORS:	Weighting	Females		**Total Minority	**	Black or African American		Hispanic or Latino	Asi	an or Nat. Haw, or Other Pac. Isl.
1. % availability of Minorities/Females with	Combination of NYC @.9									
requisite skills in immediate labor areas.	& EDC BA 4St @ .1	27.9		44.7		17.9		14.4		9.3
2. % of Minorities/Females promotable, transferable, or trainable		-								
GROUP TOTAL NO.: 36										
No. Male: 26 No. Female: 10		Females		**Total Minority		Black or African American	н	lispanic or Latino	Asi	an or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 10	#	25	#	12	#	8	#	5
		% 27.8	%	69.4	%	33.3	%	22.2	%	13.9
OVERALL AVAILABILITY:		%27.9	%	44.7	%	17.9	% .	14.4	%	9.3
UNDERUTILIZATION:	STATE OF THE SECOND	% 0.1	%	NONE	%	NONE	%	NONE	%	NONE
		# 0.0	#	0.00	#	0.00	#	0.00	#	0.00
		UU0	UU	0	UU	0	υυ .	0	UU .	0
**Total Minority includes Black or African American, Hispanic	or Latino. Asian or Nat. Ha	www. or Other Pac. Isl., and	f Am. Inc	L/AL Natives and	Two or	r More Races				

FALL, 2012

ADMINISTRATION IV: College Laboratory Technician Series

ADMINISTRATION IV: (titles listed below)

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
 - * ^^ Computer Technicians
- e. * ^^ Broadcasting Equipment / Communications Technicians
- * ^ 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 Broadcasting/Communications.

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

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.

Please input Workforce numbers (# of technicians in area/field) in cells H23 to H28.

In cells N29, N31, N33, N35, N37, N39, enter Workforce numbers by Gender and Ethnicity. Cells N29 and N31 will be highlighted in RED if total does not equal cell H29

		# of technicians i	n 🗸	TOTAL # of	% of technicians in		o	**Total	Black or African	<u>Hispanic</u>	Asian or Nat. Haw. or Other
AREA/FIELD		area/field		Technicians	area/field	<u>Male</u>	<u>Female</u>	Minority	American	or Latino	Pac. Isl.
* ^^ Health	=	3	1	36	8%						
* ^^ Engineering	=	. 0	-!/	36	0%	This gray	shaded area	is protected a	and does not re	equire data.	
* ^^ Science	=	9	1	36	25%	Cells bel	ow with dotte	d border, requ	ire a number e	entry in order t	for the
* ^^ Computers	=	3	1	36	8%				actors F2010		
* ^^ Broadcasting/Communications	=	21	/	36	58%	calculate	d,				
* ^^ Bus.& Mngmnt / Serv. Occupations	=	0	1	36	0%						
TOTAL Number of CLTs		36	_			26	10	25	12	8	5

OVERALL AVAILABILITY: (from TAB - ADM 4 Factors AD F2010.)	Female	**Total Minority _{)r} Afric	can American	Hispanic or Latino	Haw. or Other Pac. Isl.
Health	54.2	63.0	30.3	13.9	15.5
Engineering	14.7	59.3	21.8	17.7	15.5
Science	49.3	51.5	17.1	18.1	12.7
Computers	24.7	47.6	12.9	9.8	21.5
Broadcasting/Communications	16.0	39.6	17.5	13.8	5.5
Bus.& Mngmnt / Serv. Occupations	24.9	42.0	5.1	4.5	32.0

Asian or Nat

This section computes the weighted Overall Availability (OA) for each area with the percentage of employees and totals the OA for all areas/fields. The information in the cells of the dotted bordered box will automatically be used for calculating the underutilization on ADM 4 UAW F2010 worksheet.

Troighted o'tolair ritainability of	TOTAL OVE	RALL AVAILABILITY (OA)		27.9	44.7	17.9	14.4	9.3
Health Numbers in this area are computed with the weight Engineering 8% 4.3 5.0 2.4 1.1 Engineering Science Computers and the Occupation. The TOTAL OA is populated on Science Computed. 0% 0.0	Bus.& Mngmnt / Ser	rv. Occupations	0%	0.0	0.0	0.0	0.0	0.0
the areas by % of employees area/field Female Minority American or Latino Pembers and the Occupation. The TOTAL OA is populated on Science the UAW sheet and the UU is automatically 25% 12.3 12.9 4.3 4.5	Broadcasting/Comm	nunications	58%	9.3	23.0	10.2	8.0	3.2
the areas by % of employees area/field Female Minority American or Latino Pemale Health Numbers in this area are computed with the weight Engineering and the Occupation. The TOTAL OA is populated on Science the UAW sheet and the UU is automatically 25% 12.3 12.9 4.3 4.5	Computers	computed.	8%	2.0	3.8	1.0	0.8	1.7
the areas by % of employees area/field Female Minority American or Latino P Health Numbers in this area are computed with the weight 8% 4.3 5.0 2.4 1.1 Engineering and the Occupation. The TOTAL OA is populated on 0% 0.0 0.0 0.0 0.0	Science	9-400 Mag 1 Mag 10 (2) 10 gg (100 m² + 10 m² 10 10 m² + 10 m² 10	25%	12.3	12.9	4.3	4.5	3.2
the areas by % of employees area/field Female Minority American or Latino P	Engineering		0%	0.0	0.0	0.0	0.0	0.0
	Health	Numbers in this area are computed with the weight	8%	4.3	5.0	2.4	1.1	1.2
	Billian on the annual conflict and this conflict and the	540.07/g	technicians in area/field	<u>Female</u>	**Total <u>Minority</u>	African	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.

^{**}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

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 Factor 1 Factor 2

SOURCES New York City US Census 2000 (select occupations) EDC 4States (CT, NJ, NY, & PA) 2007 - 08

WEIGHT

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

HEALTH TECHNOLOGISTS & TECHNICIANS	FEMALE	**TOTAL MINORITY	African American	HISPANIC.	Haw or Other Pag Isl	TOTA
Factor 1: Miscellaneous Health Technologists and Technicians	1,031	1,253	585	257	360	1,93
Other Heulthcare Practitioners and Technical Occupations	397	623	314	158	98	87.
	1,428	1,876	899	415	458	2,81
	50.8	66.8	32.0	14.8	16.3	
Factor 1 weighted @ .9 0.9	45.7	60.1	28.8	13.3	14.7	44.04
Factor 2: Health Professions and Related Clinical Sciences	13,694 85.4	4,701 29.3	2,390 14.9	911 5.7	1,357 8.5	16,04
Factor 2 weighted at .1 0.1	8.5	2.9	1.5	0.6	0.8	
Factors 1 and 2 Health Tech. & Tech.	54.2	63.0	30.3	13.9	15.5	
ONCONICEDING & DELATED			Hasa.oc		Asse, or field.	
ENGINEERING & RELATED FECHNOLOGISTS & TECHNICIANS	FEMALE	**TOTAL MINORITY	African. American	HISPANIC. CLATINO	Haw, or Other Pac, Isl.	TOTA
Factor 1: Engineering Technicians, Except Drafters	782	3,256	1,194	969	845	5,12
STAND FOR MARKET STAND STAND STAND STAND STAND STAND STAND STANDS STAND	15.3	63.5	23.3	18.9	16.5	
Factor 1 weighted @ .9 0.9	13.8	57.2	21.0	17.0	14.9	
Factor 2: Engineering Technologies/Technicians	157	366	142	115	104	1,72
Factor 2 weighted at .1 0.1	9.1 0.9	21.2 2.1	8.2 0.8	6.7 0.7	6.0 0.6	
Factors 1 and 2 Eng. & Related Tech. & Tech.	14.7	59.3	21.8	17.7	15.5	
Pactors I and 2 Eng. & Related Tech. & Tech.	14.7	37.3	200000000	17.0		
		==TOTAL	African.	HISPANIC	Haw, or Other	
CIENCE TECHNICIANS	FEMALE 70	MINORITY 195	American	or LATINO 2.5	Pac, 1sl.	TOTA
Factor 1: Biological Technicians Chemical Technicians	79 192	185 380	40 140	35 162	70 53	50 50
Miscellaneous Life, Physical and Social Science Technicians,	1,994	1,804	619	590	478	3,34
Incl. Soc. Sci Research Asst. & Nuclear Tech.	48	53	14	39	0	3,34
Geological and Petroleum Technicians	2,313	2,422	813	826	601	4,43
	52.2	54.7	18.4	18.6	13.6	.,,,,
Factor 1 weighted @ .9 0.9	47.0	49.2	16.6	16.7	12.2	
Factor 2: Science Technologies/Technicians	5	5	1	3	1	2
	22.7	22.7	4.5	13.6	4.5	
Factor 2 weighted at .1 0.1	2.3	2.3	0.5	1.4	0.5	
Factors 1 and 2 Science Tech.	49.3	51.5	17.1	18.1	12.7	
		**TOTAL	African.	HISPANIC	Haw or Other	
COMPUTER TECHNICIANS	2,513	4,721	1,795	1,065	Pac. 1sl. 1,534	8,27
Factor 1: Computer Support Specialist Comp. Software Engineers	2,573	4,916	790	925	2,799	11,11
Comp. Hardware Engineers	264	745	164	123	364	1,50
	5,350	10,382	2,749	2,113	4,697	20,88
Factor 1 weighted @ .9 0.9	25.6	49.7	13.2	10.1	22.5	6,96
	23.0	44.7	11.9	9.1	20.3	e 10
Factor 2: Computer and Information Sciences and Support Services	960 17.5	1,619 29.5	560 10.2	398 7.2	641 11.7	5,49
Factor 2 weighted at .1 0.1	1.7	2.9	1.0	0.7	1.2	
Factors 1 and 2 Computer Tech.	24.7	47.6	12.9	9.8	21.5	78
DOADCACTING EQUIDMENT /			Black.ox		Assen,or Nat.	
ROADCASTING EQUIPMENT / OMMUNICATIONS TECHNICIANS	FEMALE	MINORITY.	African American	HISPANIC or LATINO	Haw, or Other Pac, Isl.	TOTA
Factor 1: Broadcast/Sound Eng.Tech/Radio Op./Other Media/Comm. Equ		1,864	814	656	250	4,52
F 1 4 1 1 1 1 C 2	13.8	41.2	18.0	14.5	5.5	
Factor 1 weighted @ .9 0.9	12.4	37.1	16.2	13.1	5.0	22
Factor 2: Communication Technologies/Technicians and Support Services	207 35.9	144 25.0	73 12.7	38 6.6	31 5.4	57
Factor 2 weighted at .1 0.1	3.6	2.5	1.3	0.7	0.5	
Factors 1 and 2 Broadcasting Equip./ Comm. Tech.	16.0	39.6	17.5	13.8	5.5	
USINESS & MANAGEMENT		aamer - v	Black or	шенума	Asian or Nat.	
	FEMALE	**TOTAL MINORITY	American	HISPANIC or LATINO	Haw, or Other, Pac, Isl.	TOTA
ERVICE OCCUPATIONS	18	38	4	4	30	85
Factor 1: Agricultural and Food Science Technicians		44.7	4.7	4.7	35.3	
Factor 1: Agricultural and Food Science Technicians	21.2		4.0	10	24 0	
Factor 1: Agricultural and Food Science Technicians Factor 1 weighted @ ,9 0.9	19.1	40.2	4.2	4.2	31.8	
Factor 1: Agricultural and Food Science Technicians	19.1 51	40.2 16	8	3	2	88
Factor 1: Agricultural and Food Science Technicians Factor 1 weighted @ ,9 0.9	19.1	40.2				88

^{**}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.

College:	Borough of Manhattan Community College
Semester/Y	ear: FALL, 2012

AFFIRMATIVE ACTION UNIT:		Constituent Departmen	nts:			
ACCOUNTANTS - ACCOUNTANT ASSISTANT						
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Finance Accou Assistant Purch				
JOB GROUP:						
Finance Accountant 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	45.5	30.8	10.6	7.1	12.8
2. % of Minorities/Females promotable, transferable, or trainable.						
GROUP TOTAL NO.: 15						
No. Male: 3 No. Female: 12		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>12</u> % <u>80.0</u>	# <u>13</u> % <u>86.7</u>	# <u>5</u> 33.3	# <u>3</u> % <u>20.0</u>	# <u>5</u> % <u>33.3</u>
OVERALL AVAILABILITY:	***************************************	%45.5	%30.8	%10.6	%7.1	%12.8
UNDERUTILIZATION:		% NONE # 0.00 UU 0	% NONE # 0.00 UU 0	% NONE # 0.00 UU 0	% NONE # 0.00 UU 0	% NONE # 0.00 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

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

1.0

and Purchasing Managers (15)

Asian or Black or Nat. Haw. or **Total Hispanic Other Pac. African American or Latino Isl. Female Minority 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.

College:	Borough of M	Ianhattan Community College
Semester/Y	ear:	FALL, 2012

AFFIRMATIVE ACTION UNIT:	Constituent Departments:										
CUNY ADMINISTRATIVE ASSISTANT											
EEO CATEGORY: Secretarial and Clerical		Job Titles: CUNY Administrative Assistants EOC Administrative Assistants									
JOB 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.	18606										
2. % of Minorities/Females promotable, transferable, or trainable	1.00	93.6	67.2	36.8	23.7	6.4					
GROUP TOTAL NO.: 11											
No. Male:1		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.					
CURRENT UTILIZATION:		# 10	# 9	# 6	# 2	# 1					
		% 90.9	%81.8	%54.5	%18.2	%9.1					
OVERALL AVAILABILITY:		% 93.6	% 67.2	% 36.8	% 23.7	% 6.4					
UNDERUTILIZATION:		%2.7_	% NONE	% NONE	%5.5	% NONE					
		#0.30	#0.00	#0.00	#0.61	# 0.00					
		υυ <u> </u>	UU <u>0</u>	VU0	UU <u>1</u>	UU0					

^{**}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

CUNY ADMINISTRATIVE ASSISTANT

Secretarial and Clerical

ADMINISTRATIVE ASSISTANT

CUNY Administrative Assistants

SOURCE
Factor 1: N/A

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 pool of candidates eligible for the position.

		Black or		Asian or Nat.		
	**Total	<u>African</u>	<u>Hispanic</u>	Haw. or Other		
<u>Female</u>	Minority	<u>American</u>	or Latino	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.

College:	Borough of Manhattan Community College
Semester/Y	ear: FALL, 2012

	V61 51 100 1			330	Wilder	21 (2)								
AFFIRMATIVE ACTION UNIT:		Constituent Departmen	ts:											
COMPUTER SPECIALISTS														
EEO CATEGORY:		Job Titles:	Job Titles:											
		IT Computer Syst	tems Manager											
Technical/Paraprofessional		IT Senior Associa	ite											
		IT Associate												
-		IT Assistant												
		IT Support Assistant												
	_W (2)			8										
JOB GROUP:														
COMPUTER SPECIALISTS														
		-	Т	Т	T	1								
			**Total	Black or African	Hispanic	Asian or Nat. Haw. or								
FACTORS:			Minority	American	or Latino	Other Pac. Isl.								
1. % availability of Minorities/Females with			26.0			19.9								
requisite skills in immediate labor areas.	1.00	29.6	29.6 36.3		9.1 7.1									
% of Minorities/Females promotable, transferable, or trainable														
5														
GROUP TOTAL NO.: 34	1.													
No. Male:	-	Females	**Total Minority	Black or African American	Hispanic or Latino	Hispanic Asian or Nat. Haw. or or Latino Other Pac. Isl.								
CURRENT UTILIZATION:		# 4	# 30	# 12	# 6	# 12								
CORRENT OTILIZATION:					-									
100		% 11.8	%88.2	% 35.3	% 17.6	%35.3								
OVERALL AVAILABILITY:														
		% 29.6	% 36.3	% 9.1	% 7.1	% 19.9								
		% 17.9	% NONE	% NONE	% NONE	% NONE								
UNDERUTILIZATION:		51 10 10 10 10 10 10 10 10 10 10 10 10 10		di d	· · · · · · · · · · · · · · · · · · ·	194								
		# 6.08	#0.00	#0.00	#0.00	#0.00								
		υυ6	υυ0	υυ0	υυ0	υυ0								
				711111111111111111111111111111111111111										

^{**}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

WEIGHTING

1.0

COMPUTER SPECIALISTS

Technical/Paraprofessional

COMPUTER SPECIALIST:

IT Computer Systems Manager

IT Senior Associate

IT Associate

IT Assistant

IT Support Assistant

SOURCE

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 (110); Network Systems & Data Communication Analysts (111); Computer Hardware Engineers (140); Computer Operators

(580); and Computer Control Programmers and Operators (790).

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

^{**}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.

College:	Borough of Manhattan Community Coll	leg
Semester/Y	ar: FALL, 2012	

AFFIRMATIVE ACTION UNIT:		Cons	stituent Departr	nents:							
CUNY OFFICE/SECRETARIAL ASSISTANT:											
EEO CATEGORY: Secretarial and Clerical		Job Titles: CUNY Office Assistant /Secretarial Assistant (all levels) CUNY Secretarial Assistant (all levels) EOC Office Assistant									
JOB GROUP: CUNY OFFICE/SECRETARIAL ASSISTANT											7
FACTORS:	Weighting		Females		Total Ainority		Blacks		Hispanics		Asian/ Pac. Isl.
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		92.8		31.8		14.7		13.0		3.6
2. % of Minorities/Females promotable, transferable, or trainable					-2		1/2				
GROUP TOTAL NO.: 73											
No. Male: 7 No. Female: 66			Females		**Total	1	Black or African American		Hispanic or Latino	As	ian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# ,	66	#	65	#	32	#	30	#	3
		%	90.4	%	89.0	%	43.8	%	41.1	%	4.1
OVERALL AVAILABILITY:		%	92.8	%	31.8	%	14.7	%	13.0	96	3.6
UNDERUTILIZATION:		%	2.4	%	NONE	%	NONE	%	NONE	%	NONE
		#	1.74	#	0.00	#	0.00	#	0.00	#	0.00
		טט .	2	שט	0	טט	0	υυ	0	טט	0

^{**}Total Minority includes Blacks, Hispanics, Asian/Pacific Islanders, and Am. Ind./Al. Natives.

FALL, 2012

CUNY OFFICE/SECRETARIAL ASSISTANT

Secretarial and Clerical

CUNY OFFICE/SECRETARIAL ASSISTANT:

CUNY Office Assistant /Secretarial Assistant (all levels)
CUNY Secretarial Assistant (all levels)
EOC Office Assistant

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

Asian or Black or Nat. Haw. or **Total African Other Pac. Hispanic Female Minority American or Latino 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.

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	Borough of Manhattan Community College
Semester/Y	ear: FALL, 2012

AFFIRMATIVE ACTION UNIT:		Constituent Departme	ents:	***********	personal and the second	
CAMPUS PEACE/SECURITY OFFICER LEVEL 1						
EEO CATEGORY: Service/Maintenance		Job Titles: Campus Peace Campus Securi	/Security Officer Levity Assistant	vel 1		
JOB GROUP: CAMPUS PEACE/SECURITY OFFICER LEVEL 1					п	
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
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 55						
No. Male: 41 No. Female: 14		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# 14 % 25.5	# 50 % 90.9	# 34 % 61.8	# <u>5</u> % <u>9.1</u>	# <u>11</u> % <u>20.0</u>
OVERALL AVAILABILITY:		% 23.7	% 66.1	% 40.2	% 22.0	% 3.5
UNDERUTILIZATION:		% NONE # 0.00 w 0	% NONE # 0.00 w 0	% NONE # 0.00 w 0	%12.9 #7.10 uu7	% NONE # 0.00 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

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 1.0

Factor 1:

2000 U.S. Census EEO Occupation Groups - Residence Geography, New York City -

Protective Services Workers.

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

^{**}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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	Borough of Manhattan Community College	
Semester/Y	ear: FALL, 2012	

AFFIRMATIVE ACTION UNIT:		Constituent Departme	ents:	re k Hitti — ii		
CAMPUS PUBLIC SAFETY SERGEANT						
EEO CATEGORY:		Job Titles: Campus Publi	ic Safety Sergeant			
Service/Maintenance		353	e/Security Officer Lev rity Specialist/ Assista			
Đ						
JOB GROUP: CAMPUS PUBLIC SAFETY SERGEANT	(IIII)					
FACTORS: 1. % availability of Minorities/Females with	Weighting	Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw, or Other Pac, Isl.
requisite skills in immediate labor areas.						
2. % of Minorities/Females promotable, transferable, or trainable	1.00	23.6	88.7	56.1	24.3	7.8
GROUP TOTAL NO.: 10						
No. Male: 8 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	#6	#3	#0
		%20.0	%90.0	%60.0	%30.0	%0.0
OVERALL AVAILABILITY:		%23.6	%88.7	%56.1	g <u>24.3</u>	%7.8
UNDERUTILIZATION:	0.000 - 0.00000000000000000000000000000	% <u>3.6</u> # 0.36	% <u>NONE</u> # 0.00	% <u>NONE</u> # 0.00	% <u>NONE</u> # 0.00	% <u>7.8</u> # 0.78
		uu <u>0</u>	υυ <u>0</u>	υυ <u>0</u>	vu <u>0</u>	UU <u>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

FALL, 2012

CAMPUS PUBLIC SAFETY SERGEANT

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

CAMPUS PUBLIC SAFETY SERGEANT

Campus Public Safety Sergeant

Campus Peace/Security Officer Level 3

Campus Security Specialist/ Assistant Director

SOURCE

Factor 1: N/A

WEIGHTING

0.0

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

1.0

CUNY Permanent Campus Peace Officer Level 1 and 2 with a selected Date of Appointment to Title closely Factor 2: approximates those candidates eligible to apply for the exam. The Campus Public Safety Sergeant list was established on November 12, 2008 from the test given on August 23, 2008, therefore, those from the Spring 2008 CUPS miniflat file was used to select those eligible to take the exam. Source: miniflat file April 15, 2008.

				Asian or
		Black or		Nat. Haw.
	**Total	<u>African</u>	<u>Hispanic</u>	or Other
Female	Minority	American	or Latino	Pac. Isl.
23.6	88.7	<u>56.1</u>	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:	Borough of Manhattan Community College
Semester/Y	ear: FALL, 2012

AFFIRMATIVE ACTION UNIT:	11892_9932	Constituent Departmen	ts:		1000	
CUSTODIAL ASSISTANT						
EEO CATEGORY: Service/Maintenance		Job Titles: Custodial Assis	tant			9
*						
JOB 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
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 41						
No. Male: 31 No. Female: 10		Females	** Total Minority	Blackor African American	Hispanics or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		# <u>10</u> % <u>24.4</u>	# <u>39</u> % <u>95.1</u>	# <u>15</u> % <u>36.6</u>	# <u>22</u> % <u>53.7</u>	# <u>2</u> % <u>4.9</u>
OVERALL AVAILABILITY:		%23.1	%63.2	%20.5	%39.8	% 2.5
UNDERUTILIZATION:		% NONE # 0.00 UU 0	% NONE # 0.00 UU 0	% NONE # 0.00 uu 0	% NONE # 0.00 UU 0	% NONE # 0.00 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

CUSTODIAL ASSISTANT

Service/Maintenance

CUSTODIAL ASSISTANT:

Custodial Assistant

SOURCE

WEIGHTING

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

1.0

Asian or Nat.		Black or		
Haw. or Other	<u>Hispanic</u>	<u>African</u>	** Total	
Pac. Isl.	or Latino	<u>American</u>	Minority	<u>Female</u>
2.5	39.8	20.5	63.2	23.1

^{**}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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	Borough of Manhattan Community College
Semester/Y	ear: FALL, 2012

AFFIRMATIVE ACTION UNIT:		Constituent Departme	ents:			
CUSTODIAL SUPERVISORY						
			W 15 10			
EEO CATEGORY:		Job Titles:				
Service/Maintenance		Custodial Ass Custodial Sen: Custodial Sup	A DESCRIPTION OF THE PROPERTY	sor		
JOB GROUP:		1				
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
2. % of Minorities/Females promotable, transferable, or trainat	ole.					
GROUP TOTAL NO.: 7						
No. Male:5 No. Female:2		Females	**Total Minority	Black or African American	Hispanic or Latino	Asian or Nat. Haw. or Other Pac. Isl.
CURRENT UTILIZATION:		#2	#7	#6	# 1	# 0
		%28.6	%100.0	%85.7	%14.3	%0.0
OVERALL AVAILABILITY:						
		%28.6	%53.9	%18.8	%32.8	%2.1
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% 18.5	% 2.1
		# 0.00	# 0.00	# 0.00	# 1.30	# 0.15
		ໜ0	υυ0	υυ0	υυ1	vv <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

FALL, 2012

CUSTODIAL SUPERVISORY

Service/Maintenance

CUSTODIAL SUPERVISORY:

Custodial Assistant Principal Supervisor Custodial Senior Supervisor Custodial Supervisor

SOURCE

WEIGHTING

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

1.0

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

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

^{**}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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College:	Borough o	f Manhattar	Communit	y College
Semester/Y	ear:	FALL,	2012	

AFFIRMATIVE ACTION UNIT:		Constituent Departmen	ts:			
SKILLED TRADES/CRAFTS						
			1900			2.00
EEO CATEGORY:		Job Titles:				
Skilled Crafts		Carpenter Laborer Electrician Electrician's Helper Locksmith Maintenance Worke	ı.	Oiler Painter Plumber Plumber Helper Thermostat Repairer Stationary Engineer		
JOB GROUP: SKILLED TRADES/CRAFTS						
3,42,55			T			
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	2.7	36.2	11.3	20.9	3.6
2. % of Minorities/Females promotable, transferable, or trainable						
GROUP TOTAL NO.: 43	If Group To	tal is 4 or less, then J	ob Group is too	small to analyze		
No. Male: 43 No. Female: 0		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>14</u> % 32.6		# <u>6</u> % <u>14.0</u>	# <u>2</u> % <u>4.7</u>
OVERALL AVAILABILITY:		%2.7_	%36.2	%11.3	%20.9	%3.6
UNDERUTILIZATION:	% 2.7 # 1.16 uu 1	% 3.6 # 1.56 UU 2	# 0.00	% 6.9 # 2.97 UU 3	% NONE # 0.00 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.

SKILLED TRADES/CRAFTS

Skilled Crafts

SKILLED TRADES/CRAFTS;

Carpenter

Oiler

Laborer

Painter

Electrician

Plumber

Electrician's Helper Locksmith

Plumber Helper

Thermostat Repairer

Maintenance Worker

Stationary Engineer

SOURCE

WEIGHTING

Factor 1: 2000 U.S. Census, NY, NJ, CT, PA - CMSA (selected occupations).

1.0

2000 U.S. Census, NY, NJ, CT, PA - CMSA, "Stationary Engineer Boiler Operator" (861), "Carpenters" (623), "Electricians" (635), "Painters, Construction Maintenance" (642), "Plumber" (644), "Machinist" (803), "Construction Manager" (22), Automotive Service Technicians & Mechanics" (720), "Elevator Installer & Repairer" (670), "Roofer" (651), "Cement Mason, Concrete Finishers & Terrazzo Worker" (625), "Locksmith" (754), "Plasters and Stucco Mason" (646), "Laborer" (626), "Maintenance and Repairer Workers, General" (734), and "Maintenance Workers, Machinery" (735).

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

C. COMPARING INCUMBENCY TO AVAILABILITY AND ANNUAL PLACEMENT GOALS

Comparing Incumbency to Availability and Annual Placement Goals

*Note - If the AAU / Job Group has UU for a specifice protected minority group, indicate the ethnic category and number in parenthesis.

Affirmative Action Units (within EEO8 Category)	Female Incumbency %	Female Availabilty %	Establish Goal? Yes/No	If Yes, Goal for Females % (#)	Minority Incumbency %	Minority Availabilty %	Establish Goat? Yes/No	If Yes, Goal for Minorities* % (#)
1. EXECUTIVE/ADMINISTRATIVE/MA	NAGERIAL							
Administration I	33.3%	47.1%	Yes	47.1% (2)	73.3%	24.9%	No	
Administration II	55.0%	57.1%	Yes	57.1% (1)	50.0%	36.6%	No	
2A. FACULTY/PROFESSORIAL								
Accounting	21.4%	41.5%	yes	45.1% (3)	57.1%	27.5%	No	
Allied Health	40.0%	74.6%	yes	74.6% (2)	0.0%	15.7%	yes	Total Min. 15.7% (1
Computer Information Systems	35.7%	21.3%	No		57.1%	21.5%	yes	AA 4.4% (1)
Counseling	55.6%	72.9%	yes	72.9%(2)	66.7%	20.6%	yes	A/PI 6.3% (1)
English	58.1%	63.3%	yes	63.3% (2)	12.0%	27.9%	yes	A/PI 5.7% (1)
Modern Language	61.1%	60.2%	No		55.6%	22.9%	yes	AA 3.3%(1)
Science	37.5%	31.5%	No		31.3%	17.2%	yes	AA 3.3%(1)
Speech	85.7%	48.8%	No		7.1%	15.3%	Yes	total Min. 15.3% (1
2B. FACULTY/INSTRUCTOR								
Social Science	42.9%	54.4%	Yes	54.4%	57.1%	31.6%	Yes	H/L 5.7% (1)
Speech	33.3%	59.9%	Yes	59% (2)	0.0%	22.4%	Yes	(1), A/P 10.6%(1)
2C. FACULTY: LECTURER								
Speech	62.5%	61.3%	No		62.5%	20.7%	Yes	H/L 7.2% (1) Asian 6.8% (1)
EOC	61.5%	68.6%	Yes	68.6% (1)	84.6%	19.9%	Yes	A/P 4.8% (1)

Comparing Incumbency to Availability and Annual Placement Goals

*Note - If the AAU / Job Group has UU for a specifice protected minority group, indicate the ethnic category and number in parenthesis

Affirmative Action Units (within EEO6 Category)	Incumbency %	Female Availabilty %	Establish Goal? Yes/No	If Yes, Goal for Females % (#)	Minority Incumbency %	Minority Availabilty %	Establish Goal? Yes/No	If Yes, Goal for Minorities* % (#)
B. PROFESSIONAL/NON FACULTY								
SECRETARIAL/CLERICAL								
Cuny Office/Secretarial Assist	90.4%	92.8%	Yes	92.8% (2)	89.0%	31.8%	No	
Cuny Administrative Assistant	90.9%	93.6%	NO		81.8%	67.2%	Yes	H/L 23.7% (1)
S. TECHNICAL/PARA PROFESSIONA	PROFESSION AND PROFES							
Computer Specialists	11.8%	29.6%	Yes	29.6% (6)	88.2%	36.3%	No	
SKILLED CRAFTS								
Skilled Crafts	0.0%	2.7%	Yes	2.7% (1)	31.6%	36.2%	Yes	36.2% (2) H/L 20.9% (3)
								1 72 16
. SERVICE MAINTENANCE								
Campus Public Safety Sergeant	20.0%	23.6%	No		70.0%	56.1%	No	A/P 7.8% (1)
custodial Supervisory	33.3%	28.6%	No		100.0%	53.9%	No	H/L 32.8% (1)
Campus Peace Officer	25.5%	23.7%	No		90.9%	66.1%	No	HL 22.0% (7)

College D	repartmental Groups		1		TOTAL	ř	Ē.	ASIAN/
AAII. Duai	near & Commorae		TOTAL #	WOMEN # uu	MINORITY	BLACK # uu	HISPANIC	PAC.ISL.
JOB GROUP:	ness & Commerce Non-Professorial/Lecturer	2008	-#	# ປປ	# uu	# uu	# uu	# 00
Constituent Dept.	Business Management	2009					-	
oursituent Dept.	Job group too small to analyze in 2008 - 2009	2010	5	3 0	5 0	3 0	1 0	1 0
	Lecturer	2011	5	3 0	5 0			1 0
		2012	5	3 0	5 0			1 0
			1	1	TOTAL	ı		ASIAN/
AAU: Busir	ness & Commerce		IOTAL #	WOMEN # uu	MINORITY # uu	BLACK # uu	HISPANIC # uu	PAC.ISL.
JOB GROUP:	Professorial	2008	15	7 0	8 0	4 0	2 0	2 0
Constituent Dept.	Business Management	2009	15	7 0	8 0	4 0	2 0	2 0
Obligated it popt.		2010	14	7 0	7 0	3 0	2 0	2 0
		2011	15	8 0	8 0	3 0		3 0
		2012	16	9 0	9 0			3 0
			TOTAL	WOMEN !	TOTAL	- BLACK	Luggario I	ASIAN/
AAU: Engli	sh & English Literature		TOTAL #	WOMEN # uu	MINORITY # uu	BLACK # uu	HISPANIC # uu	PAC.ISL. # uu
JOB GROUP:	Non-Professoria!/Instructor	2008	6	3 1	2 0	0 0	1 0	1 0
Constituent Dept.	English	2009						
10	Job group too small to analyze in 2009 - 2011	2010						
		2011						
		2012	6	5 0	3 0	3 0	0 0	0 0
AAU: Englis JOB GROUP: Consistuent Dept.	sh & English Literature Non-Professoria/Lecturer English	2008	TOTAL #	WOMEN # uu 4 0	TOTAL MINORITY # uu 4 0	BLACK # uu 3 0	HISPANIC # UU 0 0	ASIAN/ PAC.ISL. # uu
	Job group too small to analyze in 2008	2010	10	8 0	4 0	2 0	1 0	1 0
		2011	8	7 0	3 0	1 0	1 0	1 0
		2012	8	7 0	3 0	1 0	1 0	1 0
AAU: Englis	sh & English Literature Non-Professorial'I.ecturer	2008	TOTAL #	WOMEN # uu	TOTAL MINORITY # UU	BLACK # uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
Constituent Dept.	EOC	2009	12	9 0	11 0	9 0	2 0	0 1
Consident Dept.	Job group too small to analyze in 2008	2010	13	9 0	11 0	9 0	2 0	0 1
	oob group too arrain to array to the 2000	2011	13	9 0	11 0	9 0	2 0	0 1
		2012	13	8 1	11 0	9 0	2 0	0 1
AAU: Health	n Profassions		IOTAL #	WOMEN # UU	TOTAL MINORITY	BLACK # UU	HISPANIC # UU	ASIAN/ PAC.ISL. # UU
JOB GROUP:	Professorial	2008	7	2 3	1 0	1 0	0 0	0 1
Constituent Dept.	Allied Health Sciences	2009	10	4 4	3 0	3 0	0 0	0 1
CONTRACTOR DAYS	Health Education	2010	9	4 3	2 0	2 0	0 0	0 1
	TOWN LOOKS OF	2011	10	5 0	3 0	2 0	0 0	0 0
		2012	11	6 2	3 1	2 0	1 0	0 0
			TOTAL	MOMEN	TOTAL	BL ACK	I I CDANIC I	ASIAN/
AAU: Library			TOTAL #	WOMEN # uu	MINORITY # UU	BLACK # uu	# uu	PAC.ISL. # UU
JOB GROUP:	Professorial	2008	9	5 1	4 0	1 0	1 0	2 0
Constituent Dept.	Library	2009	10	6 1	5 0	1 1	1 0	3 0
основни пери	September 1995 Septem	2010	12	8 0	6 0	2 0	1 0	3 0
		2010	12	8 0	6 0	2 0	1 0	3 0
		2012	11	7 0	6 0	2 0	1 0	3 0

Non-Professorial/Instructor	# UU 2 1 1 1 1 3 0 0 WOMEN # UU 3 1 4 0 5 0 5 1 7 0 0 WOMEN WOMEN	TOTAL MINORITY # uu 8 0 8 0 10 0	1 C	0 0	2 0
Mathematics 2008 5	3 0 WOMEN # uu 3 1 4 0 5 0 5 1 7 0	1 0 3 0 TOTAL MINORITY # UU 0 8 0 0 10 0	1 C	0 0 0	2 0
AAU: Mathematics & Computer Science	3 0 WOMEN # uu 3 1 4 0 5 0 5 1 7 0	3 0 TOTAL MINORITY # uu 8 0 8 0 10 0	1 C	0 0 0	2 0
AAU: Mathematics & Computer Science # 1071AL 1/2 AAU: Mathematics & Computer Science # 2008	WOMEN # uu 3 1 4 0 5 0 5 1 7 0	TOTAL MINORITY # uu 8 0 8 0 10 0	BLACK # uu	1	
AAU: Mathematics & Computer Science 2008 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	WOMEN # uu 3 1 4 0 5 0 5 1 7 0	TOTAL MINORITY # uu 8 0 8 0 10 0	BLACK # uu	1	
AAU: Mathematics & Computer Science	WOMEN # uu 3 1 4 0 5 0 5 1 7 0	TOTAL MINORITY # uu 8 0 8 0 10 0	BLACK # uu	1	
AAU: Mathematics & Computer Science # # # # # # # # # # # # # # # # # # #	# vu 3 1 4 0 5 0 5 1 7 0	MINORITY # uu 8 0 8 0 10 0	# 44	HISPANIC	
AAU: Education # # # # # # # # #	# vu 3 1 4 0 5 0 5 1 7 0	MINORITY # uu 8 0 8 0 10 0	# 44	HISPANIC	· ·
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College Administration and Staff	2 1	4 0	4 0	0 0	0 0
College Administration and Staff	2 1	4 0	4 0	0 0	0 0
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President, Senior Vice President, Vice President,	# uu	# UU	# UU	# uu	# uu
Assistant Vice President, Dean, Associate Dean, Administrator, Assistant Administrator 2011 14 2012 15 AAU: Administration AAU: Administration Administration Administration 4 # # JOB GROUP: Administration II Constituent Dept. Higher Education Officer (HEO) Higher Education Associate (HEA) EOC Higher Education Officer/EOC Higher Education Associate 2012 60 33	4 3	10 0	5 0	3 0	2 0
Administrator, Assistant Administrator 2011 14 2012 15	5 2	10 0	5 0	3 0	2 0
AAU: Administration # # # # # # # # # # # # # # # # # # #	5 2	10 0	5 0	3 0	2 0
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Assistant to HEO (aHEO), EOC Assistant to HEO (aHEO), 2012 106 73	61 0 63 0		48 0	23 0	12 0
* EOC Higher Education Officer and EOC Higher Education Associate was included	61 0 63 0 70 0	83 0			
in this category from 2008-2011	61 0 63 0 70 0 69 0	83 0			

AAU: Adm	ninistration		TOTAL #	WOMEN # uu	TOTAL MINORITY # UU	BLACK # uu	HISPANIC # uu	ASIAN/ PAC.ISL. # uu
JOB GROUP:	Administration IV	2008	33	10 3	24 0	12 0	8 0	
Constituent Dept.		2009	32	9 3	24 0	11 0	9 0	
	College Lab Technician (CLT)	2010	36	11 0	26 0	12 0	9 0	
		2011	29	9 0	20 0	9 0	8 0	3 1
		2012	36	10 0	25 0	12 0	8 0	5 0
AAU Com	npus Peace/Security Officer		TOTAL	WOMEN # uu	TOTAL MINORITY	BLACK # UU	HISPANIC	ASIAN/ PAC.ISL.
JOB GROUP:	Campus Peace/Security Officer Level 1, Campus Security Assistant	2008	30	# uu 11 0	# vu 26 0	# uu 18 0	# uu 7 0	# uu 1 0
Constituent Dept.	Campus Feder Security Sincer Level 1, Sampus Security Assistant	2009	32	11 0	27 0	18 0	5 2	4 0
ооныност вори		2010	32	9 0	25 0	16 0	5 2	
		2011	32	9 0	27 0	16 0	5 2	6 0
		2012	55	14 0	50 0	34 0	5 7	11 0
AAU: Cam	pus Peace/Security Officer		IOTAL #	WOMEN # uu	TOTAL MINORITY # uu	BLACK # uu	HISPANIC # uu	ASIAN/ PAC.ISL. # UU
JOB GROUP;	Campus Peace/Security Officer Level 2	2008						
Constituent Dept.		2009						09 73/80/408X77
	Job group too small to analyze in 2008, 2009, 2011 & 2012	2010	5	2 0	5 0	5 0	0 1	0 0
		2011						
		2012						
AAU: Camp JOB GROUP: Constituent Dept.	pus Public Safety Sergeant Campus Public Safety Sergeant College Security Specialist	2008 2009 2010 2011 2012	7 7 7 7 8 10	# uu 1 0 1 1 2 0 2 0 2 0	TOTAL MINORITY # uu 7 0 7 0 7 0 8 0 9 0	BLACK # uu 3 1 3 1 4 0 5 0 6 0	# uu 4 0 4 0 3 0 3 0 3 0	ASIAN/ PAC.ISL. # uu 0 0 0 1 0 1 0 1 0 1
			TOTAL	WOMEN	TOTAL MINORITY	BLACK	HISPANIC	ASIAN/ PAC.ISL.
AAU: Accou			# 1.0	# 00	# uu	# uu	# uu	# 40
JOB GROUP:	College Accounting Assistant	2008	14	11 0	12 0	2 0	5 0	5 0
Constituent Dept.	Assistant Purchasing Agent	2009	16	13 0	12 0 14 0	3 0 5 0	4 0	5 0 5 0
	College Accounting Assistant		15	12 0	13 0	5 0	3 0	5 0
		2012	15	12 0	13 0	5 0	3 0	5 0
			TOTAL	WOMEN	TOTAL MINORITY	BLACK	HISPANIC	ASIAN/ PAC.ISL.
AAU: Comp	uter Specialists	<u> </u>	#	# UU	# uu	# uu	# uu	# uu
JOB GROUP:	Computer Specialists	2008	17	1 4	14 0	4 0	4 0	6 0
Constituent Dept.	IT Senior Associate	2009	34	3 7	29 0	11 0	8 0	9 0
	IT Associate	_ 2010	37	6 5	34 0 31 0	13 0	10 0	10 0
	IT Assistant IT Support Assistant		34	4 6	31 0	12 0 12 0	9 0	11 0
AAU: Secret JOB GROUP: Constituent Dept.	arial and Clerical CUNY Administrative Assistant CUNY Administrative Assistant	2008	IOTAL # 12 11	WOMEN # uu 11 0 10 1	TOTAL MINORITY # uu 9 0 8 0	# uu 7 0 6 0	HISPANIC # uu 1 2 1 2	ASIAN/ PAC.ISL. # uu 1 0 1 0
	EOC Administrative Assistants	_ 2010	12	12 0	9 0	7 0	1 2	1 0
		2011	12	11 0	10 0	8 0	1 2	1 0
		_ 2012	11	10 0	9 0	6 0	2 1	1 0

			IOTAL #	WOME		TOT MINOR	RITY	BLA #		HISP.	ANIC	PAC.	
-	etarial and Clerical CUNY Office/Secretarial Assistant	2008	79	70	3	71	uu 0	37	uu O		0	4	0
JOB GROUP:	CUNY Secretarial Assistant, CUNY Office Assistant,	2009	72	64	3	65	0	34	0	29	0	2	1
Constituent Dept.	EOC Office Assistant	2009	84	77	1	70	0	34	0	33	0	3	0
	LOO Office Assistant	2011	73	66	2	62	0	28	0	31	0	3	0
	WASHINGTON TO THE PROPERTY OF	2012	73	66	2	65	0	32	0		0	3	0
			TOTAL	WOME	и	TOTA		BLA	CK	HISPA	ANIC	ASIA PAC.	
AAU: Custo	odial		#	-	JU	#	uu	#	uu	#	uu	#	uu
JOB GROUP:	Custodial Assistant	2008	44	11	0	41	0	21	0	16	2	4	0
Constituent Dept.	Custodial Assistant	2009	42	11	0	40	0	17	0	19	0	4	0
		2010	43	11	0	41	0	18	0	19	0	4	0
		2011	37	9	0	36	0	15	0	18	0	3	0
		2012	41	10	0	39	0	15	0	22	0	2	0
AAU: Custo	odial		IOTAL #	WOME!		TOTA MINOE		BLA	CK uu	HISP#	ANIC	ASIA PAC.I	
JOB GROUP:	Senior Custodial Supervisor	2008	7	1	1	7	0	5	0	2	0	0	0
Constituent Dept.	Senior Custodial Supervisor	2009	8	2	0	8	0	5	0	3	0	0	0
	Assistant Principal Custodial Supervisor	2010	8	2	0	8	0	5	0	3	0	0	0
	Custodial Supervisor (CUNY)	2011	5	2	0	5	0	4	0	1	1	0	0
		2012	7	2	0	7	0	6	0	1	1	0	0
AAU: Mail/N	Message Services Worker		TOTAL.	MOME!		TOTA MINOR #		BLAG	uu CK	HISPA	ANIC	ASIA PAC.I	
JOB GROUP:	Mail/Message Services Worker	2008	#	# U	u	MINOR #	UU ITY	#	uu	#	uu	PAC.I	SL. uu
	Mail/Message Services Worker Mail/Message Services Worker	2009	5	# u	2	MINOR #	UU O	# 2	0	# 2	uu O	PAC.I	SL. uu 0
JOB GROUP:	Mail/Message Services Worker Mail/Message Services Worker EOC Mail/Message Services Worker	2009	5 5	# u	2 2	MINOR # 5	0 0	2 2	0 0	2 2	0 0	1 1	SL. uu 0
JOB GROUP:	Mail/Message Services Worker Mail/Message Services Worker	2009 2010 2011	5	# u	2	MINOR #	UU O	# 2	0	# 2	uu O	PAC.I	SL. uu 0
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JOB GROUP: Constituent Dept. AAU: Skilled JOB GROUP:	Mail/Message Services Worker Mail/Message Services Worker EOC Mail/Message Services Worker Job group too small to analyze in 2008 & 2012 Trades/Crafts Skilled Trades/Crafts Carpenter, Locksmith, Laborer, Electrician, Electrician's Helper	2009 2010 2011 2012 2012	# 5 5 5 5 5 TOTAL # 38 39	# U 0 0 0 0 WOMEN # UI 0 0	2 2 2 2 1 1	5 5 5 5 5 TOTA MINOR # 14 13	0 0 0 0	# 2 2 2 2 BLAG # 7 7	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 2 2 2 2 HISPA # 4 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 1 1 ASIA PAC.I # 3 2	SL. uu 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

# = Total number of individuals within unit	AAU = Affirmative Action Unit	UU = Underutilization	Constituent Departments = List all Departments in AAU.	Ĭ
JOB GROUP = Professorial/Non-Professorial	/ Administration / Classified Staff			1

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PANEC	2 0	HISPANIC	2 0	HISPANIC	2 0	HEPANIC	2 0	RISPANIC	2 0
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UU = Underuffizetion Constituent Departments = List at Departments in AAU.
JOB GROUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professor/Administration /Classified Staff

AFFIRMATIVE ACTION UNIT (AAU):

Mathematics & Computer Science

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AAU = Affirmative Action Unit

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Mathematics & Computer Science AFFIRMATIVE ACTION UNIT (AAU): 2010 2011 2012 2008 Math & Computer Science Math & Computer Science AAU: AAU: AAU: Math & Computer Science AAU: Math & Computer Science AAU: Math & Computer Science Professorial Professorial Professorial Professorial OR GROUP Professorial JOB GROUP. JOB GROUP OB GROUP JOS GROUP Mathematics onstagent Drot Mathematics onstruent Dept. Mathematics Mathematics creditared Depl Mathematics Constituent Dept (lici dazis) (int depte) (Intiduption) (intotalis) 25 30 TOTAL 31 31 35 TOTAL 0__ 9 0 12 0 12 12 0 13 0 WOMEN POMEN MOMEN NOMEN WOMEN 11 0 14 0 15 0 15 0 18 0 TOTAL MENORITY TOTAL MINORITY TOTAL MINORITY TOTAL MINORITY TOTAL MINORITY 5 0 6 0 BLACK 4 0 LACK BLACK BLACK 6 0 BLACK 7 0 0 0 4 0 0 2 4 4 0 4 HISPARKS SPARK (SPANE) HSPANIC HISPANIC 5 0 5 0 5 0 5 0 0 ASPANIPAD IS E GROUP KOB GROUP IOB GROUP 308 ORDUP C3 GROUP Constituent Dept onstruent Dept instituent Dep (list depis) (Islandicia) (hst dupin) (lict depte) lai deple) TOTAL TOTAL TOTAL WOMEN WOMEN NOMEN WOMEN WOMEN TOTAL MINORITY OTAL MINORITY TOTAL MINORITY TOTAL MINORITY TOTAL MINORITY LACK BLACK SLACK LACK HISPANIC HISPAULS MEANIC HISPANIC HISFANIC SIAN/PACISE ASIANIPAC ISL JOB GROUP JOB GROUP IDB CROUP OB GROUP CEGROUP Contiluent Dept nstraera Dept nnikluori Depi moltuers Dept or stituent Dept las deple) (Insidusts) (list depie) (sigan tar) TOTAL OTAL OTAL JATOTAL TOTAL NOMER WOMEN WOMEN NOMEN TOTAL MINORITY TOTAL MINORITY TOTAL MEJORITY YEIRCHIM IATOT TOTAL MINORITY BLACK LACK. BLACK MACK BLACK HISPANIC HISPANIC (EPANIC HISPANIC HISPANIC ASIAMFAC ISL ISINIPACISI SIANIPAC IS ASIANIPAC ISL SIANUPAC ISL JOB GROUP IOB GROUP OS GROUP OB GROUP. JOB GROUP. onditions Cont onchuers Dep maluent Dry t Constituted Dept Constituted Dec (Hall depts) (bs-depis) list diesis) isi dipisi) (list depts) UU UU uu OTAL TOTAL OTAL TOTAL WOMEN OMEN WOMEN WOMEN WOMEN TOTAL MINORITY OTAL MINORITY TOTAL MINORITY TOTAL MINORITY CTAL MINORITY BLACK BLACK BLACK BLACK SLACK ISPANIC HISPANIC HISPANIC HISPANIO HISPANIC

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= Total number of individuals within unit	AAU = Affirmative Action Unit
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OR GROUP = Professorial/Non-Professorial/Senior Profes	enrial/Assistant Professor/ Administration (Classified Staff

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= Total number of individuals within unit

UU = Underutilization

Constituent Departments = List all Departments in AAU.

UCB GROUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professor/Administration /Classified Staff

Fine, Applied Arts & Media AFFIRMATIVE ACTION UNIT (AAU): 2009 2010 2011 2012 Fine, Applied Arts & Media Fine, Applied Arts & Media AAU: AAU: Fine, Applied Arts & Media AAU: AAU: Fine, Applied Arts & Media AAU: Fine, Applied Arts & Media Professorial Professorial Professorial Professorial IOB GROUP Professorial JOB GROUP JOS GROUP OB GROUP JOB GROUP Music & Art onsituant Dept Music & Art cretituent Dept Music & Art ontillaent Dept Music & Art ontialient Depi Music & Art Constituent Dept (kat dopis) (ici depis) (hst depts) (fut depts) (but duris) UU 14 16 TOTAL 16 OTAL STAL 14 DTAL 15 10 0 0 9 0 8 8 0 9 0 WOMEN WOMEN NOMEN WOMEN NOMEN 3 0 3 0 2 0 0 2 0 TERONAL JATOR TOTAL MEVORITY TOTAL MINORITY TOTAL MIRORITY TOTAL MISSORITY 0 1 0 1 0 0 0 BLACK BLACK BLACK BLACK BLACK. 0 0 0 0 0 0 0 (SPANC HISPANIC HISFANIC 1 RISPANIC 0 0 0 2 SEANIFAC I 2 UNIPAC IS 0 0 ANCHO BOX IS GROUP OB GROUP JOB GROUP JOB GROUP Consideral Depi onchinent Cop orsidaeni Depi oratiquent Disc (list occide) (Int durks) (tot depis) Nat depla V esi dente) TOTAL MOMEN WOMEN ACMEN. VOMEN WOMEN OTAL MINORITY OTAL MINORITY OTAL MINORITY TOTAL MINORIT TOTAL MINORITY ELACK UICK BLACK BLACK HSPANIC HISPANIC REPANIC HSPANIC HISPANIC ASIAMPAC ISI SIANPAC IS SWUPACISL OB GROUP OB GROUP DE GROUP JOB GROUP JOB GROUP oskuent Depi ordinari Dept orehituerd Dapi continuent Dep (lest depte.) (fini depis) (Not depted) (list depis) (int dop's) TOTAL OTAL OTAL WOMEN NOMEN OMEN WOMEN WOMEN TOTAL MISTORITY OTAL MINORITY CYAL MINORITY TOTAL MINORITY TOTAL MINORITY BLACK LACK BLACK LACK HISPANIC HSPANIC iSP#NC HISPANIC ISPANIC ASIANIPAC ISL SIAW ACISU SIANIPACIS JOB GROUP 28 GROUP BIGROUP JOB GROUP CB/GROUP onski eni Deci onsi tuent Deci Constituent Door angituent Digt onswent Deg (list depts) (hat dilpis) UU UU INTO TOTAL TOTAL TOTAL TOTAL HEMOV WOMEN NONEN WOMEN OMEN TOTAL MINORITY OTAL MINORITY OTAL MINORITY TOTAL MINORITY TOTAL MINORITY BL4CH BLACK BLACK N/CK HSPANIC HISPANIC (ISFANC HSPANIC ASIANIPAC ISL SMRPACISI ASIAN/PACISE SIANFACIS SIAN PAC IS

= Total number of individuals within unit
UU = Underutilization
Constituent Departments = List all Departments in AAU.
JOB GROUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professor/ Administration /Classified Staff

AFFIRMATIVE AC	TION UNIT (AAU): Health P	rofessions							
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AAU:	Health Professions	AAU:	Health Professions	AAU:	Health Professions	AAU:	Health Professions	AAU:	Health Professions
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= Total number of individuals within unit
UU = Underutilization
Constituent Departments in AAU.
UOB GROUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professor/Administration /Classified Staff

AFFIRMATIVE AC	TION UNIT (AAU): Physical	Sciences	VI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI-10-XI						
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AAU:	Physical Sciences	AAU: I	Physical Sciences	AAU:	Physical Sciences	AAU:	Physical Sciences	AAU:	Physical Sciences
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= Total number of individuals within unit
UU = Underutization
Constituent Departments = List all Departments in AAU.
JOB GRCUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professor/Administration /Classified Staff

AFFIRMATIVE A	CTION UNIT (AAU): Social S	ciences							
	2008	1	2009	1	2010	1	2011	1	2012
AAU:	Social Sciences	AAU:	Social Sciences	AAU:	Social Sciences	AAU:	Social Sciences	AAU:	Social Sciences
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JOS GROUP	Professorial	JOS GROUP	Professorial	JOB GROUP	Professorial	JOB CROUP	Professorial	JUB GROUF.	Professorial
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BLACK		BLACK		BLACK		BLACK		BLACK	
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ASIANPAC ISL		ASIAHPAC ISL		ASIANFAC ISL		ASPIN/PACISE	**************************************	ASIANIPAC ISL	

= Total number of individuals within unit
UU = Underutifization Constituent Departments = List all Departments in AAU.

JOB GROUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professort Administration /Classified Staff

AFFIRMATIVE ACTION UNIT (AAU): Fine, Applied Arts & Media 2009 2010 2011 2012 2008 AAU: Fine, Applied Arts & Media Professorial OS GROUP Professorial OB GROUP. Professorial OB GROUP Professorial JOB GROUP Professorial JOB GROUP Constituent Deci Speech, Commun. & Theatre Arts onsiduent Fractions Speech, Commun. & Theatre Arts ons/Fuent Dept Speech, Commun. & Theatre Arts on Huert Dec Speech, Commun. & Theatre Arts preciouent Dest Speech, Commun. & Theatre Arts (ini depis) (Int deple) jira digith.) (Not displie) (Not depts) UU 14 14 12 12 14 TOTAL LATOT OTAL TOTAL OTAL 0 12 0 12 0 0 13 0 WOMEN 13 NOMEN омен 12 WOMEN WOMEN 0 2 0 2 0 2 0 2 1 TOTAL MIRIORITY TOTAL MINORITY TOTAL MINORITY TOTAL MINOSITY TOTAL MINIORITY 0 0 0 0 0 0 0 0 0 BLACK BLACK BLACK BUICK BLACK 0 0 0 0 0 1 HISPANIC 1 HEP AND 0 HISPANIC 0 HISPANIC 0 0 0 0 0 0 ASIAN/PAC ISI SAMPACIS ASIAN PAC IS ASIANIPAC ISL JOB GROUP OB GROUP ICE GROUP OF GROUP. OS GROUP Considerat Dep creational Dep onstauent Dept onstitueri Deci visious Depi (istologia) (list deptis) (list depts.) UU TOTAL OTAL TOTAL TOTAL FOMEN VOMEN IONEN WOMEN WOMEN TOTAL MINORITY TOTAL MEMORITY TOTAL MINORITY OTAL MINORITY TOTAL MINORITY BLACK BLACK BLACK BLACK BLACK HISPANIC HEPANIC HISPANIC REPANIC SWHPAC ISL ASSMIPACIO SAN/PACIS UDB GROUP 9 GROUP OB GROUP OS GROUP OB GROUP Constitutina Deci onstituent Dept onstituent Depi опришен Бер onsituent Dep (list depts) (tiel depta) (tot depts.) (lei dopis) (ani depis) TOTAL MTC TOTAL TOTAL TOTAL NOMEN YOMEN NOMEN VOIVEN WOMEN OTAL MERORITY TOTAL MINORETY YTIRCHIM JATOT TOTAL MINORITY BLACK B) AFK BLACK RIACK BLACK HSPAHIC HISPANIC HEPANIC HISPANIC HISPANIC ASIAMPAC ISI S'ANPAC IS SIANPAC ISI SMARFAC ISI JOB GROUP OB GROUP OR GROUP OB GROUP OB GROUP onsiduent Dep ansistuent Dept (list digits) (list depis) (fist decils.) (list depis) (list depts) UU WOMEN VOMEN ONEN VOWEN WOMEN TOTAL MINORIT TOTAL MINORITY OTAL MHORITY TOTAL MINORITY TOTAL MINORITY LACK BLACK BLACK HISPANIC HISPANIC USPANIC HISPANIC HISPANIC

GIANPAC ISL

= Tota' number of individuals within unit

AAU = Affirmative Action Unit

UU = Underut\(\text{uzetion}\)

Constituent Departments = List all Departments in AAU.

JOB GROUP = Professorial/Non-Professorial/Senior Professorial/Assistant Professoria/Assistant Professorial/Assistant Professorial/Assi

ASIAHIPACISI.

E. PERSONNEL ACTIVITY TABLE/APPLICANT DATA-RECRUITMENT DOCUMENTATION

PERSONNEL ACTIVITY TABLE (page 1 of 2)

COLLEGE: ENTER COLLEGE NAME HERE

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

	TOL	TOTAL****		BLA	BLACK OR	HISPANIC OR	ΙГ	ASIAN OR NAT. HAW.	_	AMER. IND./		TOTAL			WHITE	ITALIAN		UNKNOWN*	L	TOTAL	AL	Γ
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New Hires	4	2	9	0	0	0	0	2	0	0	0	2 (0 2		2 2	0	0	0	0	2	2	4
Terminations	3	4	7	1	0	0	0	0	-	0	0	-	1 2			0	0	0		2		2
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0 0			0	0	0	10	0	0	
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FACULTY	1] [] [
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Upgrades	11	9	17	1	0	2	1	2	0	0	0		1 6		1 9	-	0	0	0	2	6	[=
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PROFESSIONAL/NON-FACULTY																	5]	>	5	
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Terminations	3	7	10	0	0	2	5	0	1	0	0		8 9			0	0	0	10	1	-	2
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0 0		0 0	0	0	0	0	0	0	0
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Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0		0 0	0	0	0	0	0	0	0
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TECHNICAL/PARAPROFESSIONAL																					5	
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Terminations	5	0	5	1	0	0	0	0	0	0	0	1 (0 1		4 0	0	0	0	0	4	0	4
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0 0		0 0	0	0	0	0	0	0	0
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SERVICE MAINTENANCE]			
New Hires	21	7	28	13	4	3	1	3	2	0	0	19	7 26		0 0	2	0	0	0	2	0	2
Terminations	П	2	3	0	1	0	1	1	0	0	0		2 3		0 0	0	0	0	0	0	0	0
Upgrades	-	0	1	1	0	0	0	1	0	0	0	2 (0 2		0 0	0	0	0	0	0	0	0
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TOTAL																						
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*Unknowns are subtracted from all totals. **Total Non-Minority is the sum of White and Italian American.	all totals. f White and It	alian Ame	rican.			* *	***Total Mi	finority is the s	um of Bl	ack or Africa	an Am., His	spanic or Latin	10, Asian or	Nat. Haw	. or Other Pa	is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander and American Indian/Alaska Native. is the sum of Total Minority and Total Non-Minority.	ıd Ameri	can Indian/Al	laska Nati	ve.		

^{**}Total Non-Minority is the sum of White and Italian American.

^{****}TOTAL is the sum of Total Minority and Total Non-Minority.

COLLEGE: ENTER COLLEGE NAME HERE

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

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EXEC./ADMIN./MANAGERIAL	MALT FEMALE	TOTAL	7	MALE FEMUR		MALE FEMALE		SALE PPM	TIE TIE	MALE PE	WALE	MALE FP	MALE	TOTAL	MALE	BMALE	MALE FEMALE	87	IVER PEMA	I.B MAI	ANGE E	ų.	TOTAL
Applicants	378	644	1022	98	192	90	84	38	63	1	2	175	341	516	189	289	14	14	24	27	203	303	506
Interviews	43	40	83	5	6	6	2	3	2	0	0	17	13	30	24	27	2	0	3		26	27	53
Offers	4	4	8	0	0	0	0	2	0	0	0	2	0	2	2	2	0	0	0	0	2	2	4
TOTAL WORKFORCE FROM EEO6	42	38	80	80	12	9	4	8	9	0	0	22	22	44	19	14	-	2	0	0	20	16	36
Applicants	1095	7 9601	7191	100	190	131	124	154	166	7	19	400	557	1047	033	613	77	[5	40		200	067	
Interviews	1	1	7		2 1 5	101	151	101	100	0 0	0	0,4	100	104/	000	710	/ 4 /	77	44,	77	600	239	1144
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PROFESSIONAL/NON-FACULTY				2				200	2	5	7	F	170	777	20	1001	10		0		114	CCT	607
Applicants	906 2	2196 3	3102	300	943	220	441	79	207	3	· ·	602	1599	2201	273	549	31	48	26	81	304	597	901
Interviews	46	124	170	17	51	∞	18	2	9	0	0	27	75	102	16	45	3	4	9		19	49	89
Offers	7	14	21	1	∞	0	-	1	2	0	0	2	11	13	5	3	0	10	0	0	5	3	000
TOTAL WORKFORCE FROM EEO6	34	73	107	12	38	6	14	3	6	0	0	24	19	85	10	11	0		0	- -	10	12	22
SECRETARIAL/CLERICAL	133	267	105	17	106	00	10	oc	0.1	<	F	30.	200	[:	00		-		•	L [
Applicants	133	202	1 1 1		1,90	00	71	97	18	0	7	COI	306	411	78	26	0	0	0	 이	28	99	84
Interviews	2	=	13	7	6	0	-	0	1	0	ा	2	Ξ	13	0	0	0	0	0	0	0	0	0
Offers	0	4	4	0	7	0	7	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE FROM EEO6	13	92	86	5	35	5	29	1	4	0	0	=	89	79	0	9	2	2	0	0	2	∞	10
TECHNICAL/PARAPROFESSIONAL	10	100			[:	,		-	ſ		ſ						-	L [] [] [
Applicants	81	37	811	15	13	16	9	27	7	0	0	58	26	84	23	11	0	0	7	5	23	11	34
Interviews	30	7	37	3	4	6	-	∞	7	0	ा	20	7	27	10	0	0	0	1	1	10	0	10
Offers	7	0		2	0	0	0	4	0	0	0	9	0	9	1	0	0	0	0	0	-	0	-
TOTAL WORKFORCE FROM EEO6 SKILLED TRADES	63	29	92	20		13	8	16	5	1	0	20	24	74	12	5	1	0	0		13	5	18
Applicants	426	19	445	200	12	130	5	16	0	0	10	346	14	360	08	4	0		C		00	V	30
Interviews	19		10	o		4	1 0	0, 0		0		10	1	12	00 1	0 0	0 0) F		00	0 0	00
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TOTAL WORKFORCE FROM EEO6	43	0	43	9	10	5	0	2	0	0		13	0	1 2	35				00		30) c	30
SERVICE/MAINTENANCE																	2	7	2	7	00	5	20
Applicants	0	361	361	47	196	30	91	28	18	0	0	105	305	410	28	56	0	0	12	49	28	56	84
Interviews	2	1	3	2	-	0	0	0	0	0	0	2	_	3	0	0	0	0	0	0	0	0	0
Offers	21	7	28	13	4	3	-	3	2	0	0	19	7	26	0	0	2	0	0	0	2	0	2
TOTAL WORKFORCE FROM EED6	92	30	122	52	14	22	10	10	3	0	0	84	27	Ξ	5	3	3	0	0	0	8	3	Ξ
TOTAL]]			
Applicants	3019 4	4715 7	7734	894	813	209	839	370	479	10	17	1881	3148	5029	1179	1483	92	84	118 2	214	1271	1567	2838
Interviews	239	308	547	43	95	38	37	32	29	0	0	113	161	274	111	142	15	10	14	23	126	147	273
Offers	99	47	103	19	20	9	4	13	5	0	0	38	29	19	15	15	3	 -	0	0	18	16	34
TOTAL WORKFORCE FROM EEO6	495	529 1	1024	143	176	84	94	70	09	1	0	298	330	628	169	177	28	22	0	 	197	199	396
REMINDER: *Unknowns are subtracted from all totals.	all totals.					*	"Total M	***Total Minority is the sum of Black or African Am Hispanic or Latino. Asian or Nat. Haw. or Other Pacific Islander and American Indian/Alacka Native	sum of Bl	ack or Afr	ican Am	Hispanic or	Latino, As	sian or Nat.	Haw. or Ot	her Pacific	slander and	America	n Indian/A	Jacks Nat	, ovi		
**Total Non-Minority is the sum	of White and Ita	lian America	n.			*	*TOTAL	is the sum of Total Minority and Total Non-Minority.	Total Mi	nority and	Total No	n-Minority.									;		

OHRWORD / G:Vaffirmative Action Plan 2012/2012 - Tenure - Hist U. - PAT - EDCIPAT IRA 2012 COMBINED Final / PATAD-RD / 9/26/2012

^{**}Total Non-Minority is the sum of White and Italian American.

F. IMPACT RATIO ANALYSIS WORKSHEETS

IMPACT ANALYSIS WORKSHEETS

Borough of Manhattan Community College FEMALES

AND MINORITIES

HIRES ANALYSIS

COLLEGE NAME:

Borough of Manhattan Community College

PART A

September 26, 2012

1.0% 0.3% 1.6% %9.0 0.0% PERCENTAGE OF HIRES % of min hires | % of male hires 1.1% 1.0% 0.8% %0'0 8.8% 1.4% 0.4% 1.2% %9.0 1.0% 7.1% 0.8% 6.3% 1.2% 0.8% 1.4% 0.9% 0.0% 3.5% 2.4% 101 7867 1022 2191 3102 495 118 445 494 APPL HIRES 45 FEMALE FEMALE HIRES 4354 1096 2196 362 37 19 644 26 3019 1095 906 133 426 378 101 29 29 21 TOTAL 7867 APPL 7867 1022 2191 3102 495 118 445 445 MIN MINORITY 2 5 5 29 516 1047 2201 411 5029 360 2838 2838 506 1144 901 Secretarial/Clerical Techn./Paraprofessional Skilled Trades Professional/Non-Fac. JOB AREAS/ CATEGORY Service/Maintenance Exec./Adm./Mngrl. TOTAL TOTAL Faculty

1%

5%

1%

1%

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September 26, 2012						5				O NIIIA	S NIIN 8	T TIKEN					
JOB AREAS/	RATE	RATE FOR	RATE	RATE FOR		OVER	ő	ILY IF IRA	ONLY IF IRA UNDER 0.8	0.8	* IRA LESS THAN 0.8 AND DIF >= 1 PERSON	AND		FIS	FISHER TEST		
CALEGORY	UNFAV.	UNFAV. GROUP	FAV. C	FAV. GROUP	IRA	ALL	EXPECT	ACTL	DIF	STD	** IRA LESS THAN 0.8 AND		S NON-MIN	-	NON-MIN HIRED MIN APPLICANTS	MIN HIRED	FISHER TEST RESUL
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Exec./Adm./Mngrl.	MINORITY	0.4%	NON-MIN	0.8%	0.49	0.897	·	-	1	100		Y	W	Z	0	a	a
2 Faculty	MINORITY	1.2%	NON-MIN	1.4%	0.80	0,0,0	,	7		0.84	•	N/A					
3 Professional/Non-Fac.	MINORITY	%9.0	NON-MIN	%6.0	0.67	702.0	14	43	,	000							
Secretarial/Clerical	NON-MIN	%0.0	MINORITY	1.0%				2		0.92		N/A					
5 Techn./Paraprofessional	NON-MIN	2.9%	MINORITY	7.1%													
6 Skilled Trades	MINORITY	0.8%	NON-MIN	3.5%	0.24	1.3%	4			104							
7 Service/Maintenance	NON-MIN	2.4%	MINORITY	6.3%				,		101		NA					
											-						
	2000																

TOTAL

September 26, 2012						IRA WC	JRKSHE	ET FOF	R MALE	VS FEN	MALE %	IRA WORKSHEET FOR MALE VS FEMALE % OF HIRES	ES					
JOB AREAS/	RATE	RATE FOR	RATE	RATE FOR		OVER	NO	LY IF IRA	ONLY IF IRA UNDER 0.8	9.8	* IRA LESS THAN 0.8 AND	10.8 AND			FISH	FISHER'S TEST	 -	
CALEGURY	UNFAV	UNFAV. GROUP	FAV. C	FAV. GROUP	IRA	ALL	EXPECT	ACTL	DIF	STD	** IRA LESS THAN 0.8 AND	N B.B AND	FISHER'S	male app	male hires	female app	female hires	FISHER TEST RESULT
¥		8		U	٥	E	4	e]	VALUE					NOTE
Exec./Adm./Mngri.	FEMALE	0.3%	MALE	1.1%	0.29	%90		,	+	- 2		_	1	×	z	0	d	ø
2 Faculty	MALE	1.0%	FEMALE	1.6%						9			AIN					
Professional/Non-Fac.	FEMALE	%9.0	MALE	%8.0	0.83													
Secretarial/Clerical	MALE	0.0%	FEMALE	1.1%														
5 Techn./Paraprofessional	FEMALE	0.0%	MALE	8.8%	0.00	%6.5	0	c	,	7 0 7								
6 Skilled Trades	FEMALE	0.0%	MALE	1.4%	0.00	1 30%		, ,	, .	+0.1			NA					
7 Service/Maintenance	NA		N/A					,	,	0.02			NIA					
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PROMOTION ANALYSIS
September 26, 2012

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nal 18 0 79 0 111 2 111 2	404				%0	%0	%0	%0
nal 16 0 79 0 13 0 11 2 11 0 11 2	- 07		283	491 17	4%	3%	2%	%
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30 0 13 0	65	-		1	%0	%0	%0	%0
11 0 111 2	43		1	1	%0	%0	%0	%0
2	Cr.	43 0	0	43 0	0%	%0	%0	%0
		92 1	30	122 2	%0	%6	166	90
							2	80
TOTAL 396 11 628 8 1024	-	405 42	530	****				

September 26, 2012					R	A WOR	KSHEE	FOR N	ON-MIN	I VS MIN	1 % OF F	IRA WORKSHEET FOR NON-MIN VS MIN % OF PROMOTION	NO					
JOB AREAS/	RATE	RATE FOR	RATE	RATE FOR		OVER	NO	LY IF IRA	ONLY IF IRA UNDER 0.8		* IRA LESS THAN 0.8 AND DIF >=1 PERSON	.8 AND			FISH	FISHER TEST		
CATEGORY	UNFAV	UNFAV. GROUP	FAV.	FAV. GROUP	R	ALL	EXPECT	ACTL	DIF	STD	** IRA LESS THAN 0.8 AND STD DEV>=2			ON-MIN INCOM	NON-MIN INCUM NON-MIN PRMT	MIN INCOM	MIN PRMT	FISHER TEST RESULT
# Y		8		0	6	u		,	1				VALUE				SCHOOL-SHOOM	NOTE
1 Exec./Adm./Mngrl.	NIA		NIA					,				×	7	2	0	۵	ø	æ
2 Faculty	MINORITY	2.70%	NON-MIN	4.09%	99.0	3,46%	7	œ	-	0.84								
3 Professional/Non-Fac.	NIA		N/A										NA					
4 Secretarial/Clerical	N/A		NIA															
5 Techn./Paraprofessional	NA		NIA															
6 Skilled Trades	NVA		NA															
7 Service/Maintenance	NON-MIN	%00.0	MINORITY	1.80%						The second								
60																		
0																		
10												1						
TOTAL							7	9	-									

RATE FOR RATE FOR OVER RATE FOR OVER RATE FOR OVER RATE RATE		TON MALE	VO LEIVIAL	WURKSHEET FOR MALE VS FEMALE % OF PROMOTION	OTION				
NA		ONLY IF IRA UNDER 0.8	ER 0.8	* IRA LESS THAN 0.8 AND DIF >=1 PERSON			FISHER TEST	FST	
NA NA NA NA NA NA NA NA		ACTL DIF	STD	** IRA LESS THAN 0.8 AND STD DEV>=2	FISHER'S	male Incum me	male prmt female Incum	ncum female prmt	FISHER TEST RESULT
FEMALE 2.1% WAA C.401 C.401	ш	E	-	2	A.M. O.E.				NOTE
FEMALE 2.1% MALE 5.3% 0.401					,	Ε	z	d	σ
In-Fac. NA NA Ical NA NA Fessional NA NA InA NA NA Iance MALE 1,1% FEMALE 1,1% FEMALE 3,3%		9	1 90						
Fessional NA NA NA NA NA Fessional NA			H		MA		1		
Fessional MA NA NA INA INA INA INA INA INA INA INA									
NA N									
Service/Maintenance MALE 1.1% FEMALE									
8 B							a		
6									
TOTAL	6	6 3							

TERMINATION ANALYSIS

Borough of Manhattan Community College

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		7	% OF FEMALE	TERMINATED	E0,	0,0	11%	3%	10%	200	870	3%	%0	707	170			20%
		E TEDMINATIV	% OF MEN	TERMINATED	40%	1/2	1%	2%	%6	/00	070	2%	12%	107	9/			4%
		PERCENTAGE OF TERMINATION	% of min	TERMINATED	767	-	5%	3%	%6	707	0/0	4%	8%	705	200			4%
		۵	% of non-min	TERMINATED	2%	4.407	1470	3%	%6	7606	20.70	%9	13%	%0				2%
		TOTAL	TERMINATED		49	1		2	10	7		4	5	3				49
		TOT	INCUMBENT		1024	U8	8	100	107	88	5	35	43	122				1024
FEMALE	TERMINATION	FEMALE	TERMINATED		29	4	. 0	0	7	9			0	7				29
FEN	TERMII	FEN	INCUMBENT		529	38	283	202	73	92	00	62	0	30				529
		MALE	TERMINATED		20	e	4		0	-	c		2	-				20
		MA	INCUMBENT		495	42	208	200	34	13	63	3	43	92	2007		200	495
		TOTAL	TERMINATED		49	7	13	0.4	0	7	4	L	0	33	ALL STATES		0,7	43
		TO.	INCUMBENT		1024	80	491	407	101	88	65	40	24.0	7.7.1			7007	10.24
ORITY	TERMINATION	MIN	TERMINATED	Ī	28	2	9	0	0 1	2	e	+	- 0	0			30	07
MN	TERMIN	Σ	INCUMBENT		628	44	222	20	3 6	6/	74	42	277				629	070
		NON MIN	TERMINATED		17	5	7	0	10	7	-	A	1				24	7,7
		NON	INCUMBENT	200	380	36	269	22	-	2	18	30	3				396	222
JOB	AREAS/	CATEGORY		TOTAL	IOIAL	1 Exec./Adm./Mngri.	2 Faculty	3 Professional/Non-Fac.	A Secretarial/Plerical	Secretarian cierical	5 Techn./Paraprofessional	6 Skilled Trades	7 Sarvice/Maintenance	SOLUTION MAINTENANCE			TOTAL	

IRA WORKSHEET FOR NON-MIN VS MIN % OF TERMINATION

September 26, 2012					2	NON A	COMERI	FOR NO	ZIM-ZI	N MIN	IRA WORKSHEEL FOR NON-MIN VS MIN % OF TERMINATION	ERMINA	NOIL					
JOB AREAS/	RATE	RATE FOR	RATE	RATE FOR		OVER	ŏ	ONLY IF IRA UNDER 0.8	UNDER 0	-	OIF >= 1 PERSON	.8 AND			FIS	FISHER TEST		
CALEGORY	UNFAV.	UNFAV. GROUP	FAV.	FAV. GROUP	IRA	ALL	EXPECT	ACTL	DIF	STD VAI	** IRA LESS THAN 0.8 AND STD DEV>=?	7.8 AND	FISHER'S	min incumb	min terminated	min terminated non-min incumb	non-min	FISHER TEST RESULT
*	-	8		0	٥	В	ш	e	2	-	-	,	VALUE				terminated	NOTE
1 Exec./Adm./Mngrl.	NON-MIN	13.9%	MINORITY	4.5%						T	,			Σ	z	0		ď
2 Faculty	MINORITY	2.7%	NON-MIN	2.6%	0.963													
3 Professional/Non-Fac.	MINORITY	9.4%	NON-MIN	9.1%	0.966													
4 Secretarial/Clerical	NON-MIN	20.0%	MINORITY	6.3%														
5 Techn./Paraprofessional	NON-MIN	2.6%	MINORITY	4.1%														
6 Skilled Trades	NON-MIN	13.3%	MINORITY	7.7%														
7 Service/Maintenance	MINORITY	2.7%	NON-MIN	%0.0	0.000	2.5%	2	3	-	0.55			100					
ω (00000					W.					
70 8																		
TOTAL							2	3	1						#REF!			
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IRA WORKSHEET FOR MALE VS FEMALE % OF TERMINATION

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AREAS/	RATE	RATE FOR	RATE FOR	FOR		OVER	C	ONLY IF IRA LINDER 0.8	INDER		1RA LESS THAN 0.8 AND	AND			Lieu	FISUED TEST		
SUCCULTAG	1000		Terrorest strategy	600000000000000000000000000000000000000		•	1						100					
CALEGORY	UNFAV	UNFAV. GROUP	FAV. GROUP	ROUP	RA	ALL	EXPECT	ACTL	DIF	STD .	* IRA LESS THAN 0.8 AND			ale Incumb fe	smale terminated	male Incumb	female incumb female terminated male incumb male terminated	FISHER TEST RESULT
A		8	C		6	-		1	-	1	SID DEATH	>	VALUE		The state of the s			NOTE
. (A A (B.B.)							-	,	-	-	2	×	_	2	z	0	d	
Exec./Adm./Mngri.	FEMALE	10.5%	MALE	7.1%	0.679	8.8%	8	4	-	0.535			4/2					
2 Faculty	FEMALE	3.2%	MALE	1.9%	0.605	2.6%	7	6	2	0.857			N.					
3 Professional/Non-Fac.	FEMALE	%9.6	MALE	8.8%	0.920							-	Cal					
4 Secretarial/Clerical	FEMALE	7.9%	MALE	7.7%	0.974													
5 Techn./Paraprofessional	MALE	4.8%	FEMALE	3.4%														
6 Skilled Trades	MALE	11.6%	FEMALE	%0.0														
7 Service/Maintenance	FEMALE	6.7%	MALE	1.1%	0.163	2.5%	0	2	2	1.714			N/A					
							The second second	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
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TOTAL							10	15	10									

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		lege: BMCC

Accounting Department:

Eligible for Tenure, Effective:

September, 2011

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Italian	American	Σ	0	0	0	0	0	0	0
d./	at.	ш	0	0	0	0	0	0	C
Amer. Ind./	Alsk. Nat.	Σ	0	0	0	0	0	0	
		L	0	0	0	0	0	0	C
Asian/	Pac. Isl.	Σ	0	0	0	0	0	0	c
	Jic	ш	0	0	0	0	0	0	C
	Hispanic	Σ	0	0	0	0	0	0	C
to	п	LL.	0	0	0	0	0	0	c
Puerto	Rican	M	0	0	0	0	0	0	C
	×	Н	0	0	0	0	0	0	C
	Black	Σ	0	0	0	0	0	0	C
1111	Ф	ш	0	0	0	0	0	0	C
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otal		ш	0	0	0	0	0	0	C
Sub-Total	Sex	Σ	0	0	_	0	0	0	`
		TOTAL	0	0		0	0	0	5
			Professor	Associate Prof.	Assistant Prof.	Instructor	Lecturer (CCE)	CLT's	TOTAL

Number Recommended for Tenure, Effective:

September, 2011

		Sub-Total	otal					Puerto	orto			Asian/	an/	Amer. Ind.	Ind./	Italian	an
		Sex	×	White	ite	Black	×	Rican	an	His	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	ican
	TOTAL	Σ	ц	Σ	Œ	M	ц	Σ	Н	N	ц	Σ	ш	Σ	ш	Σ	ш
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	-	-	0	-	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	-	_	0	_	0	0	0	0	0	0	0	0	0	0	0	0	0

BMCC	Δ	Business Man
	1	

agement September, 2011 Eligible for Tenure, Effective:

Sub-Total	otal					Puerto	rto			Asian/	an/	Amer. Ind./	Ind./	Italian	la la
Sex	×	White	ite	Black	X	Rican	an	Hisp	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	ican
Σ	ш	Σ	L	Σ	Н	M	ш	Σ	ш	Σ	ш	Σ	ш	Σ	Ш
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Number Recommended for Tenure, Effective:

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

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Italian	Σ	0	0	0	0	0	0	0
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an/ Isl.	ш	0	0	0	0	0	0	0
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anic	ш	0	0	0	0	0	0	0
Hispanic	Σ	0	0	0	0	0	0	0
우 등	LL.	0	0	0	0	0	0	0
Puerto Rican	Σ	0	0	0	0	0	0	0
×	ш	0	0	0	0	0	0	0
Black	Σ	0	0	0	0	0	0	0
te e	L.	0	0	0	0	0	0	0
White	M	0	0	0	0	0	0	0
otal	Н	0	0	0	0	0	0	0
Sub-Total Sex	M	0	0	0	0	0	0	0
	TOTAL	0	0	0	0	0	0	0
		Professor	Associate Prof.	Assistant Prof.	Instructor	Lecturer (CCE)	CLT's	TOTAL

BMCC	CONTRACTOR
College:	•

Computer Information Systems Department:

September, 2011

Eligible for Tenure, Effective:

_ s	ш	0	0	0	0	0	0	C
Italian	M	0	0	0	0	0	0	-
id./	F	0	0	0	0	0	0	C
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Sub-Total Sex	Σ	0	0	0	0	0	0	C
	TOTAL	0	0	0	0	0	0	C
		Professor	Associate Prof.	Assistant Prof.	Instructor	Lecturer (CCE)	CLT's	TOTAI

Number Recommended for Tenure, Effective:

September, 2011

		Sub-Total	Total					Puerto	erto			Asian/	an/	Amer. Ind.,	lnd./	Italian	an
		Sex	Xé	White	ite	Black	×	Rican	an	Hisp	Hispanic	Pac. Isl.	Isl.	Alsk. Nat.	Nat.	American	ican
1	TOTAL	Σ	ш	Σ	ш	Σ	ш	Σ	Н	M	4	Σ	ш	Σ	ц	Σ	ш
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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College: BMCC

Department:

ent: Counseling

Eligible for Tenure, Effective:

September, 2011

	Sub-Total	Fotal					Pue	Puerto			Asian/	an/	Amer. Ind./	lnd./	Italian	an
	Sex	X	White	ite	Black	×	Ric	Rican	Hisp	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	can
TOTAL	Σ	LL	Σ	Н	Σ	ч	M	ц	M	ц	Σ	ıι	Σ	Ш	Σ	F
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Number Recommended for Tenure, Effective:

September, 2011

TOTAL M F M F M F M Hispanic TOTAL M F M F M F M Hispanic M M F M F M F M Hispanic M <td< th=""><th></th><th></th><th>Sub-Total</th><th>Total</th><th></th><th></th><th></th><th></th><th>Puerto</th><th>rto</th><th></th><th></th><th>Asian/</th><th>an/</th><th>Amer. Ind.</th><th>. Ind./</th><th>Italian</th><th>an</th></td<>			Sub-Total	Total					Puerto	rto			Asian/	an/	Amer. Ind.	. Ind./	Italian	an
TOTAL M F M F M F M F M F M F M F M F M F M			Se	×	Whi	ite	Blac	×	Rice	an	Hisp	anic	Pac. Isl.	Isl.	Alsk. Nat.	Nat.	American	ican
		TOTAL	Σ	ш	Σ	ш	Σ	ıL	M	ш	M	u.	N	ш	Σ	IL.	Σ	ıL
	Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE) CO CE CO CE CO CE CO CE	Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	t Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

BMCC College:

Developmental Skills Department:

Eligible for Tenure, Effective:

September, 2011

Sub-Total				Puerto	Q.			Asian/	lu/	Amer. Ind./	lnd./	Italian	an
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Number Recommended for Tenure, Effective:

September, 2011

TOTAL M F M M			Sub-Total	Fotal	77/1		Ē		Puerto	erto			Asian/	an/	Amer. Ind.,	. Ind./	Italian	an
Fig. 10 AL M F M F M F M F M F M F M F M F M F M				-1		allie	Blat	- 1	RIC	an	HIST	anic	Pac	. ISI.	Alsk.	Nat.	Amer	ican
soft U		TOTAL	Σ	ш	Σ	ш	Σ	ᄔ	Σ	ш	Σ	F	M	Н	Σ	ш	Σ	ш
	Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
int Prof.	ociate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
or (CCE) O O O O O O O O O O O O O O O O O O O	istant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	OTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

College:	BMCC		2							Department:		English					
					21	-	Eligible for Tenure, Effective:	Fenure, Effe	ective:		September, 2011	er, 2011					
		Sub-Total Sex	Total	White	ite	Black	*	Puerto	rto	Hispanic	nic	Asian/	an/	Amer. Ind./	Ind./	Italian	an
	TOTAL	Σ	ш	Σ	ш	Σ	ш	Σ	ш	×	L	Σ	ш	M	T.	2	T T
Professor	_	0	1	0	_	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	_	0	_	0	_	0	0	0	0	7	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective:

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

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TOTAL

CLT's

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		Italian
		Amer. Ind./
Department: Library	September, 2011	Asian/
	Eligible for Tenure, Effective:	Puerto
BMCC		Sub-Total
college:		

		Sub-Total	Total					Puerto	rto			Asian/	an/	Amer Ind	lnd /	Italian	ne.
		Sex	Xe	White	iite	Black	상	Rican	an	Hisp	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	ican
	TOTAL	Σ	ш	Σ	ч	M	Н	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ь
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	2	0	2	0	0	0	0	0	0	C	0	C	0	C	C

Number Recommended for Tenure, Effective:

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

		Sub-Total	Total					Pue	Puerto			Asian/	an/	Amer Ind	/ pul	Ifalian	an
		Sex	Xé	W	White	Black	×	Ŗ	Rican	Hish	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	ican
	TOTAL	Σ	L	M	н	Σ	LL	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	L
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Assistant Prof.	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	2	0	2	0	0	0	0	0	0	0	0	C	C	C	C

BMCC	
College:	

Department: Mathematics

Eligible for Tenure, Effective:

September, 2011

	99	Sub-	Sub-Total Sex	3	White	Black		Puerto Rican	an	Hispanic	ınic	Asian/ Pac. Isl.	an/ Isl.	Amer. Ind./ Alsk. Nat.	. Ind./ Nat.	Italian	Italian
	TOTAL	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	Ш	Σ	u	Σ	ш	Σ	L
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	-	_	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	8	2	1	_	_	0	0	0	0	0	0	-	0	0	0	0	C
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	3	-	2	-	0	0	0	0	0	0	-	0	0	0	0	0

Number Recommended for Tenure, Effective:

September, 2011

	Sub	Sub-Total					Puerto	rto			Asian/	n/	Amer. Ind./	Ind./	Italian	ue
	(J)	Sex	>	White	Black	_	Rican	an	Hispanic	anic	Pac. Isl.	Isl.	Alsk. Nat.	Nat.	American	ican
TOTAL	Σ	ш	Σ	Ь	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7	0	~	0	0	0	0	0	0	0	0	0	0	0	0	0
2	~	_	0	_	0	0	0	0	0	0	-	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
က	2			-	0	0	0	0	0	0	_	0	0	0	C	0

Department:
BMCC
College:

Eligible for Tenure, Effective:

September, 2011

Modern Languages

ns.	L.	0	0	0	0	0	0	
Italian	Σ	0	0	0	0	0	0	ľ
d./	ш	0	0	0	0	0	0	
Amer. Ind./	Σ	0	0	0	0	0	0	-
150	ш	0	0	0	0	0	0	(
Asian/ Pac. Isl.	Σ	0	-	0	0	0	0	-
je	ц	0	0	0	0	0	0	(
Hispanic	Σ	0	0	0	0	0	0	
9 ⊑	Ŀ	0	0	0	0	0	0	(
Puerto Rican	Σ	0	0	0	0	0	0	C
~	ш	0	0	0	0	0	0	C
Black	Σ	0	0	0	0	0	0	C
Φ	Ш	0	0	0	0	0	0	C
White	Σ	0	0	0	0	0	0	C
otal	ш	0	0	0	0	0	0	-
Sub-Total Sex	Σ	0	~	0	0	0	0	~
	TOTAL	0		0	0	0	0	7
		Professor	Associate Prof.	Assistant Prof.	Instructor	Lecturer (CCE)	CLT's	IVIOI

Number Recommended for Tenure, Effective:

September, 2011

		Sub-Total	Total					Puerto	arto			Asian/	an/	Amer. Ind.,	lnd./	Italian	an
		Sex	- 1	White	ite	Black	ck	Rican	an	Hisp	Hispanic	Pac. Isl.	Isl.	Alsk. Nat.	Nat.	American	ican
	TOTAL	Σ	ıL	Σ	ш	Σ	u.	Σ	ш	M	н	Σ	ш	Σ	ш	Σ	ш
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	٦	-	0	0	0	0	0	0	0	0	0	-	0	0	0	0	0
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	_	_	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0

College: BMCC

Department: Music & Art

Eligible for Tenure, Effective:

September, 2011

		Sub-Total	Total	14/6.	4	ī		Puerto	irto	:		Asian/	Jue	Amer. Ind.	lnd./	Italian	an
	100000000000000000000000000000000000000	yac	X	wnite	Ite	Black	X	Kican	an	Hisp	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	can
	TOTAL	Σ	ш	Σ	Ц	Σ	L	M	Н	Σ	ш	Σ	L	Σ	ш	Σ	ш
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C	0	C

Number Recommended for Tenure, Effective:

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

	_							
an ican	ш	0	0	0	0	0	0	0
Italian American	Σ	0	0	0	0	0	0	0
nd./	ц	0	0	0	0	0	0	0
Amer. Ind./ Alsk. Nat.	Σ	0	0	0	0	0	0	0
n/ Isl.	ш	0	0	0	0	0	0	0
Asian/ Pac. Isl	Σ	0	0	0	0	0	0	0
nic	ц	0	0	0	0	0	0	0
Hispanic	M	0	0	0	0	0	0	0
우 등	ш	0	0	0	0	0	0	0
Puerto Rican	Σ	0	0	0	0	0	0	0
×	н	0	0	0	0	0	0	0
Black	Σ	0	0	0	0	0	0	0
ę.	ш	0	0	0	0	0	0	0
White	Σ	0	0	0	0	0	0	0
otal	ш	0	0	0	0	0	0	0
Sub-Total Sex	Σ	0	0	0	0	0	0	0
	TOTAL	0	0	0	0	0	0	0
		Professor	Associate Prof.	Assistant Prof.	Instructor	Lecturer (CCE)	CLT's	TOTAL

	Amer. Ind./
nber, 2011	Asian/
Septen	
Eligible for Tenure, Effective:	Puerto
	Sub-Total
	Eligible for Tenure, Effective: September, 2011

White Black Rican Hispanic Pac. Isl. Alsk. Nat. Alsk. Nat. M F M F M F M F M 0<			Sub-Total	otal					Puerto	rto			Asian/	Jut /ut	Amer. Ind./	. Ind./	Italian	an
M F M F M F M F M F M F M F M F M F M F	Sex	Sex	×	\dashv	Whi	ite	Blac	×	Rice	an	Hisp	anic	Pac.	ISI.	Alsk.	Nat.	Amer	ican
0 0	TOTAL M F		ш	\dashv	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш
0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0	0			0	0	0	0	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0	0			0	0	0	0	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 2	0	2	-	0	_	0	-	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0	0	0	\rightarrow	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0	0	0	\rightarrow	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0 1 0 0 0 0 0 0 0 0 0 0 0	0 0	0		_	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2 0 2	0 2	2		0	~	0	_	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective:

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

		Sub-Total	Total			i	ñ	Puerto	ırto	(68)		Asian/	an/	Amer. Ind.	lnd./	Italian	an
		Sex	- 1	White	nite	Black	×	Rican	an	Hispanic	anic	Pac. Isl.	. Isl.	Alsk. Nat.	Nat.	American	can
	TOTAL	Σ	ш	Σ	ட	Σ	ш	Σ	Ь	M	н	M	Н	Σ	ட	Σ	L
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.		0	-	0	-	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	-	0	-	0	_	0	0	0	0	0	0	0	0	0	0	0	0

Science	ptember, 2011
Department:	Se
BMCC	Eligible for Tenure, Effective:
ollege:	

		Sub-Total	otal					Puerto	rto			Asian/	Jue/	Amer Ind	lnd /	talian nailat	0.0
		Sex	×	W	White	Black	쏭	Rican	an	Hisp	Hispanic	Pac, Isl.	<u>8</u>	Alsk. Nat.	Nat.	American	can
	TOTAL	Σ	ш	Σ	Н	Σ	ш	Σ	ш	Σ	L	Σ	ш	Σ	ш	Σ	ш
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	_	-	0	_	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C	C
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	_	1	0	-	0	0	0	0	0	0	0	0	0	C	C	C	C

Number Recommended for Tenure, Effective:

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

	Sub-Total	Total					Puerto	irto			Asian/	an/	Amer. Ind./	Ind./	Italian	an
	Sex	Xέ	White	lite	Black	*	Rican	an	Hisp	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	ican
TOTAL	Σ	F	Σ	ıL	M	ш	Σ	ш	Σ	4	Σ	ш	Σ	ш	Σ	ш
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	_	0	_	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
_	_	0	•	0	0	0	0	0	0	0	0	0	0	C	С	C

Social Science Department: BMCC College:

Eligible for Tenure, Effective:

September, 2011

Number Recommended for Tenure, Effective:

September, 2011

TOTAL

Lecturer (CCE)

CLT's

Instructor

Associate Prof. Assistant Prof.

Professor

	Sub-Total	Total					Pue	Puerto			Asian/	an/	Amer. Ind.	lnd./	Italian	an
	Sex	Xé	White	ite	Black	×	Ric	Rican	Hisp	Hispanic	Pac. Isl.	. Isl.	Alsk. Nat.	Nat.	American	can
TOTAL	Σ	ш	Σ	ш	Σ	ц	Σ	н	M	Ь	M	ш	Σ	ш	Σ	ш
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	-	2	-	0	0	_	0	0	0	0	0	_	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8	-	2		0	0	_	0	0	0	0	0	_	0	0	0	0

Imunications & Theatre Arts

Speech, Con
Department:
BMCC
College:

Eligible for Tenure, Effective:

Number Recommended for Tenure, Effective:

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

		Sub-Total	Fotal					Puerto	rto			Asian/	/ut	Amer. Ind./	lnd./	Italian	an
		Sex	×	Ś	White	BI	Black	Rican	an	Hist	Hispanic	Pac. Isl.	<u>S</u>	Alsk. Nat.	Nat.	American	can
	TOTAL	Σ	L	Σ	ч	M	IL	N	L	Σ	ш	Σ	ш	N	ш	≥	ш
Professor		0	-	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0 0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0 0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	_	0	1	0) 1	0	0	0	0	0	0	0	0	0	0	0	0

Teacher Education Department: BMCC College:

Eligible for Tenure, Effective:

September, 2011

		Sub-Total	Total					Pue	Puerto			Asi	Asian/	Amer. Ind /	Ind./	Italian	ian
		Sex	×	White	ite	Ble	Black	Ric	Rican	Hisp	Hispanic	Pac. Isl.	Isl.	Alsk. Nat.	Nat.	American	rican
	TOTAL	Σ	ш	Σ	Н	Σ	ч	Σ	н	Σ	L	Σ	L.	Σ	ш	Σ	Ŀ
Professor	_	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	~	-	0	0	0	-	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	_		0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective:

September, 2011

Amer. Ind./	Alsk. Nat. American	H M H		0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	
Asian/	Pac. Isl.	Σ	0	0	0	0	0	0	
	Hispanic	ш	0	0 0	0	0	0	0	
:	His	Σ	0	0 0	0 0	0 0	0 0	0	
Puerto	Rican	ц	0	0	0	0	0	0	
<u> </u>		Σ	0	0	0	0	0	0	
ī	Black	LL.	0	0		0	0	0	
	- 1	Σ	0	0	0	0	0	0	
7. 0.41	White	ш	0	0	0	0	0	0	
		Σ	0	0	0	0	0	0	
Sub-Total	xex	M	0	0	-	0	0	0	
		TOTAL	-	0	_	0	0	0	
			Professor	Associate Prof.	Assistant Prof.	Instructor	Lecturer (CCE)	CLT's	

College: BMCC

Department: COLLEGE TOTALS

Eligible for Tenure, Effective:

September, 2011

Sex White Black Rican Hispanic I I I I I I I I I I I I I I I I I I I			Sub-Total	Total					Puerto	와			Asian/	an/	Amer. Ind./	. Ind./	Italian	an
F M F M F M F M F M F M F M F M F M F M			Se	X	Wh	ite	Bla	×	Ric	an	Hisp	anic	Pac.	ISI.	Alsk. Nat.	Nat.	American	can
2 0	TOTAL	\neg	Σ	L	Σ	ш	M	н	M	ш	Σ	ш	Σ		Σ	ш	Σ	u
3 0 2 0	2		0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
5 6 3 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	က		3	0	2	0	0	0	0	0	0	0	_	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	11		Ω.	9	3	3	0	2	0	0	1	0		-	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 8 5 5 0 2 0 0 1 0	:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 8 5 5 0 2 0 0 1 0		اه	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	_	9	80	8	5	5	0	2	0	0	-	0	2	1	0	0	0	0

Number Recommended for Tenure, Effective:

September, 2011

	Sub-Total	Fotal					Puerto	rto			Asian/	luk /uk	Amer. Ind.	Ind./	Italian	an
	Sex	×	White	ite	Black	×	Rican	an	Hisp	Hispanic	Pac. Isl.	ISI.	Alsk. Nat.	Nat.	American	can
TOTAL	Σ	ш	Σ	ш	M	F	M	F	M	ш	Σ	ш	Σ	ш	Σ	ц
2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
8	3	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0
6	4	2	2	က	0	1	0	0	_	0	1	1	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	7	7	4	5	0		0	0	1	0	2	_	0	0	0	0

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:

Borough of Manhattan Community College

Total # Professoriate 366

	Total		FEMALES	S	-	Total Minorities	orities		Blacks		Hisp	Hispanics / Latinos(as)	tinoc(ac)	Acia	n/Dacific	Acian/Dacific Iclandore
	lotal								Didon		della	ailles / La	uiios(as)	ASIA	II) Pacific	Islanders
Departments/ Affirmative Action Unit (AAU) with Underutilization (UU)	Incumbents in AAU	nn#	% Overall Availability	% Overall NR Availability (No Representation)	nn#	% Overall Availability	% Overall NR Availability (No Representation)	nn#	% Overall Availability (% Overall NR Availability (No Representation)	nn#	% Overall Availability	% Overall NR Availability (No Representation)	nn#	% Overall Availability	NR (No Representation)
1 Accounting	14	3	41.50%		×			×			×			×		
2 Allied Health	5	2	74.60%		1	15.70% N R	NR	×	5.00% N	Z Z	×	3.90% N	22	×	6.30% N	Z Z
4 CIS	14 X	×			×			1	4.40% N R	W 7	×			×		
5 Counseling	6	2	72.90%		×			×			×			1	6.30% N	Z
6 English	43	2	63.30%		×			×			×			1	L	
7 Modern Language	18 X	×			×			1	3.30%		×			×		
8 Science	48 X	¥						1	3.30%		×			×		
9 Speech	14 X	V			1	15.30%		1	3.70% N R	22		3.20% N R	22	×		
10 Music & Art	15 X	~			×			×			1	3.20% N R	22	×		
		OF CHAIR														
												12				
TOTAL	366	6			2		1	4		3	1		2	2		2

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

	E	ALIAN A	ITALIAN AMERICANS	S
	TOTAL	nn#	% Overall Availability	NR (No Representation)
Professorial	27	0	6.10%	

I. ORGANIZATIONAL CHART

Lealey Leppert

Birector of Educational Opportunity Ces

BMCC Org Chart 9-25-12

BMCC 0ng Chan 9-25-12

J. VETS 100A REPORT

APPENDIX A TO PART 61-300 – FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

(For covered contracts entered into or modified on or after December 1, 2003.)

TYPE OF REPORTING

ORGANIZATION (Check one or both, as applicable)

OMB NO: 1293-0005

Expires: 04/30/2014

LABORERS/HELPERS

SERVICE WORKERS

TOTAL

Persons are not required to respond to this collection of information unless it displays a valid OMB number

RETURN COMPLETED REPORT TO:
VETS-100 Submission
VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)
Service Center
In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200)
14120 Newbrook Drive
Chantilly, VA 20151

TYPE OF FORM (Check only one)

ATTN: Hu			O Depart		itoma proprinc	12	3.0000000000000000000000000000000000000	actor		Multiple Multiple Multiple (specify	Establis Establis Establis number	hment- hment- nment-	Hinn	g Loca e Cons	ntion		SC)	
COMPANY No:	II ANT IDE	MILIGATIO	IN IN ORIVIA	TTON (Onlict	nems preprin			ompany Col TH PERIOD		nation Bel		T_,	\Box	T.	T.	T,	T.	
T131733	}										0		0	1 2	1		L	
NAME OF PARI The City Uni			rk					MBER AND th Street	STREET):		1.10	IVI	<u> </u>	DIY	Х	<u>Y</u>	<u>Y</u>	
CITY: New York						cou. Mar	NTY: nhattan			STATE:				<i>COD</i> 075	E:		Homeley	
NAME OF COM Jean Chen	PANY COI	VTACT:				100000000000000000000000000000000000000	794 537	OR CONTAC 74	100	<i>iL:</i> n.chen@	<u>D</u> ma	l.cu	ny	.edu			-	T. T.
NAME OF HIRIN Borough of N			ınity Colle	ge				MBER AND S ers Street	STREET):		***************************************	**************************************	PENANGE	macconsensations		***************************************		Secretaria de la companio de la companione de la companio
CITY: New York				Water war of the state of the s		Cour New	vry: / York			STATE: NY				CODI 007	E:			Service and services are services and servic
NAICS:			ouns: 0	7 - 8	3 0 -	9	2 4 6	EMPLOYER (IRS TAX No		3 6	6 4	0	0	4	3	3 6	4	Annual An
INFORMATION										or and the second second second				-	k			
REPORT ALL P O, AND P. LIN	ERMANENT FUL ES 1-10, DATA (L-TIME OR PART-T ON NEW HIRES IS T	TME EMPLOYEES AT O BE ENTERED IN C MINIMUM NUM	JULUMNS Q. R. S.	HO ARE VETERANS T. AND U. ENTRIES EES. INSTRUCTION	IN COLU	MNS Q THROUG	IH U, LINES 1-10, AM	ID COLUMNS L	YEES IS TO BE M, N, O, AND F	ENTERE ENTER	D IN CO	LUM	N L, M, I UM AND	V.	***************************************		
200			IUMBER OF EN	PLOYEES				NEW	HIRES (PRI	VIOUS 12	MONTH	IS)		asetocose-				
JOB CATEGORIES	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (C)	TOTAL EMPLOY BOTH VETERANS NON-VETERA (P)	SAND	DISABLED VETERANS (Q)	OTHER PROTECED VETERANS (R)	ARMED FOR SERVICE M VETERAL (S)	DAL S	RECENTL EPARATI ETERAN (T)	D	BO	OTAL NE TH VETE NON-VE	ERAN	SANE	0	
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS	0	0	0	0	15		0	0	0		0			(
FIRST/MID LEVEL OFFICIALS AND MANAGERS 2	0	0	0	0	65		0	0	0		0			5	5	Many accounts		
PROFESSIONALS 3	0	1	0	0	602		0	0	0		0		-	4	8		1	
TECHNICIANS 4	0	0	.0	0	92		0	0	0		0			6			1	
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ADMINISTRATIVE SUPPORT WORKERS. 6	0	0	0	0	89		0	0	0		0			2)			
CRAFT WORKERS 7	0	1	0	0	43		0 .	. 0	0		0			. 5	~~~~~. I			
OPERATIVES 8	0	. 0	0	. 0	0		0	0	0		0		Makesana	0				

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number
1028	936

K. WORKFORCE INVENTORIES

WORKFORCE INVENTORY
(By Sex & Ethnicity)
AFFIRMATIVE ACTION UNIT:

Executive/Administrative/Managerial Administration I

TOTAL NUMBER

thru 30-Jun-12

1-Jul-11

BMCC

	-	N												
VIA CIT IFF CO.	I∀.	131/								NA	NAIIVE			
JOB IIILE/KANK	TO:	NO	TO	BLACK	CK	HISPANIC	ANIC	ASI	ASIAN	AMERICAN	ICAN	WHITE	正	
	T	M												
				2	L	Σ	L	Z	<u>n</u>	Σ	ш	2	L	
President	-	0	-			-								
Senior Vice President	-	-	-		1									
Vice President	3	-	3	1	-	-								
Asst. Vice President	-	-	0										-	
Dean	5	-	က			-		2				-	-	
Associate Dean	-	0	,	1										
Administrator	-	0	-	1										
Associate Administrator	2	-	-						-			-		
TOTAL	15	r0	11	3	2	3	0	2		0	0	2	2	

Executive/Administrative/Managerial Administration II

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

	WHITE		ш	5	80	-												14
	WH		Σ	6	9		-											16
NATIVE	AMERICAN		ш															0
LAN	AMER		Σ															0
	ASIAN		4	1	4													5
	ASI		Z	2	3													5
	HISPANIC	200	ь	-	2		-											4
	HISP		Σ	-	-													2
	CK		4	5	3		2											10
	BLACK		Σ	1	က													4
YTR	ATC ЯОІ			11	16	0	3											30
EN	IWC	M		12	17	-	3											33
٦٢	ΔΤC	ΣŢ		25	30	-	4											60
	JOB TITLE/RANK			Higher Education Officer (HEO)	Higher Education Associate (HEA)	EOC Higher Education Officer (HEO)	EOC Higher Education Associate (HEA)											TOTAL

Executive/Administrative/Managerial Security Director

BMCC 1-Jul-11 thru 30-Jun-12

TOTAL NUMBER

		WHITE		4														0
		M		Z	~													4
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	NAT	AMERICAN		Σ														c
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		HISPANIC		Σ		-											30 170	-
		Š		ш														0
		BLACK		Σ		-												-
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ı	EN	MC	M		0	0												0
	٦٧	TO	Т		-	2												8
		JOB TITLE/RANK			College Security Director	Assistant College Security Dir.												TOTAL

Executive/Administrative/Managerial Admin. Supt. of Buildings and Grounds

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12 BMCC

		Į.	٨											
	٦٧	EN								NAT	IVE			
JOB TITLE/RANK	10	MC	\TO 	BLA	BLACK	HISPANIC	ANIC	ASIAN	AN	AMER	AMERICAN	WHITE	TE	
	T	M	T NIM											
				N	ш	Σ	ш	Σ	L.	Σ	ш	2	L	
Chief Admin. Supt. of B & G	0	0	0											
Admin. Supt. of Bldgs. & Grnds	-	0	0											
1														
TOTAL	-	0	0	0	0	0	0	0	0	c	c	-	C	

WORKFORCE INVENTORY
(By Sex & Ethnicity)
AFFIRMATIVE ACTION UNIT:

Professional Non-Faculty Administration III

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

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	NATIVE	AMERICAN		Σ														0
		AN		L	4		4	-		The same of								6
		ASIAN		M	2		-											3
		ANIC		ш	6		4	-										14
		HISPANIC		Σ	7		2											6
		CK		ı	19	4	13	1	1									38
		BLACK		N	9	2	3											11
		\T(DT NIM		47	9	27	3	-									84
1	N3	MC	DΜ		39	4	25	4	1									73
,	٦٧	\TC	Σ		58	9	37	4	-									106
		JOB TITLE/RANK			HE Assistant (HEa)	EOC HE Assistant (HEa)	Assistant to HEO	EOC Assistant to HEO	Staff Nurse									TOTAL

WORKFORCE INVENTORY
(By Sex & Ethnicity)
AFFIRMATIVE ACTION UNIT:

Professional Non-Faculty Accountant

TOTAL NUMBER

BMCC 1-Jul-11 thru 30-Jun-12

Professional Non-Faculty Computer Specialist

TOTAL NUMBER

BMCC 1-Jul-11 thru 30-Jun-12

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	٦٧	EN								NAT	IVE		
JOB TITLE/RANK	'TC	MC	AOI	BLACK	CK	HISP	HISPANIC	ASIAN	AN	AMER	AMERICAN	WHITE	里
	Σ	M	NIN										
				Z	L	Σ	ш	Σ	IL.	Σ	ш	2	ш
T Senior Associate	4	0	4	2				2					
T Associate	က	0	2			-		-				-	
T Assistant	18	3	15	4	-	3	-	2		-		2	-
Support Assistant	6	-	6	4	-	-		8					-
FOTAL	34	4	30	10	2	5	1	11	0	-	0	65	1

Professional Non-Faculty Disability Accommodation Specialist

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12 BMCC

		1											
	٦∀	EV								NAT	IVE		
JOB TITLE/RANK	,TC	MC	TC ROI	BLA	BLACK	HISP	HISPANIC	ASIAN	AN	AMERICAN	ICAN	WHITE	TE TE
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Disability Accom. Specialist	-	0	-	1									
rotal	-	0	-	-	0	0	0	0	0	0	0	0	6

Technical/Paraprofessional Media Services / Print Shop Titles

BMCC 1-Jul-11 thru 30-Jun-12

TOTAL NUMBER

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	IVE	ICAN		ш																0
	NAT	AMERICAN		Σ																0
		AN		4																0
		ASIAN		Σ																0
		ANIC		ш			-		181											-
		HISPANIC		Σ	-															-
		BLACK		4																0
		BLA		N																0
٨		,TO	T AIM		1	0	-													2
43	EN	MO	M		0	0	-													-
	٦∀	,10	T		-	0	2													3
		JOB TITLE/RANK			College Print Shop Coordinator	College Print Shop Associate	College Print Shop Assistant										0			TOTAL

Technical/Paraprofessional Broadcasting / Media Titles

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12 BMCC

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	٦٢	EΝ	J/ TE							NAT	IVE		
JOB TITLE/RANK	/TC	IWC	\TC	BLA	BLACK	HISPANIC	ANIC	AS	ASIAN	AMER	AMERICAN	WHITE	TE
	ΣŢ	DΜ	NIN										
			V										
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				M	Ь	M	F	M	Ц	Σ	ш	N	ш
Media Services Technician	1	-	1		-								
371													
TOTAL	1	-	-	0	1	0	0	0	0	o	c	c	0

Technical/Paraprofessional Admin IV - CLTs

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

			,										
	٦٧	EN								NAT	NATIVE		
JOB TITLE/RANK	\TC	IMC	ATC RO	BLACK	CK	HISPANIC	ANIC	AS	ASIAN	AMER	AMERICAN	WHITE	TE
	ΣŢ	M)T NIM										
				N	ц	Σ	ш	N	п	N	ц	M	Ц
Senior College Lab Tech.	17	4	13	4		LC.		-					
College Lab Tech	17	4	10	8	1	,			1			2 10	- 0
EOC College Lab Tech.	2	0	2	2								,	7
The second secon													
			2000										
										11			
TOTAL	36	80	25	6	33	7	-	4	1	0	0	00	80

Accountant-College Accounting Asst. Technical/Paraprofessional

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

College Laboratory Technician

TOTAL NUMBER

BMCC 1-Jul-11 thru 30-Jun-12

		WHITE		ш							1	-								2
		WH		N	-		-	1				2								52
	IVE	ICAN		ш																0
	NAT	AMERICAN		Σ																0
		AN		п								1								1
		ASIAN		2			1			2										6
		ANIC		L							-	-								2
		HISPANIC		2																0
		CK		L		1														1
		BLACK		Σ					2		-	2								ro.
		ATC ROI)T NIM		0	1	-	0	2	2	2	4	Maria a							12
1	EV	IMC	M		0	-	0	0	0	0	2	8								9
	76	\TC	Σ		-	-	2	-	2	2	3	7								19
		JOB TITLE/RANK	BY DEPARTMENT		Athletics	Business Management	Computer Info Systems	Developmental Skills	EOC	Mathematics	Modern Languages	Science								TOTAL

Senior College Laboratory Technician

TOTAL NUMBER

thru 30-Jun-12

1-Jul-11

BMCC

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	NATIVE	AMERICAN		Σ																32			1
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		BLACK		Z				-	1		1			1									-
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N	131	WO	M		-	1	0	0	0	0	0	-	-	0									
	7∀	TO	T		-	2	1	-	က	1	8	-	2	2									
																		2000					
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		JOB TITLE/RANK	BY DEPARTMENT		Allied Health Science	Business Management	Computer Info Systems	Developmental Skills	ntics	enter	Modern Languages	d Art					00000						
		JOB TI	3Y DEP,		Allied He	3usiness	Sompute	Jevelopr	Mathematics	Media Center	Aodern L	Music and Art	Nursing	Science									

Secretarial and Clerical CUNY Administrative Assistant (Title II)

TOTAL NUMBER

BMCC thru 30-Jun-12

1-Jul-11

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	1∀	13	IA FIS							NA	NATIVE		
JOB TITLE/RANK	'TC	WC	TO	BLACK	CK	HISPANIC	ANIC	ASIAN	AN	AMER	AMERICAN	WHITE	TE T
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				M	ш	Σ	ш	2	ш	2	ш	NA.	ū
INIV Administration Assistant	0,7	0,0	o		, L						3		-
A Administrative Assistant	2	2	0		0		7						2
						1.100							
													-
										33			
										-			
TOTAL	10	10	80	0	LO.	0	2	0	-	0	0	0	2

Secretarial and Clerical CUNY Office/Secretarial Assistant (Title I)

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

	71	N∃								NAT	IVE		
JOB TITLE/RANK	\TC	MC	ATC ROI	BLACK	CK	HISPANIC	ANIC	ASIAN	AN	AMERICAN	ICAN	WHITE	里
	ΣŢ	M)T NIM										
				M	L	Σ	ш	Σ	ш	Σ	ш	Σ	ц.
CUNY Secretarial Assistant	,	-	-				-						
CUNY Office Assistant	62	22	54		22	3	26		3			2	9
EOC Office Assistant	10	8	10	2	80								
0.000													
TOTAL	73	99	65	2	30	m	27	0	c	c	c	6	· ·

Secretarial and Clerical Mail Message Services Worker

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12 BMCC

Service/Maintenance Basic Crafts

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

		1		11.														0
		WHITE		N														C
	NATIVE	AMERICAN		ш														c
	NAT	AMER		Σ														o
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,		ATOT RONI			,	2												3
	ΝЭ	IMOV	٨		0	0												0
	71	тот	c			2												3
		JOB TITLE/RANK			Supervisor Stock Worker	Stock Worker												TOTAL

Service/Maintenance Senior Custodial Supervisor

TOTAL NUMBER

BMCC 1-Jul-11 thru 30-Jun-12

	יר	N:								NATIVE	IVF		
JOB TITLE/RANK	ΑΤC	3WE	AT(BLACK	CK	HISPANIC	ANIC	AS	ASIAN	AMERICAN	ICAN	WHITE	里
	DΤ	MC	DT										
				×	L	Σ	ц	N	L	Σ	ш	×	L
Senior Custodial Supervisor	-	-	-				-						
Assistant Principal Cust. Supr.	-	0	-	-									
Custodial Supervisor (CUNY)	4	-	4	3	1								
1 2 2 2													
0.0000													
133													
TOTAL	9	7	9	4		0	-	0	0	c	0	C	0

Service/Maintenance Custodial Assistant

F

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

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	Ι	M	T AIM										
				M	Ц	M	ш	Σ	ш	Σ	ш	2	L
CUNY Custodial Assistant	40	10	38	14	1	14	7	1	1			-	1
	40	10	38	14	1	14	7	1	-	0	0	-	1

Service/Maintenance Campus Public Safety Sergeant

1OT

TOTAL NUMBER

BMCC 1-Jul-11 thru 30-Jun-12

L 0 WHITE Σ 0 ш 0 AMERICAN NATIVE 0 Σ L 0 ASIAN 0 Σ 0 HISPANIC Σ 7 က N 11 0 BLACK ≥ 4 4 JATOT YTIЯONIM 8 6 N 0 MOWEN 0 ω **JATOT** Campus Public Safety Sergeant College Security Specialist JOB TITLE/RANK TOTAL

AFFIRMATIVE ACTION UNIT: WORKFORCE INVENTORY (By Sex & Ethnicity)

Service/Maintenance Campus Peace/Security Officer Level 1

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12 BMCC

	WHITE		M	2 1	1												
NATIVE	AMERICAN		M														
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	ASIAN		Σ	4	2												
	HISPANIC		ч	2							300						
	HIS		Σ	2	-												
	BLACK		F	5	3												
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	\TC)T NIM		31	19												
EN	MC	DAA		80	9												
¬v	10)T		34													
	JOB TITLE/RANK			mpus Peace/Security Officer 1	Sampus Security Assistant	300000						3.75					

Service/Maintenance Campus Peace/Security Officer Level 2

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12 BMCC

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1471	IM		M													
NATIVE	ICAN		ц													
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CINVOSITI	John Jan		Σ													
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BI ACK	S D D D		N													
TIRC	ONIM			2												
MEN	IOM	T		2												
JAT	ОТ			3												
ak.				Officer 2												
IOB TITI E/RANK				Campus Peace Officer 2							000000000000000000000000000000000000000					

Skilled Trades/Crafts Skilled Crafts - Service/Maintenance

TOTAL NUMBER

BMCC thru 30-Jun-12

1-Jul-11

Annual An	۷۲	EN								NA	NATIVE		
JOB TITLE/RANK	ιΤC	MC	AO	BLA	BLACK	HISP	HISPANIC	AS	ASIAN	AME	AMERICAN	WH	WHITE
)T	DΜ	DT NIN										
			V										
				Z	щ	Σ	ш	Σ	ш	Σ	ш	Σ	Щ
Carpenter	4	0	0									4	
Electrician	2	0	-	1								4	
Electrician's Helper	2	0	0									2	
Laborer	8	0	7	2		4		-				-	
Locksmith	1	0	0									1	
Maintenance Worker	4	0	-			-						8	
Oiler (CUNY)	7	0	4	2		-		1				60	
Painter	5	0	-			-					2	4	
Plumber	1	0	0									1	
Plumber's Helper	-	0	0									-	
Stationary Engineer	9	0	-	1								2	
Thermostat Repairer	1	0	0									1	
TOTAL	45	0	15	9	0	7	0	2	0	0	0	30	0

Skilled Trades/Crafts Skilled Crafts Supervisory - Service/Maintenance

BMCC thru 30-Jun-12

1-Jul-11

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٦١	\TO	Т		-	-									2
	JOB TITLE/RANK			Senior Stationary Engineer (CUNY)	Supervisor Painter				- Ti			×		TOTAL

Professorial

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

114 ₹ 28 × 28 × 55 × 55 WHITE 36 27 36 32 95 L AMERICAN NATIVE 0 Σ 26 T 2 7 4 ASIAN 26 ₹ 200 9 2 5 21 ш HISPANIC 28 Z 9 2 8 9 9 9 40 L BLACK 4 1 6 24 M 156 MINORITY 36 43 77 **JATOT** 202 47 46 109 MOWEW 365 101 101 164 **JATOT** Associate Professor JOB TITLE/RANK Assistant Professor BY DEPARTMENT Professor TOTAL

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TOTAL NUMBER

BMCC 1-Jul-11 thru 30-Jun-12

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Lecturer

TOTAL NUMBER

1-Jul-11 thru 30-Jun-12

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DEPARTMENT: ALL - 2012

TOTAL NUMBER

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Library	6	5	2		1				1			1	3	
Math	15	4	6	2		1		2	1			6	3	
Media Arts	3	2	0									1	2	
Mod Lang	4	3	2				2					1	1	
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DEPARTMENT: Accounting

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DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

2012

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Allied Health

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

2012

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Athletics

NO

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

2012

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Business Management

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

2012

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Note: Visiting and substitute positions are not included.

DEPARTMENT: CIS

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

2012

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Cooperative Education

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DIVISION/SCHOOL:

INSTITUTION: BMCC

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Counseling

DIVISION/SCHOOL:

INSTITUTION: BMCC

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Developmental Skills

DIVISION/SCHOOL:

INSTITUTION: BMCC

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Note: Visiting and substitute positions are not included.

DEPARTMENT: English

DIVISION/SCHOOL:

INSTITUTION: BMCC

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Note: Visiting and substitute positions are not included.

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DIVISION/SCHOOL:

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Health Education

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Library

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DIVISION/SCHOOL:

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Mathematics

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Media Arts & Technology

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

2012

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Modern Languages

TOTAL NUMBER

DIVISION/SCHOOL:

INSTITUTION: BMCC

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Music & Art

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Nursing

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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Note: Visiting and substitute positions are not included.

DEPARTMENT: Science

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DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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		RANK						CLT	Sr. CLT	Chief CLT	SUBTOTAL					Admin. Sub.		Instructor	Lecturer	SUBTOTAL		Asst. Prof.	Assoc. Prof.	Professor	SUBTOTAL	Dist. Prof.	Einstein Prof.	SUBTOTAL	FACULTY SUB	- Control of the Cont	TOTAL
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Note: Visiting and substitute positions are not included.

DEPARTMENT: Social Science

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DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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		RANK				CLT	Sr. CLT	Chief CLT	SUBTOTAL	Res. Asst.	Res. Assoc.	SUBTOTAL	Admin. Sub.	Instructor	Lecturer	SUBTOTAL	Asst. Prof.	Assoc. Prof.	Professor	SUBTOTAL	Dist. Prof.	Einstein Prof.	SUBTOTAL		FACULTY SUB		TOTAL

Note: Visiting and substitute positions are not included.

DEPARTMENT: Speech, Comm. & Theatre Arts

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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		RANK					CLT	Sr. CLT	Chief CLT	SUBTOTAL	Res. Asst.	Res. Assoc.	SUBTOTAL		Admin. Sub.		Instructor	Lecturer	SUBTOTAL	Asst. Prof.	Assoc. Prof.	Professor	SUBTOTAL	Dist. Prof.	Einstein Prof.	SUBTOTAL		FACULTY SUB	TOTAL

Note: Visiting and substitute positions are not included.

DEPARTMENT: Teacher Education

DIVISION/SCHOOL:

INSTITUTION: BMCC

TOTAL NUMBER

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		RANK						CLT	Sr. CLT	Chief CLT	SUBTOTAL		Res. Asst.	Res. Assoc.	SUBTOTAL		Admin. Sub.		Instructor	Lecturer	SUBTOTAL		Asst. Prof.	Assoc. Prof.	Professor	SUBTOTAL		Dist. Prof.	Einstein Prof.	SUBTOTAL		FACULTY SUB	TOTAL

Note: Visiting and substitute positions are not included.

L. UNDERUTILIZATION SUMMARY CHART

BMCC AFFIRMATIVE ACTION PLAN 2012 UNDERUTILIZATION BY DEPARTMENT

	TOTAL		TOTAL			
Job Group	EES	Female	MINORITY	Black	Hispanic	Asian
Accounting - Prof.	14	3	0	0	0	0
Allied Health - Prof.	5	2	1	0	0	0
Business - Prof.	23	0	0	0	0	0
Business- Ins.	7	0	0	0	0	1
Business - Lect	5	0	0	2	0	0
Computer Information Sys Prof.	14	2	0	0	0	1
Counseling - Prof.	9	2	0	0	0	0
Developmental Skills - Prof.	25	0	0	0	0	0
Developmental Skills - Ins.	6	0	0	0	0	0
Developmental Skills - Lect.	8	0	0	0	0	0
English - Prof.	43	2	0	0	0	1
English - Ins.	6	0	0	0	0	0
English - Lecturer	8	1	0	0	0	1
EOC - Lecturer	13	1	0	0	0	0
Health Ed- Prof	7	0	0	0	0	0
Library - Prof.	11	0	0	0	0	0
Mathematics - Prof.	35	0	0	0	1	0
Mathematics - Lecturer	14	0	0	0	0	0 .
Mathematics - Ins.	5	0	1	0	1	1
Media Arts and Technology- Prof.	8	0	0	0	0	0
Modern Languages - Prof.	18	0	0	0	1	0
Music & Art - Prof.	14	0	0	0	0	0
Nursing - Prof.	25	0	0	1	0	0
Science - Prof.	48	0	0	0	0	0
Social Science - Prof.	48	1	0	0	0	1
Social Science - Ins.	7	0	1	1	0	0
Speech Communications Theatre - Prof.	14	0	0	0	1	1
Speech Communications Theatre - Lect.	8	2	1	0	0	1
Speech Communications Theatre - Ins	6	0	0	0	0	0
Teacher Education - Prof.	8	2	.0	0	0	0
Admin. I	15	1	3	0	2	1
Admin. II	60	0	0	0	0	0
Admin. III	106	0	0	0	0	0
Admin. IV	36	0	0	0	0	0
College Accountant Asst.	15	6	0	0	0	0
Computer Specialist	34	0	0	0	0	0
CUNY Admin. Asst.	11	2	0	0	0	0
CUNY Office/Sec. Asst.	73	1	2	0	3	0
Skilled Trades/Crafts	46	0	0	0	1	0
Sr. Custodial Supervisor	7	0	0	0	0	0
Custodial Asst.	41	0	0	0	0	1
Campus Public Safety Sergeant	9	0	0	0	7	0
Campus Peace/Sec. Officer Lev. 1	55					

NOTE: A number in the column "Female", "Total Minority", "Black", "Hispanic", or "Asian" indicates an Affirmative Action hiring goal. Pursuant to CUNY policy, hiring goals will not be established for "Instructor" and "Lecturer" titles.

BMCC AFFIRMATIVE ACTION PLAN 2012 UNDERUTILIZATION BY DEPARTMENT - GOALS SHADED

	TOTAL		TOTAL			
Job Group	EES	Female	MINORIT	Black	Hispanic	Asian
Accounting - Prof.	14	3	0	0	0	0
Allied Health - Prof.	5	2	1	0	0	0
Business - Prof.	23	0	0	0	0	0
Business- Ins.	7	0	0	0	0	1
Business - Lect	5	0	0	0	0	0
Computer Information Sys Prof.	14	0	0	2	0	0
Counseling - Prof.	9	2	0	0	0	1
Developmental Skills - Prof.	25	0	0	0	0	0
Developmental Skills - Ins.	6	0	0	0	0	0
Developmental Skills - Lect.	8	0	0	0	0	0
English - Prof.	43	2	0	0	0	1
English - Ins.	6	0	0	0	0	0
English - Lecturer	8	0	0	0	0	0
EOC - Lecturer	13	1	0	0	0	1
Health Ed- Prof	7	0	0	0	0	0
Library - Prof.	11	0	0	0	0	0
Mathematics - Prof.	35	0	0	0	0	0
Mathematics - Lecturer	14	0	0	0	0	0 -
Mathematics - Ins.	5	0	0	0	0	0
Media Arts and Technology- Prof.	8	0	0	0	0	0
Modern Languages - Prof.	18	0	0	1	0	0
Music & Art - Prof.	14	0	0	0	0	0
Nursing - Prof.	25	0	0	0	0	0
Science - Prof.	48	0	0	1	0	0
Social Science - Prof.	48	0	0	0	0	0
Social Science - Ins.	7	1	0	0	0	1
Speech Communications Theatre - Prof.	14	0	1	1	0	0
Speech Communications Theatre - Lect.	8	0	0	0	1	1
Speech Communications Theatre - Ins	6	2	1	0	0	1
Teacher Education - Prof.	8	0	0	0	0	0
Admin. I	15	2	0	0	0	0
Admin. II	60	1	0	0	0	0
Admin. III	106	0	0.	0	0	0
Admin. IV	36	0	0	0	0	0
College Accountant Asst.	15	0	0	0	0	0
Computer Specialist	34	6	0	0	0	0
CUNY Admin. Asst.	11	0	0	0	1	0
CUNY Office/Sec. Asst.	73	2	0	0	0	0
Skilled Trades/Crafts	46	1	2	0	3	0
Sr. Custodial Supervisor	7	0	0	0	1	0
Custodial Asst.	- 41	0	0	0	0	0
Campus Public Safety Sergeant	9	0	0	0	0	1
Campus Peace/Sec. Officer Lev. 1	55	0	0	0	7	0

BMCC AFFIRMATIVE ACTION PLAN 2012 UNDERUTILIZATION BY DEPARTMENT - GOALS SHADED

	TOTAL		TOTAL			
Job Group	EES	Female	MINORIT	Black	Hispanic	Asian
Accounting - Prof.	14	3	0	0	0	0
Allied Health - Prof.	5	2	1	0	0	0
Business - Prof.	23	0	0	0	0	0
Business- Ins.	7	0	0	0	0	1
Business - Lect	5	0	0	0	0	0
Computer Information Sys Prof.	14	0	0	2(+1)	0	0
Counseling - Prof.	9	2	0	0	0	1 1
Developmental Skills - Prof.	25	0	0	0	0	0
Developmental Skills - Ins.	6	0	0	0	0	0
Developmental Skills - Lect.	8	0 (-1)	0(-1)	0(-1)	0	0
English - Prof.	43	2	0	0	0	1(+1)
English - Ins.	6	0	0	0	0	0
English - Lecturer	8	0	0	0	0	0
EOC - Lecturer	13	1(+1)	0	0	0	1
Health Ed- Prof	7	0(-1)	0	0	0	0
Library - Prof.	11	0	0	0	0	0
Mathematics - Prof.	35	0	0	0	0	0
Mathematics - Lecturer	14	0(-1)	0	0	0	0
Mathematics - Ins.	5	0	0	0	0	0
Media Arts and Technology- Prof.	8	0	0	0	0	0
Modern Languages - Prof.	18	0	0	1	0	0
Music & Art - Prof.	14	0	0	0	0	0
Nursing - Prof.	25	0	0	0	0	0
Science - Prof.	48	0	0	1	0	0
Social Science - Prof.	48	0(-1)	0	0	0	0
Social Science - Ins.	7	1	0	0	0	1
Speech Communications Theatre - Prof.	14	0	1(-1)	1(+1)	0	0(-1)
Speech Communications Theatre - Lect.	8	0	0	0	1	1
Speech Communications Theatre - Ins	6	2	1	0	0	1
Teacher Education - Prof.	8	0	0	0	0	0
Admin, I	15	2(-1)	0	0	0	0
Admin. II	60	1(+1)	0	0	0(-1)	0
Admin. III	106	0	0	0	0	0
Admin. IV	36	0	0	0	0	0(-1)
College Accountant Asst.	15 34	0	0	0	0	0
Computer Specialist CUNY Admin. Asst.	11	6(+1)	0	0	1(-1)	0
CUNY Office/Sec. Asst.	73	2	0	0	0	0
Skilled Trades/Crafts	46	1	2(-1)	0	3	0
Sr. Custodial Supervisor	7	0	0	0	1	0
Custodial Asst.	41	0	0	0	0	0
Campus Public Safety Sergeant	9	0	0	0	0	1
Campus Peace/Sec. Officer Lev. 1	55	0	0	0	7(+5)	0

BMCC AFFIRMATIVE ACTION PLAN 2012 UNDERUTILIZATION BY DEPARTMENT - CHANGE IN UU

	TOTAL		Total			
Job Group	EES	Female	Minority	Black	Hispanic	Asian
Accounting - Prof.					+ 1	
Allied Health - Prof.						
Business - Prof. Business- Ins.	7				-	4
Business - Lect	-				-	1
Computer Information Sys Prof.				2(+1)		
Counseling - Prof.				2(*1)		
Developmental Skills - Prof.	+1					
Developmental Skills - Ins.	1					
		0 (-1)	0(-1)	0/1)		
Developmental Skills - Lect.	+2	0 (-1)	0(-1)	0(-1)		41.41
English - Prof.	+2					1(+1)
English - Ins.		-				
English - Lecturer			 			
EOC - Lecturer		1(+1)				
Health Ed- Prof	+1	0(-1)				
Library - Prof.	-1					
Mathematics - Prof.	+4					
Mathematics - Lecturer	+1	0(-1)			1(+1)	
Mathematics - Ins.						
Media Arts and Technology- Prof.	+2					
Modern Languages - Prof.	-2					
Music & Art - Prof.	+3				1(+1)	
Nursing - Prof.	+4					
Science - Prof.	+4					
Social Science - Prof.	+4	0(-1)				
Social Science - Ins.		t:				
Speech Communications Theatre - Prof.	+2		1(-1)	1(+1)		0(-1)
Speech Communications Theatre - Lect.						
Speech Communications Theatre - Ins						
Teacher Education - Prof.	+1					
Admin. I	+1	2(-1)				
Admin. II	+5	1(+1)		() 9)	0(-1)	
Admin. III Admin. IV	+7 +7					0(14)
College Accountant Asst.	+/					0(+1)
Computer Specialist	-2	6(+1)				
CUNY Admin. Asst.					0(-2)	- 1
CUNY Office/Sec. Asst.						
Skilled Trades/Crafts	+11		2(-1)			
Sr. Custodial Supervisor	+2					
Custodial Asst.	+4					H
Campus Public Safety Sergeant Campus Peace/Sec. Officer Lev. 1	+1 +23				7/45)	
Campus reace/Sec. Officer Lev. 1	TZ3				7(+5)	

Utilization Analysis Affirmative Action Units Too Small To Analyze (Actual # of Employees) AAP - FY'2012

A. Instructional Units

Accounting (Instructor)

Accounting (Lecturer)

Computer Information Systems (Instructor)

Computer Information Systems (Lecturer)

Cooperative Education (Lecturer)

Cooperative Education (Professorial)

Counseling (Lecturer)

Health Education (Instructor)

Health Education (Lecturer)

Library (Instructor)

Library (Lecturer)

Modern Languages (Lecturer)

Music & Art (Instructor)

Science (Lecturer)

Social Science (Lecturer)

Teacher Education (Instructor)

GROUP TOTAL	FEMALE	TOTAL MINORITY	Black	Hispanic	Asian
2	0	1	0	0	1
1	0	1	1	0	0
3	1	2	1	0	1
3	0	1	0	1	0
2	2	2	2	0	0
3	2	2	0	1	1
3	3	2	1	1	0
2	2	1	1	0	0
1	1	0	0	0	0
2	2	0	0	0	0
1	1	0	0	0	0
1	0	1	0	1	0
3	2	1	1	0	0
1	1	1	0	0	1
3	1	1	0	1	0
2	2	1	1	0	0

B. Non-Instructional Units

Admin. Supt. Of Bldgs & Grounds

Basic Crafts

Broadcasting

Campus Peace/Sec. Officer Lev. 2

Chief Administration Building & Grounds

College /EOC Accountant

Disability Accomodation Specialist

IT Computer Systems Manager

Media Services (Print Shop)

Nurse

Security Director

Skilled Crafts Supervisory

1	0	0	0	0	0
3	0	3	3	0	0
1	1	1	1	0	0
3	2	2	2	0	0
0	0	0	0	0	0
2	0	2	1	1	0
1	0	1	0	1	0
1	0	1	0	0	1
1	1	1	1	0	0
1	1	1	1	0	0
1	0	0	0	0	0
1	0	0	0	0	0

BMCC AFFIRMATIVE ACTION PLAN 2012 UNDERUTILIZATION BY AFFIRMATIVE ACTION UNIT INCLUDING ITALIAN AMERICANS AS A MINORITY

Campus Peace/Sec. Officer Lev. 1

TOTAL		TOTAL		201.00 Dr. v/4		Ital.
EES	FEMALE	MINORITY	Black	Hispanic	Asian	Amer.
366	0	0	0	0	0	0
56	2	0	0	0	0	4
72	0	0	0	0	0	4
, 15	2	0	0	0	0	1
60	1	0	0	0	0	3
106	0	0	0	0	0	11
36	0	0	0	0	0	4
15	0	0	0	0	0	3
34	0	0	0	0	0	4
11	0	0	0	0	0	0
73	2	0	0	0	0	12
46	1	2	0	3	0	3
7	0	0	0	1	0	0
41	0	0	0	0	0	3
9	0	0	0	0	1	0
55	0	0	0	7	0	2