

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

For

**Borough of Manhattan Community College
New York, New York**

Affirmative Action Program

September 1, 2015 – August 31, 2016

PARTS I-V: AAP FOR MINORITIES AND WOMEN

**PART VI: AAP FOR INDIVIDUALS WITH DISABILITIES AND PROTECTED
VETERANS**

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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 periods:

Reporting year: July 1, 2014 – June 30, 2015 and
Program year: September 1, 2015 – August 31, 2016

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

Located in the heart of downtown New York City, students actively participate in the artistic communities of Tribeca and SoHo, the dynamic downtown financial district, and the center of New York City government at City Hall.

The main campus of the college is situated on 4.28 acres of land in a building that was designed with the Hudson River harbor in mind — shaped like a ship with its helm pointed to sea. It spans four blocks from Chambers Street to North Moore Street.

B. HISTORY

Borough of Manhattan Community College was founded 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. The college also created on-site training and management development courses for mid-level employees. BMCC has continuously modified its in-house and on-site programs.

During the next two decades, the mission of the college changed 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 and changes in business and industry. By 1974, enrollment had increased to over 6,000 day and evening students.

A new building spanning four city blocks – from Chambers Street to North Moore Street –was constructed in lower Manhattan to serve as the school’s main campus. It opened in January 1983. BMCC is now the largest college in the City University of New York system, with roughly 25,000 students, and is the first community college in Manhattan.

Fiterman Hall was donated to the College in September 1993 as the largest single donation ever made to a community college. However, the building was severely damaged in the aftermath of the World Trade Center tragedy. Nevertheless, BMCC launched the 2012-2013 academic year with the opening of the rebuilt Miles and Shirley Fiterman Hall.

C. MISSION

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. BMCC is also committed to providing collaborative programs and services responsive to the educational, cultural and recreational needs of the community.

Consistent with its stated mission, the College supports the following goals:

- To provide higher education to a diverse urban constituency in support of CUNY's policy of open admissions.
- To provide a collegiate environment conducive to the advancement and reinforcement of teaching and learning.
- To provide all students with a level of proficiency in basic skills to assure their readiness for, and likely success in, college and the workplace.
- To enable and encourage students to make sensible and informed choices in setting their academic, career and personal goals.
- To provide for all students a general education that fosters personal development, intellectual curiosity and critical thinking to enhance informed and effective participation in society.
- To promote multicultural awareness and understanding in our college community and respect for pluralism and diversity in our society.
- To prepare liberal arts and career students for transfer to four-year colleges.

- To prepare students in career programs for employment and career mobility.
- To encourage lifelong learning independent of degree programs.
- To enhance cultural, recreational and social life of the community.
- To maintain a governance structure that facilitates the participation of faculty, administrators, and students in the life of the College and encourages contributions and involvement by alumni and advisory groups.

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, unemployment status or status as victim of domestic violence.

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

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 Misconduct and the Affirmative Action Policy* please visit:

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

III. DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION

To ensure effective implementation of this Affirmative Action Plan, the College has designated specific responsibilities to various personnel. The president, chief diversity officer, executive officers (provost, vice presidents, deans, and administrators), directors, academic department chairpersons as well as 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 officer (CDO), sexual harassment coordinator, 504/ADA coordinator and a title IX coordinator.
2. Ensure 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 to the Office of Recruitment and Diversity the *Annual Report of Investigated Discrimination and Sexual Misconduct Complaints*.

B. CHIEF DIVERSITY OFFICER

The President has designated Angela Sales to serve as the Interim CDO; the office is located at:

**199 Chambers Street, Room S701
New York, New York 10007
asales@bmcc.cuny.edu
(212) 220-1237**

The CDO 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 following: a) *Policy on Equal Opportunity, Non-Discrimination, and on Sexual Misconduct*; b) *Affirmative Action Policy*; and c) contact information of the CDO, sexual harassment coordinator, title IX coordinator and the 504/ADA coordinator.

3. Publicizing the policies widely and ensuring they are incorporated into the training curriculum for managers and supervisors and search committees.
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 apprised of the latest developments in the entire equal employment opportunity/affirmative action arena (including legal);
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.
11. Implementing strategies to promote recruitment and retention of under-represented groups.

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 Non-Discrimination Policy and Affirmative Action Policy.
2. Assisting the president and CDO 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 in formulating and implementing affirmative action policy on campus.
2. Reviewing proposed amendments to the College governance plan to assure compliance with the University's non-discrimination and affirmative action policies and procedures.
3. Developing and implementing strategic diversity plans.
4. Promoting educational programs to reflect pluralistic values and goals.
5. Submitting to the president a summary of its activities at the end of each academic year.

The members of the Diversity/AA Committee effective Fall 2014 were:

Edna Asknes
Nickla Galloway-Brown
Rose Kim
Kanu Nagra
Abdramane Serme
Iyana Titus
Rosario Torres
Thomas Volpe
Shirley S. Zaragoza

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 CDO 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*.

A. WORKFORCE ANALYSIS

The workforce analysis provides an overview of the representation of women and minorities in the College's organizational units/departments. The analysis identifies the number of employees by gender and race/ethnicity in each job title within the organizational unit as reported on the CUNYfirst *Ethnicity and Gender Report* run on August 15, 2015. All job titles, including unit supervisor, are listed from the lowest to highest paid within each department/unit. The *Workforce Analysis Report* is available, upon request, in the Compliance and Diversity Office.

In general, the college is comprised of 1,308 total employees. Of that number, women make up 52% of the total workforce in comparison to 48% of men. In the college, women are primarily concentrated in the following academic departments: Counseling, English (lecturer title), Library, Modern Language, Nursing, and Speech (professor title). Furthermore, females mostly hold administrative titles such as CUNY Administrative Assistant, CUNY Office Assistant and Assistant Purchasing Agent/ Accountant Assistant.

Despite these areas of concentration, there is still a lack of representation of women in certain areas. For instance, females are completely absent in Skilled Trades and Mail Message/Service worker jobs. They also hold very few IT positions.

As for minorities, they comprise 64% of the total workforce. In fact, minorities are especially concentrated in the following academic departments/titles: Counseling, Center for Ethnic Studies, and MEOC (lecturer). Furthermore, minorities primarily hold the following administrative jobs: Campus Public Safety Sergeant, Campus Peace Officer, Finance Accountant Assistant, Computer Specialist, CUNY Office Assistant, Mail Messenger Services Worker, Custodial Assistant, Custodial Supervisory and Media Services/ Print Shop.

Despite these positives, there is still a lack of minority representation in certain job groups/departments. Such is the case as it pertains to certain professorial ranks in the following academic departments: Allied Health (Asians & Hispanics), Computer Information Systems (Blacks), Health Education (Asians), Modern Language (Blacks), and Science (Blacks).

With respect to administrative jobs, a lack of representation of Asians is only seen in the Public Safety Sergeant. Overall, minorities are well represented in most administrative positions.

B. JOB GROUP SUMMARY

The College's (1,308) full-time employees are grouped into categories using the relevant EEO 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 including persons of two or more races, Asians, Blacks, Hispanics and Individuals with Disabilities. (See Appendix B).

As previously mentioned, the results of the UAWs show that there is zero representation of women in the following AAUs: Mail Message Services Worker and Skilled Trades. As for minorities, a lack of representation is seen in the following AAUs: Allied Health (Asians & Hispanics), Computer Information Systems (Blacks), Health Education (Asians), Modern Language (Blacks), Science (Blacks), and Campus Public Safety Sergeant (Asians).

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 from the U.S. Department of Education and the American Community Survey (2007-2011).

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 Asians, Blacks, and Hispanics from Total Minorities to identify the percentage representation of these protected racial/ethnic groups. American Indian or Alaska Native employees comprise less than two percent of the University workforce and local population, thus are not identified as a discrete group in the analysis, but are included in the Total Minority category, Persons of two or more races are counted within the Total Minority.

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 underutilization in any job group is one person or more.

The underutilization of females and total minorities is calculated in the UAW and is displayed in the chart *Results of Utilization Analysis and Annual Placement Goals* in Appendix D. If an

AAU has underutilization for a specific protected minority group the number is indicated in parenthesis.

E. HISTORICAL PROGRESS REPORT: 2014 AND 2015 UTILIZATION ANALYSES RESULTS

A comparison of the 2014 and 2015 utilization analyses identified changes in the numeric disparity in the AAUs by EEO Categories. The *Progress Report - Historical Underutilization* in Appendix E displays underutilization from 2011 to 2015.

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

Executive/Administrative/Managerial

Underutilization of women decreased by one in the Administration 1 job group. However, underutilization of women increased by three in the Administration III job group. There was no underutilization of minorities, which was the same as the previous year.

Faculty

This EEO category saw a mix of an increase of underutilization and a decrease of underutilization of various underrepresented groups. For instance, decreases were seen in the following job groups: Center of Ethnic Studies (Asians), Academic Literacy & Linguistics (Blacks) English (Blacks), Media Arts & Technology (Asian & Hispanics) and Science (Blacks).

At the same time, this EEO category also witnessed an increase of underutilization. This was evident in the following job groups: Allied Health (Asians), Center for Ethnic Studies (Females), Academic Literacy & Linguistics (Females, Hispanics, and Asians), Mathematics (Females and Hispanics), Speech (females, blacks) and Teacher Education (Blacks).

Professional/Non-Faculty

This EEO category experienced an increase of underutilization of females by three in the Administration III job group. However, underutilization of minorities remained the same at zero.

Secretarial/Clerical

This category had both a decrease and an increase of underutilization for select underrepresented groups. For example, a decrease of underutilization was seen for females in the CUNY Office Assistant job group. Furthermore, Hispanic underutilization was reduced among the CUNY Administration Assistant job group. At the same time, female underutilization increased by one for Mail Messenger Services worker.

Technical/Paraprofessional

This EEO category experienced only a reduction of underutilization of females in the Administration IV job group (by three) and the Computer specialists (by two). Underutilization did not exist for minorities similar to the previous year.

Skilled Crafts

A decrease in underutilization of females was evident in this EEO category. It still should be noted however, that the Skilled Trades job group lacks female representation.

Service/Maintenance

The majority of underutilization remained the same in this EEO Category. However, there was a slight increase of underutilization of Blacks within the Campus Public Safety Sergeant job group. It should be noted that underutilization of Hispanics decreased by one in the Campus Peace Officer job group.

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 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 the number of terminations to incumbents.

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

1. Analysis of Personnel Activity Tab

a. New Hires

The College hired 282 new full time employees; of these 144 were women, and 174 were minorities.

b. Promotions/Upgrades

Of the 26 members of the professoriate who applied for promotion, 26 received an upgrade in rank. In the Higher Education Officer series five employees were reclassified.

c. Terminations/Separations

The number of employees separated from the workforce was 187, including 97 women and 112 minorities.

d. Transfers

The number of employees who transferred was one, who was female and a minority.

2. Analysis of Applicant Data-Recruitment Documentation

A review of the chart showed that the majority of applicants applied for positions in the Professional/ Non Faculty EEO job group. Women as applicants tended to apply for jobs in the Professional/ Non Faculty positions followed by the Executive/ Managerial positions. Meanwhile, minorities tended to have the same trend as females and applied for Professional/ Non-Faulty jobs followed by Executive Managerial positions. The smallest minority applicants were American Indians.

As for interviews, women received interviews primarily in the Professional/ Non-Faculty job followed by Executive Managerial positions. The same was also true for minorities. Indeed, Blacks were interviewed the most out of all minorities, while American Indians were interviewed the least.

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

3. Impact Ratio Analysis

A review of the impact ratio analysis charts shows that jobs within the faculty EEO-6 category had the highest rate of promotion for women. The same was also true for minorities.

As for terminations, minorities had the lowest rate of terminations in the secretarial and skilled trades EEO-6 categories. With respect to women, skilled trades had the lowest rate of terminations followed by technical positions. It should be noted however, that there is a lack of representation of women in the skilled trades EEO-6 category.

Finally, the analysis indicated no adverse impact in any of the categories. See Appendix G 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 BOT approves, the tenure status becomes effective on the first of September following approval. In some cases, faculty members may receive consideration for early tenure. See Appendix H for the Tenure Eligibility Survey.

A review of the tenure decisions effective September 1, 2014 reveals the following:

A total of 27 members of faculty were eligible for tenure. Of that number, two were Black, three were Asian and five were Hispanic. The gender breakdown was 18 women and 9 men and their academic units included the following: Business, Academic Literacy & Linguistics, English, Ethnic Studies, Mathematics, Nursing, Science, Social Sciences and Teacher Education.

H. ANALYSIS OF SYSTEMIC COMPENSATION

The University manages a number of pay plans with different features: Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff, and Classified Civil Service (plans for managers and staff).

We conducted an annual review of employee compensation at the College. The results of this review were reviewed with senior management on November 13, 2014. At this review, the Chief Diversity Officer and Human Resources Director discussed specific findings as well as compensation best practices with members of the President's Cabinet.

We reviewed salary organized by Affirmative Action Unit (AAU) within EEO-1 category. Categories are broken down further into Title (Administrators) or Title and Discipline (Faculty). Generally, any area in which there is a pay discrepancy on the basis of race or gender exceeding 5% is flagged for review of the pay of individual incumbents. (See Appendix L).

The College has developed and documented the following policies and guidelines for effective compensation management.

- **Performance Appraisal/Setting of Merit Increases and Pay Increases upon Promotion**
 - Guidelines for performance appraisal and recommendations of discretionary pay increases are established by University management, subject to requirements established by civil service regulations, government mandates and bargaining unit agreements. These vary according to title and job function.
 - All recommendations for pay increases for Executives are reviewed by University management.

- Faculty receive a discretionary salary step adjustment when they are promoted to a higher professorial title line. To be promoted, the promotion has to have been reviewed by the department and college-wide P&B, and approved by the President.
- Recommendations for discretionary pay increases for classified civil service staff are limited due to Civil Service regulations and bargaining unit agreements. In those cases where discretionary pay increases are permitted, the recommendation for a pay adjustment is also submitted to the college's Staff Review Committee.

Setting of Starting Salaries

- Guidelines for starting salary recommendations are established by University management, subject to requirements established by civil service regulation, government mandates, budget sufficiency, and bargaining unit agreements. These vary according to employee titles and job functions.
- Starting salaries for Executives are subject to guidelines established by the University and approved by the New York State legislature. Executive starting salaries are limited to a pre-established pay range and are reviewed by University Management. Exceptions to policy require additional justification.
- Faculty and administrators' starting salaries are set within pre-established ranges in bargaining unit agreements.
- Classified civil service starting salaries are strictly limited due to regulation; in most cases the requirement is that all individuals starting in a civil service title are paid the minimum in the range, or the minimum step for that title.
- Evaluation of compensation decisions to assure compliance are reviewed by the Staff Review Committee.
- **Document Retention.** Document Retention is governed by the CUNY Records Retention and Disposition Schedule (2007). Section 1(310) requires summary personnel records to be retained indefinitely and detailed records, including items such as performance appraisals, be retained for six years following employee resignation/termination. Section 32(333) requires that job classification decisions related to individual employees be retained for ten years. The College has adopted the following policies and guidelines for managing additional elements of pay.
- **Bonuses.** Bonuses are generally limited to Executives and members of the Classified Managerial service. There is a prescribed procedure for each group developed by the University,

in which all eligible incumbents are considered for bonuses at the same point in time. All bonus awards must be justified in a completed performance appraisal. For this program year, the College did not pay bonuses to employees under these plans. Where bonuses were paid, they were reviewed.

- **Perquisites.** Perquisites offered to Executives other than the College President are outlined in the University's Executive Compensation Plan. All executives at a given title or level are offered equivalent perquisites.

- **Stock.** As a government employer, CUNY does not offer stock or equity to any employee.

- **Overtime and Additional Assignments.**

- For those job titles where overtime is assigned, all overtime must be approved in advance by the manager of the employee's department. Due to necessary fiscal controls, overtime assignments are discouraged and rarely used for instructional non-teaching staff. Quarterly reports of such overtime are kept by the college. Overtime for Blue Collar employees are kept on tracking sheets and is offered on a rotating basis based on seniority.

- CUNY has established rules for multiple appointments (assignments) which are outlined in CUNY's "Multiple Position Policy" and apply equally to all incumbents in a given title.

- **Differentials.** All differentials are available to all incumbents in a given title and are based on factors such as time in service, specific work schedules (such as nights or weekends), specific assignments (such as K-9 patrol for security guards), and degrees/certifications. These conditions are detailed in individual bargaining unit agreements and apply to all incumbents in the respective titles or units.

- **Payments upon Severance or Retirement.**

- Executives receive payments upon severance or retirement based on years of service in the Executive ranks, which are applied to all Executive titles. Severance provisions are documented in the Executive Compensation Plan developed by the University and described above.

- Faculty, Instructional Staff, and some Classified staff receive terminal payments upon retirement based on a combination of age, overall years of CUNY service, years of service in the title from which the employee retires, and/or the amount of unused accrued sick leave. These rules are established in bargaining unit agreements and Civil Service Policy Bulletins and apply equally to all incumbents in respective titles.

V. Action-Oriented Programs

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

A. IMPLEMENTATION OF ACTION PROGRAM 2014 – 2015

The results-oriented activities to address underutilization during the past year (2014 – 2015) include the following:

The college expanded its outreach efforts to include a variety of publications and websites, which cater to women and minority groups. In addition, efforts were made to place job postings on websites at historically black colleges and universities in California which have a larger Asian population. Furthermore, the college participated in job fairs which were mostly geared towards veterans. Finally, the Chief Diversity Officer began establishing relationships with various underrepresented groups affiliated with the university (Asian American Institute and the Center for Puerto Rican Studies).

1. Goal Attainment 2014 – 2015: Addressing Underutilization

The College hired 282 employees into full time positions between July 1, 2014 and June 30, 2015 as depicted in the *Personnel Activity Table*. The impact of these appointments is included in the 2014 Results of the Utilization Analysis and Annual Placement Goals, which identifies the extent to which disparities between incumbency and availability in AAUs were eliminated, reduced or remained unchanged See Appendix D.

2. Initiatives and Activities

The Faculty Fellowship Publication Program aims at advancing the University goal of a diverse professoriate and the Diversity Projects Development Fund assists in educational activities for or about populations that traditionally under-represented. Both programs support faculty retention and advancement. Last year six members of faculty participated in the Faculty Fellowship Publication Program and were awarded a total of \$19,853.10.

Each year the college activity promotes diversity through various events. Below is a brief description of said activities.

The college held its first Diversity Day, in which issues concerning stereotypes were addressed. The day included lectures, diversity games, and food from a variety of cultures. In addition, the college sponsored its first Student Works Contest in which students answered the question

“What does diversity mean to me?” Students submitted poetry, art, photography and essays.

In addition to the above, the Center for Excellence, Teaching, Learning and Scholarship (CETLS) at BMCC is devoted to improving the quality of teaching and learning as a measure of retention. During the past academic year, it promoted diversity through *Balancing the Curriculum: Race, Class and Gender*. The forum addressed issues ranging from discussions on Ferguson to presumptions about race, class and gender.

Furthermore, last year the College sponsored five heritage months. Each heritage month included activities ranging from exhibits and discussions, to films and speakers. During the academic year, BMCC celebrated five heritage months- October (Italian heritage and LGBTQ), November (Hispanic Heritage), February (African Heritage) March (Women’s history) and April (Asian heritage). In addition to the heritage months, the college promoted domestic violence and disability awareness and held a veterans appreciation week.

Finally, the college incorporates diversity in its academic courses. Examples of this commitment can be seen through the college’s Center for Ethnic Studies, which offers courses in Asian culture, Africana studies, Africana/Latino studies and Latino studies. As another illustration, the college provides study abroad programs which are designed to foster multicultural awareness and understanding while encouraging the exchange of knowledge. Last year, the college sponsored programs to Spain, India, Quebec, Italy and China.

3. Dissemination of Non-Discrimination Policy and Program

The Non-Discrimination Policy is available on the College’s website and the president’s Re-Affirmation Letter is sent to all employees. The AAP is available for public inspection in the college’s library and on the school’s website.

B. RESPONSE TO 2015 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. Results of Utilization Analysis and Annual Placement Goals for 2015-16

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 *RESULTS OF UTILIZATION ANALYSIS AND ANNUAL PLACEMENT GOALS* (APPENDIX D.)

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 has been identified in the following AAUs: Accounting, Allied Health, Center for Ethnic Studies, Computer Information Systems, Academic Literacy and Linguistics (professor and lecturer), MEOC (lecturer), Health Education, Mathematics (professor and lecturer), Modern Language, Social Science (instructor), Speech (professor and lecturer) and Teacher Education. In order to achieve its goals, the college anticipates hiring several faculty positions (including substitutes) during the academic year.

Similarly, underutilization was identified in the following non-professorial AAUs: Administration I, Administration III, Administration IV, Computer Specialist, CUNY Office Assistant, Skilled Trades, Custodial Supervisory, Campus Public Safety Sergeant, Campus Peace Officer, and Mail Messenger Services Worker.

In order to achieve its placement goals, the college is currently hiring for the following positions: Senior Custodial Supervisor, Academic Internship Specialist, Student Career Program Manager, Academic Affairs Director of Assessment, Academic Resource Center Coordinator, Dean for Institutional Effectiveness and Strategic Planning, Academic Program Coordinator, Custodial Assistant, Student Life International Student Specialist, Admissions Specialist, Campus Security Assistant Director, and Instructional Computer Services Manger.

2. Employment Practices: Recruitment, Selection, and Advancement

Placement goals to eliminate underutilization are addressed through advertising and recruiting efforts that broaden the applicant pool, as well as other results-oriented campus initiatives. The College's employment practices conform to the bylaws of the Board of Trustees of The City University of New York, applicable collective bargaining agreements as well as Federal, State, and Local laws and regulations.

The College's workforce consists of different employee groups. Executive employment is governed by the contents of the Executive Compensation Plan which is developed by the University and approved by the New York State legislature. Additional guidelines for recruiting are provided by the University's Vice Chancellor for Human Resources Management.

Faculty and Administrative Staff are considered "Instructional Employees" (Teaching and Non-Teaching). Their employment is governed by bargaining unit agreements, supplemented by the University's Standards of Practice and other guidelines issued by the University Office of Recruitment and Diversity, including a University-wide Search Committee Guide.

Classified Civil Service Staff employment is governed by Rules and Regulations developed by the University and overseen by an independent Civil Service Commission

under the oversight of the New York State Department of Civil Service. Application and selection practices for Classified Civil Service employees apply equally to all candidates for a given title or level.

As part of the University's affirmative action program, procedures and services to assist campuses in recruitment have been developed. These include:

- Required posting of open positions and of Civil Service Notices of Exam (NOE). Normally faculty vacancies are posted for 60 days and administrative vacancies are posting for 30 days.
- Forwarding of all of the University's job vacancies to the New York State Department of Labor (for posting with the Workforce Centers) as well as to a network of job boards which include job boards dedicated to Individuals with Disabilities, Veterans, Minorities, and Females.
- Maintenance of a job posting site with accessibility features for Individuals with Disabilities.
- Maintenance of a job posting site for veterans featuring a crosswalk between CUNY vacancies and military titles and job codes.
- Collection of all applications into a single system where pre-established screening practices relevant to the specific function may be applied.
- A job application process where all candidates are invited to self-identify race/ethnicity, gender, veteran status, or disability status. This information is kept confidentially and used to analyze the composition of applicant pools by vacancy and overall.
- A committee recruiting process by which a diverse team evaluates candidates according to consistent guidelines and interview questions.
- Educational materials for hiring managers and members of recruiting committees, including compliance guidelines such as prohibited questions.
- A shared on-line site with resources on candidate sourcing (such as internet job board listings for outreach) and other recruitment issues.

- Regular education programs for managers and staff in Human Resources and Diversity on best practices in effective recruiting.
- An annual survey program for new hires to identify potential areas of concern in how the College communicates with its candidates.

The Compliance and Diversity and Human Resources Offices monitor the recruitment and selection practices of all employees. Specifically, the Chief Diversity Officer (CDO) is responsible for ensuring that the following initiatives are undertaken or continue to be implemented:

- a. Broadening recruitment efforts to reduce or eliminate underutilization.
- b. Charging search committees to familiarize them with recruitment protocols.
- c. Attending joint meetings between CDOs and the University Advisory Council on Diversity (UACD) to discuss issues of concern.
- d. Attending informational sessions and training provided at monthly meetings of the Council of Chief Diversity Officers (CCDO) and meetings of a University-wide Recruiting Network which meets three times a year. Among other topics, training sessions in this past year covered recruiting and retaining Individuals with Disabilities (January 23, 2015) and recruiting and retaining Veterans (April 20, 2015).
- e. Demonstrating compliance with University policy and procedures.
- f. Encouraging employees to participate in University-sponsored professional development programs.
- g. Ensuring that all interviews, offers of employment and/or wage commitments are consistent with College policy.

The College President has ultimate authority to recommend new hires for approval by the CUNY Board of Trustees.

Employee advancement is governed by University policy, bargaining unit contracts, and Civil Service regulations. The College President has ultimate authority to recommend employee advancements for approval by the CUNY Board of Trustees.

- Promotions into and within the Executive grouping are individually reviewed by the University Office of the Vice Chancellor of Human Resources Management and require detailed job descriptions and substantial written documentation.
- Promotions and tenure decisions within the Faculty ranks are governed by an extensive committee review process, again requiring substantiation and written justification.
- Promotions and other advancements within the Administrative staff are managed through a “reclassification” process that is reviewed by the University Office of Human Resources Management, requiring justification that the new position represents a substantial increase in duties as well as detailed job descriptions and organization charts.
- Promotions and advancements in the Classified Civil Service are achieved either through automatic level advancements detailed in bargaining unit agreements, generally based on years of service, through promotional examinations, or through an evaluation of job duties for various levels of a title, which are detailed in the written Civil Service specifications for that title. The Director of Human Resources as the “Appointing Officer” monitors civil service appointment and promotion processes.

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 CDO 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. Individuals with Disabilities AND PROTECTED VETERANS

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 employees and applicants with disabilities and protected veterans, 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 asserts that its personnel processes do not stereotype individuals with disabilities or protected 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 employees and applicants with disabilities and protected veterans, reviews are periodically made of the College's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

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.

It should be noted that last year the college did not receive any requests for reasonable accommodations.

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

Name: Robert Diaz
Title: Vice President of Legal Affairs/Faculty & Staff Development
Phone: (212) 220-8305 Fax (212) 220-2364
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://www.cuny.edu/about/administration/offices/ohrm/policies-procedures/reasonable-accommodation.html>.

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 protected veterans are not harassed. (See II. *Non-Discrimination and Affirmative Action Policies*). As specified in the University policy, the 504/ADA Coordinator, (Angela Sales) 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

Efforts to disseminate the Non-Discrimination Policy and conduct outreach and positive recruitment include the following:

1. Publishing the Non-Discrimination Policy in the *New York Times* by ORD.
2. Initiating and maintaining communication with organizations having special interests in the recruitment of and job accommodations for disabled veterans, other protected veterans, and individuals with disabilities.
3. Disseminating information concerning employment opportunities to media that reach disabled veterans, other protected veterans, and individuals with disabilities.
4. Informing recruiting sources, in writing and orally, of the Affirmative Action policy for disabled veterans, other protected 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 Offices.
6. Participating in programs that employ protected 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 protected 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.
8. Posting the Reasonable Accommodation's policy on College bulletin boards, along with CUNY's Non-Discrimination Policy, which includes protection from harassment on the basis of disability.

G. Utilization Analysis Review: Benchmark Recruitment Goal

In accordance with Section 503 Rule of the Rehabilitation Act, a hiring benchmark goal of 7% for the employment of individuals with disabilities in each job category has been established. Further, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) has established a benchmark of 7% for the employment of protected veterans by workforce.

Efforts to achieve these objectives are outlined below.

The recruitment, application and appointment processes are monitored to encourage the representation of protected veterans as well as employees and applicants with disabilities.

The campus will begin to track data for the utilization analysis for Individuals with Disabilities (IWD) by job group and will conduct a utilization analysis for IWD beginning 2016.

A preliminary review of the extent to which the college meets hiring benches for protected veterans is displayed in Appendix J. After completing the preliminary review, the college did not achieve the national benchmark of 7%.

Nevertheless, at the end of the 2015 plan year, and every year thereafter, the college will assess the effectiveness of its efforts to achieve equal employment opportunity for protected veterans by comparing the recruitment, hiring, and total employment results against the established hiring benchmark goal for protected veterans.

H. 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 protected veterans regarding campus sponsored educational, training, recreational, and social activities.

In addition, the 504/ADA Coordinator works with the UACD 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.

I. 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 Angela Sales.

The responsibilities of the 504/ADA Coordinator include:

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

3. 504/ADA Committee

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

The Committee is comprised of representatives from various divisions, departments, and programs, including individuals with disabilities.

As it stands the college does not have a 504/ADA Committee as the issues tend to be rare and infrequent warranting a committee. Nevertheless, the 504/ADA coordinator works with the appropriate persons as needed.

4. College Officials

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

J. 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.

K. Compensation

When offering employment or promotion to Individuals with Disabilities and Covered Veterans, 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.

L. Invitation to Self-Identify

CUNY's Applicant Tracking System guides applicants through a standard process including invitations to self-identify gender, race and ethnicity, veteran status, and disability status. Each applicant moves through these screens before being able to submit his/her application. Details are kept confidentially and used by the Chief Diversity Officer to analyze the composition of applicant pools, by vacancy and overall.

Additionally, in civil service examinations, Veterans may apply for additional "points" added to their exam scores based on either Veteran or Disabled Veteran Status as defined by State of New York statute. Points are granted only where the Veteran has received a minimum passing score on the examination.

Individuals with Disabilities may request reasonable accommodations in the recruiting and interviewing process. The procedure is outlined as following on the Employment Page of the CUNY Website. The text of the University's statement is provided below:

Any applicant who requires an accommodation for a disability in order to apply for a position or proceed with the job search process should contact the College's Human Resources office, or the University's Office of Recruitment and Diversity at jobs@cuny.edu, 205 East 42nd Street, 10th Floor, New York, New York 10017.

Incumbent employees are invited to self-identify through a system available in CUNY's Employee Self Service Portal. This information is maintained confidentially in our Enterprise System (CUNYfirst) and forms the basis for the analyses in this report.

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 Compliance and Diversity Office located at 199 Chambers Street, Room S701. Interested persons should contact Angela Sales, Interim Chief Diversity Officer at (212) 220-1237 or at asales@bmcc.cuny.edu.

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

198 Chambers Street
New York, NY 10007-1097
tel. 212-220-1230
fax 212-220-1244

To: Campus Community
From: President Pérez
Date: September 1, 2015
Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At the Borough of Manhattan Community College (BMCC), I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here.

Accordingly, I am committed to overseeing BMCC's compliance with the CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and on Sexual Misconduct.

The Equal Opportunity and Non-discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. I remind you that Italian Americans are included among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to visit our website, www.bmcc.cuny.edu or www.cuny.edu, to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Angela Sales, who will also serve as the 504/ADA Coordinator. The vice presidents, deans, directors, managers and supervisors share responsibility for ensuring our compliance with these policies and laws. The Affirmative Action/Diversity Office is located at 198 Chambers Street, Room S701 and the telephone number is 212-220-1237. Additionally, any individual who believes that he or she has experienced employment discrimination should immediately contact Ms. Angela Sales at asales@bmcc.cuny.edu.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at BMCC.

B. UTILIZATION ANALYSIS WORKSHEETS

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: English and English Literature		CONSTITUENT DEPARTMENTS: Academic Literacy and Linguistics					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (6) Associate Professor (7) Assistant Professor (17)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.1	15.9	3.8	5.0	5.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>30</u> No. Male: <u>10</u> No. Female: <u>20</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>20</u> % <u>66.7</u>	# <u>7</u> % <u>23.3</u>	# <u>3</u> % <u>10.0</u>	# <u>3</u> % <u>10.0</u>	# <u>1</u> % <u>3.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>61.1</u>	% <u>15.9</u>	% <u>3.8</u>	% <u>5.0</u>	% <u>5.5</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>2.2</u> # <u>0.7</u> UU <u>1</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **English and English Literature**

Constituent Departments: **Academic Literacy and Linguistics**

Job Group: **Professorial**

Job Titles:

Professor (6)
Associate Professor (7)
Assistant Professor (17)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
61.1	15.9	3.8	5.0	5.5	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc'h's My Documents\IEDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL 2015

AFFIRMATIVE ACTION UNIT: English and English Literature		CONSTITUENT DEPARTMENTS Academic Literary and Linguistics					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - INSTRUCTOR		Job Titles: Instructor (5)					
JOB GROUP: NON-PROFESSORIAL - INSTRUCTOR							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	65.3	18.7	5.2	6.8	4.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>5</u> No. Male: <u>2</u> No. Female: <u>3</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>3</u> % <u>60.0</u>	# <u>2</u> % <u>40.0</u>	# <u>0</u> % <u>0.0</u>	# <u>2</u> % <u>40.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>65.3</u>	% <u>18.7</u>	% <u>5.2</u>	% <u>6.8</u>	% <u>4.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>5.3</u> # <u>0.3</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>5.2</u> # <u>0.3</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.8</u> # <u>0.2</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-INSTRUCTOR
FALL 2015

Affirmative Action Unit: English and English Literature

Constituent Departments: Academic Literary and Linguistics

Job Group: NON-PROFESSORIAL - INSTRUCTOR

Job Titles: Instructor (5)

<u>FACTOR SOURCES</u>	<u>WEIGHTING</u>
Factor 1 EDC - MA. 2011 - 12* - 4States (CT, NJ, NY, PA)	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States EDC - MA. 2011 - 12*

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
65.3	18.7	5.2	6.8	4.8	7.0

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

MASTER's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 100%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	57.5%	25.0%	10.0%	1.2%	12.5%	0.0%
Architecture and Related Services	48.0%	27.6%	12.4%	4.9%	8.9%	0.1%
Area, Ethnic, Cultural, Gender, and Group Studies	64.5%	37.2%	6.4%	14.5%	13.1%	0.0%
Biological and Biomedical Sciences	58.6%	31.9%	18.4%	6.5%	4.6%	0.4%
Business, Management, Marketing, Support Services	44.8%	33.6%	13.7%	12.0%	6.6%	0.2%
Communication, Journalism, and Related Programs	67.7%	32.1%	6.2%	13.2%	8.5%	0.4%
Communications Technologies/Technicians Support Services	55.4%	53.6%	3.6%	25.0%	23.2%	0.0%
Computer and Information Sciences and Support Services	26.9%	38.1%	19.9%	9.7%	6.9%	0.2%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	77.6%	18.7%	3.4%	7.8%	6.6%	0.2%
Engineering	20.8%	33.1%	20.7%	5.4%	5.5%	0.2%
Engineering Technologies and Engineering-related Fields	28.6%	34.0%	13.0%	11.0%	8.8%	0.7%
English Language and Literature/Letters	65.3%	18.7%	5.2%	6.8%	4.8%	0.3%
Family and Consumer Sciences/Human Sciences	84.1%	25.7%	10.2%	7.2%	7.5%	0.0%
Foreign Languages, Literatures, and Linguistics	67.4%	31.4%	5.1%	2.9%	22.2%	0.4%
Health Professions and Related Programs	83.2%	28.4%	10.0%	11.8%	5.5%	0.2%
History	46.9%	14.1%	2.8%	4.0%	4.5%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	59.0%	29.5%	3.3%	14.1%	11.4%	0.2%
Legal Professions and Studies	51.2%	35.4%	10.2%	13.4%	9.8%	1.2%
Liberal Arts and Sciences, General Studies and Humanities	60.6%	22.1%	3.3%	10.2%	6.9%	0.1%
Library Science	79.0%	13.5%	3.4%	4.5%	4.7%	0.2%
Mathematics and Statistics	40.9%	30.5%	20.0%	5.6%	3.7%	0.1%
Military Technologies and Applied Sciences	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	62.0%	30.3%	10.1%	11.4%	6.6%	0.4%
Natural Resources and Conservation	53.8%	14.2%	7.3%	2.6%	2.3%	0.0%
Parks, Recreation, Leisure and Fitness Studies	42.7%	19.5%	2.4%	10.9%	4.7%	0.6%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	37.2%	13.0%	5.0%	1.9%	4.6%	0.4%
Physical Sciences	40.9%	21.0%	9.3%	5.4%	3.6%	0.7%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	79.6%	23.8%	5.7%	9.0%	7.5%	0.3%
Public Administration and Social Service Professions	78.4%	37.6%	4.6%	19.9%	10.9%	0.3%
Science Technologies/Technicians	57.1%	14.3%	0.0%	14.3%	0.0%	0.0%
Social Sciences	55.6%	33.7%	8.8%	12.9%	9.7%	0.3%
Theology and Religious Vocations	36.8%	23.4%	4.7%	13.9%	3.8%	0.1%
Transportation and Materials Moving	14.3%	57.1%	14.3%	28.6%	14.3%	0.0%
Visual and Performing Arts	59.3%	22.6%	8.0%	6.3%	6.1%	0.3%
TOTAL ALL FIELDS	64.6%	26.6%	8.2%	10.2%	6.9%	0.2%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: English and English Literature	CONSTITUENT DEPARTMENTS: Academic Literacy and Linguistics						
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER	Job Titles: Lecturer (10)						
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	69.4	24.2	4.7	8.0	9.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>10</u>							
No. Male: <u>5</u> No. Female: <u>5</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>5</u> % <u>50.0</u>	# <u>2</u> % <u>20.0</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>10.0</u>	# <u>1</u> % <u>10.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>69.4</u>	% <u>24.2</u>	% <u>4.7</u>	% <u>8.0</u>	% <u>9.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>19.4</u> # <u>1.9</u> UU <u>2</u>	% <u>4.2</u> # <u>0.4</u> UU <u>0</u>	% <u>4.7</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

**FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015**

Affirmative Action Unit: English and English Literature

Constituent Departments: Academic Literacy and Linguistics

Job Group: LECTURER

Job Titles: Lecturer (10)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
69.4	24.2	4.7	8.0	9.1	7.0

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

BACHELOR's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races.

Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 50% and USn4ST is weighted at 50%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.5%
Architecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.4%
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.4%
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.5%
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.5%
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.4%
Communications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.5%
Computer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.5%
Construction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.3%
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
Engineering Technologies and Engineering-related Fields	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
English Language and Literature/Letters	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
Family and Consumer Sciences/Human Sciences	89.1%	27.8%	5.3%	11.5%	9.3%	0.5%
Foreign Languages, Literatures, and Linguistics	71.7%	31.7%	5.6%	4.6%	19.3%	0.4%
Health Professions and Related Programs	84.4%	29.7%	8.4%	12.5%	7.2%	0.5%
History	41.1%	18.5%	3.6%	4.8%	8.0%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	46.3%	39.2%	3.0%	18.5%	15.7%	0.5%
Legal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
Liberal Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
Library Science	93.3%	6.7%	1.1%	2.2%	3.3%	0.0%
Mathematics and Statistics	44.6%	24.8%	11.0%	5.3%	7.0%	0.3%
Mechanic and Repair Technologies/Technicians	3.0%	21.6%	4.9%	3.2%	11.9%	1.3%
Military Technologies and Applied Sciences	16.2%	30.0%	0.0%	26.2%	2.5%	1.2%
Multi/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
Natural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
Parks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
Personal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
Philosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
Physical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
Precision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
Psychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
Public Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
Science Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
Social Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
Theology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
Transportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
Visual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
TOTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Business and Commerce		CONSTITUENT DEPARTMENTS: Accounting					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (5) Associate Professor (5) Assistant Professor (8)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	44.9	35.5	9.7	20.1	4.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>18</u>							
No. Male: <u>13</u> No. Female: <u>5</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>5</u> % <u>27.8</u>	# <u>10</u> % <u>55.6</u>	# <u>2</u> % <u>11.1</u>	# <u>5</u> % <u>27.8</u>	# <u>3</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>44.9</u>	% <u>35.5</u>	% <u>9.7</u>	% <u>20.1</u>	% <u>4.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>17.1</u> # <u>3.1</u> UU <u>3</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Business and Commerce**

Constituent Departments: **Accounting**

Job Group: **Professorial**

Job Titles:

**Professor (5)
Associate Professor (5)
Assistant Professor (8)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Business, Management, Marketing, Support Services

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
44.9	35.5	9.7	20.1	4.2	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	<u>FEMALE</u>	<u>**Total Minority</u>	<u>ASIAN/ PAC. ISL.</u>	<u>BLACK NON-HISP.</u>	<u>Hispanic or Latino</u>	<u>AM.IND./ AL.NAT.</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc'h's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Health Professions		CONSTITUENT DEPARTMENTS: Allied Health					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (4) Associate Professor (0) Assistant Professor (2)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	75.0	24.6	9.1	10.1	4.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>6</u>							
No. Male: <u>4</u> No. Female: <u>2</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>33.3</u>	# <u>1</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>16.7</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>75.0</u>	% <u>24.6</u>	% <u>9.1</u>	% <u>10.1</u>	% <u>4.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>41.7</u> # <u>2.5</u> UU <u>3</u>	% <u>7.9</u> # <u>0.5</u> UU <u>1</u>	% <u>9.1</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.3</u> # <u>0.3</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Health Professions**

Constituent Departments: **Allied Health**

Job Group: **Professorial**

Job Titles:

**Professor (4)
Associate Professor (0)
Assistant Professor (2)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Health Professions and Related Programs

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
75.0	24.6	9.1	10.1	4.3	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiiin/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc\h's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Business and Commerce		CONSTITUENT DEPARTMENTS: Business Administration					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (4) Associate Professor (5) Assistant Professor (10)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	44.9	35.5	9.7	20.1	4.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>19</u> No. Male: <u>10</u> No. Female: <u>9</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>9</u> % <u>47.4</u>	# <u>11</u> % <u>57.9</u>	# <u>5</u> % <u>26.3</u>	# <u>4</u> % <u>21.1</u>	# <u>2</u> % <u>10.5</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>44.9</u>	% <u>35.5</u>	% <u>9.7</u>	% <u>20.1</u>	% <u>4.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Business and Commerce

Constituent Departments: Business Administration

Job Group: Professorial

Job Titles:
Professor (4)
Associate Professor (5)
Assistant Professor (10)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Business, Management, Marketing, Support Services

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
44.9	35.5	9.7	20.1	4.2	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc\h's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Area and Ethnic Studies		CONSTITUENT DEPARTMENTS: Center for Ethnic Studies					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (2) Associate Professor (1) Assistant Professor (5)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	66.1	45.4	12.4	17.3	11.2	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>8</u>							
No. Male: <u>5</u> No. Female: <u>3</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>3</u> % <u>37.5</u>	# <u>8</u> % <u>100.0</u>	# <u>2</u> % <u>25.0</u>	# <u>2</u> % <u>25.0</u>	# <u>4</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>66.1</u>	% <u>45.4</u>	% <u>12.4</u>	% <u>17.3</u>	% <u>11.2</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>28.6</u> # <u>2.3</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Area and Ethnic Studies**

Constituent Departments: **Center for Ethnic Studies**

Job Group: **Professorial**

Job Titles: **Professor (2)
Associate Professor (1)
Assistant Professor (5)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Area, Ethnic, Cultural, Gender and Group Studies

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
66.1	45.4	12.4	17.3	11.2	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions **2011-2012**

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiiin/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. **Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.**

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND/ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Math, Statistics, and Computer Science		CONSTITUENT DEPARTMENTS: Computer Information Systems					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (6) Associate Professor (3) Assistant Professor (7)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	21.2	27.8	17.5	5.8	3.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>16</u>							
No. Male: <u>11</u> No. Female: <u>5</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>5</u> % <u>31.3</u>	# <u>11</u> % <u>68.8</u>	# <u>10</u> % <u>62.5</u>	# <u>0</u> % <u>0.0</u>	# <u>1</u> % <u>6.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>21.2</u>	% <u>27.8</u>	% <u>17.5</u>	% <u>5.8</u>	% <u>3.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>5.8</u> # <u>0.9</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Math, Statistics, and Computer Science**

Constituent Departments: **Computer Information Systems**

Job Group: **Professorial**

Job Titles:

Professor (6)
Associate Professor (3)
Assistant Professor (7)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

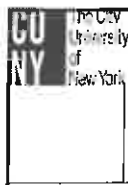
* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Computer and Information Sciences and Support Services

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
21.2	27.8	17.5	5.8	3.7	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	<u>FEMALE</u>	<u>**Total Minority</u>	<u>ASIAN/ PAC. ISL.</u>	<u>BLACK NON-HISP.</u>	<u>Hispanic or Latino</u>	<u>AM.IND./ AL.NAT.</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Psychology	CONSTITUENT DEPARTMENTS: Counseling						
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL	Job Titles: Professor (1) Associate Professor (2) Assistant Professor (2)						
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	73.1	24.0	6.6	7.5	8.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>5</u>							
No. Male: <u>1</u> No. Female: <u>4</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>4</u> % <u>80.0</u>	# <u>4</u> % <u>80.0</u>	# <u>0</u> % <u>0.0</u>	# <u>4</u> % <u>80.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>73.1</u>	% <u>24.0</u>	% <u>6.6</u>	% <u>7.5</u>	% <u>8.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>6.6</u> # <u>0.3</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>8.1</u> # <u>0.4</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Psychology**

Constituent Departments: **Counseling**

Job Group: **Professorial**

Job Titles:

Professor (1)
Associate Professor (2)
Assistant Professor (2)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Psychology

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
73.1	24.0	6.6	7.5	8.1	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions **2011-2012**

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiiin/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: English and English Literature		CONSTITUENT DEPARTMENTS: English					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (11) Associate Professor (17) Assistant Professor (26)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.1	15.9	3.8	5.0	5.5	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 54							
No. Male: 21 No. Female: 33		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 33 % 61.1	# 14 % 25.9	# 2 % 3.7	# 6 % 11.1	# 4 % 7.4	# 0 % 0.0
OVERALL AVAILABILITY:		% 61.1	% 15.9	% 3.8	% 5.0	% 5.5	% 7.0
UNDERUTILIZATION:		% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	% 0.1 # 0.1 UU 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **English and English Literature**

Constituent Departments: **English**

Job Group: **Professorial**

Job Titles:

**Professor (11)
Associate Professor (17)
Assistant Professor (26)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
61.1	15.9	3.8	5.0	5.5	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiiin/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	<u>FEMALE</u>	<u>**Total Minority</u>	<u>ASIAN/ PAC. ISL.</u>	<u>BLACK NON-HISP.</u>	<u>Hispanic or Latino</u>	<u>AM.IND./ AL.NAT.</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc\h's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: English and English Literature		CONSTITUENT DEPARTMENTS: English					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer (10)					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	69.4	24.2	4.7	8.0	9.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>10</u>							
No. Male: <u>2</u> No. Female: <u>8</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u> % <u>80.0</u>	# <u>4</u> % <u>40.0</u>	# <u>2</u> % <u>20.0</u>	# <u>1</u> % <u>10.0</u>	# <u>1</u> % <u>10.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>69.4</u>	% <u>24.2</u>	% <u>4.7</u>	% <u>8.0</u>	% <u>9.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: English and English Literature

Constituent Departments: English

Job Group: LECTURER

Job Titles: Lecturer (10)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
69.4	24.2	4.7	8.0	9.1	7.0

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

BACHELOR's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races.

Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 50% and USn4ST is weighted at 50%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.5%
Architecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.4%
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.4%
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.5%
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.5%
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.4%
Communications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.5%
Computer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.5%
Construction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.3%
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
Engineering Technologies and Engineering-related Fields	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
English Language and Literature/Letters	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
Family and Consumer Sciences/Human Sciences	89.1%	27.8%	5.3%	11.5%	9.3%	0.5%
Foreign Languages, Literatures, and Linguistics	71.7%	31.7%	5.6%	4.6%	19.3%	0.4%
Health Professions and Related Programs	84.4%	29.7%	8.4%	12.5%	7.2%	0.5%
History	41.1%	18.5%	3.6%	4.8%	8.0%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	46.3%	39.2%	3.0%	18.5%	15.7%	0.5%
Legal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
Liberal Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
Library Science	93.3%	6.7%	1.1%	2.2%	3.3%	0.0%
Mathematics and Statistics	44.6%	24.8%	11.0%	5.3%	7.0%	0.3%
Mechanic and Repair Technologies/Technicians	3.0%	21.6%	4.9%	3.2%	11.9%	1.3%
Military Technologies and Applied Sciences	16.2%	30.0%	0.0%	26.2%	2.5%	1.2%
Multi/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
Natural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
Parks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
Personal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
Philosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
Physical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
Precision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
Psychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
Public Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
Science Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
Social Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
Theology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
Transportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
Visual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
TOTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Health and Physical Education		CONSTITUENT DEPARTMENTS: Health Education					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (3) Associate Professor (1) Assistant Professor (6)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	75.0	24.6	9.1	10.1	4.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>10</u>							
No. Male: <u>3</u> No. Female: <u>7</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>7</u> % <u>70.0</u>	# <u>5</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>4</u> % <u>40.0</u>	# <u>1</u> % <u>10.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>75.0</u>	% <u>24.6</u>	% <u>9.1</u>	% <u>10.1</u>	% <u>4.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>5.0</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>9.1</u> # <u>0.9</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Health and Physical Education

Constituent Departments: Health Education

Job Group: Professorial

Job Titles:
 Professor (3)
 Associate Professor (1)
 Assistant Professor (6)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Health Professions and Related Programs

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
75.0	24.6	9.1	10.1	4.3	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: Fall 2015

AFFIRMATIVE ACTION UNIT: LIBRARY		Constituent Departments:					
EEO CATEGORY: PROFESSIONAL		Job Titles: Professor (3) Associate Professor (2) Assistant Professor (7) Instructor (1) Lecturer (1)					
JOB GROUP: PROFESSIONAL: Professorial; Non-Professorial- Instructor and Lecturer							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.00	68.3	18.5	9.6	2.3	4.4	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>14</u> No. Male: <u>3</u> No. Female: <u>11</u>		If Group Total is 4 or less, then Job Group is too small to analyze					
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>11</u> % <u>78.6</u>	# <u>6</u> % <u>42.9</u>	# <u>3</u> % <u>21.4</u>	# <u>2</u> % <u>14.3</u>	# <u>1</u> % <u>7.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>68.3</u>	% <u>18.5</u>	% <u>9.6</u>	% <u>2.3</u>	% <u>4.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	

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

LIBRARY

PROFESSIONAL: Professorial; Non-Professorial-Instructor and Lecturer

JOB GROUP:

FACULTY
 Professor (3)
 Associate Professor (2)
 Assistant Professor (7)
 Instructor (1)
 Lecturer (1)

SOURCE

Factor 1: 4State Earned Degree Conferred (EDC) - M.A. and Ph.D. 2011-12* weighted at 50% and National - USN4ST EDC M.A. and Ph.D. 2011-12* weighted at 50%. Derived from NCES-Postsecondary Studies Division.

WEIGHTING

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 07/15/2014.

Factor 1: 4State - Earned Degree Conferred (EDC) - M.A. and Ph.D. 2009-10* - Library Science.

		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
Ph.D.		63.6	27.3	18.2	0.0	9.1
50% weight	0.5	(31.8)	(13.7)	(9.1)	(0.0)	(4.6)
M.A.		79.0	13.5	3.4	4.5	4.7
50% weight	0.5	(39.5)	(6.8)	(1.7)	(2.3)	(2.4)
TOTAL		71.3	20.5	10.8	2.3	7.0
weight at .20		14.3	4.1	2.2	0.5	1.4

National - USN4ST (EDC) - M.A. and Ph.D. 2009-10* - Library Science.

		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
Ph.D.		53.6	17.9	14.3	0.0	0.0
50% weight	0.5	(26.8)	(9.0)	(7.2)	(0.0)	(0.0)
M.A.		81.4	18.0	4.0	4.5	7.4
50% weight	0.5	(40.7)	(9.0)	(2.0)	(2.3)	(3.7)
TOTAL		67.5	18.0	9.2	2.3	3.7
weight at .80		54.0	14.4	7.4	1.8	3.0

Sum of 4State and USN4ST		14.3	4.1	2.2	0.5	1.4	
		<u>54.0</u>	<u>14.4</u>	<u>7.4</u>	<u>1.8</u>	<u>3.0</u>	<u>Individuals with Disabilities</u>
		68.3	18.5	9.6	2.3	4.4	7.0

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

***Action taken to combine all faculty titles in this job group is based on the review of the internal population. (e.g. 89% of persons in the Instructor rank and 94% of persons in the Lecturer rank hold the MA degree).

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Math, Statistics, and Computer Science		CONSTITUENT DEPARTMENTS: Mathematics					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (9) Associate Professor (14) Assistant Professor (18)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	26.8	18.1	9.4	2.7	4.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>41</u>							
No. Male: <u>24</u> No. Female: <u>17</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>17</u> % <u>41.5</u>	# <u>17</u> % <u>41.5</u>	# <u>6</u> % <u>14.6</u>	# <u>9</u> % <u>22.0</u>	# <u>2</u> % <u>4.9</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>26.8</u>	% <u>18.1</u>	% <u>9.4</u>	% <u>2.7</u>	% <u>4.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.0</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Math, Statistics, and Computer Science**

Constituent Departments: **Mathematics**

Job Group: **Professorial**

Job Titles: **Professor (9)
Associate Professor (14)
Assistant Professor (18)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Mathematics and Statistics

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
26.8	18.1	9.4	2.7	4.9	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmcbb's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL 2015

AFFIRMATIVE ACTION UNIT: Math, Statistics and Computer Science		CONSTITUENT DEPARTMENTS Mathematics					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - INSTRUCTOR		Job Titles: Instructor					
JOB GROUP: NON-PROFESSORIAL - INSTRUCTOR							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	40.9	30.5	20.0	5.6	3.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>12</u>							
No. Male: <u>9</u> No. Female: <u>3</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>3</u> % <u>25.0</u>	# <u>10</u> % <u>83.3</u>	# <u>4</u> % <u>33.3</u>	# <u>6</u> % <u>50.0</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>40.9</u>	% <u>30.5</u>	% <u>20.0</u>	% <u>5.6</u>	% <u>3.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>15.9</u> # <u>1.9</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.7</u> # <u>0.4</u> UU <u>0</u>	

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

MASTER's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 100%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	57.5%	25.0%	10.0%	1.2%	12.5%	0.0%
Architecture and Related Services	48.0%	27.6%	12.4%	4.9%	8.9%	0.1%
Area, Ethnic, Cultural, Gender, and Group Studies	64.5%	37.2%	6.4%	14.5%	13.1%	0.0%
Biological and Biomedical Sciences	58.6%	31.9%	18.4%	6.5%	4.6%	0.4%
Business, Management, Marketing, Support Services	44.8%	33.6%	13.7%	12.0%	6.6%	0.2%
Communication, Journalism, and Related Programs	67.7%	32.1%	6.2%	13.2%	8.5%	0.4%
Communications Technologies/Technicians Support Services	55.4%	53.6%	3.6%	25.0%	23.2%	0.0%
Computer and Information Sciences and Support Services	26.9%	38.1%	19.9%	9.7%	6.9%	0.2%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	77.6%	18.7%	3.4%	7.8%	6.6%	0.2%
Engineering	20.8%	33.1%	20.7%	5.4%	5.5%	0.2%
Engineering Technologies and Engineering-related Fields	28.6%	34.0%	13.0%	11.0%	8.8%	0.7%
English Language and Literature/Letters	65.3%	18.7%	5.2%	6.8%	4.8%	0.3%
Family and Consumer Sciences/Human Sciences	84.1%	25.7%	10.2%	7.2%	7.5%	0.0%
Foreign Languages, Literatures, and Linguistics	67.4%	31.4%	5.1%	2.9%	22.2%	0.4%
Health Professions and Related Programs	83.2%	28.4%	10.0%	11.8%	5.5%	0.2%
History	46.9%	14.1%	2.8%	4.0%	4.5%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	59.0%	29.5%	3.3%	14.1%	11.4%	0.2%
Legal Professions and Studies	51.2%	35.4%	10.2%	13.4%	9.8%	1.2%
Liberal Arts and Sciences, General Studies and Humanities	60.6%	22.1%	3.3%	10.2%	6.9%	0.1%
Library Science	79.0%	13.5%	3.4%	4.5%	4.7%	0.2%
Mathematics and Statistics	40.9%	30.5%	20.0%	5.6%	3.7%	0.1%
Military Technologies and Applied Sciences	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	62.0%	30.3%	10.1%	11.4%	6.6%	0.4%
Natural Resources and Conservation	53.8%	14.2%	7.3%	2.6%	2.3%	0.0%
Parks, Recreation, Leisure and Fitness Studies	42.7%	19.5%	2.4%	10.9%	4.7%	0.6%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	37.2%	13.0%	5.0%	1.9%	4.6%	0.4%
Physical Sciences	40.9%	21.0%	9.3%	5.4%	3.6%	0.7%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	79.6%	23.8%	5.7%	9.0%	7.5%	0.3%
Public Administration and Social Service Professions	78.4%	37.6%	4.6%	19.9%	10.9%	0.3%
Science Technologies/Technicians	57.1%	14.3%	0.0%	14.3%	0.0%	0.0%
Social Sciences	55.6%	33.7%	8.8%	12.9%	9.7%	0.3%
Theology and Religious Vocations	36.8%	23.4%	4.7%	13.9%	3.8%	0.1%
Transportation and Materials Moving	14.3%	57.1%	14.3%	28.6%	14.3%	0.0%
Visual and Performing Arts	59.3%	22.6%	8.0%	6.3%	6.1%	0.3%
TOTAL ALL FIELDS	64.6%	26.6%	8.2%	10.2%	6.9%	0.2%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Math, Statistics and Computer Science		CONSTITUENT DEPARTMENTS: Mathematics					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer (15)					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	44.6	24.8	11.0	5.3	7.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>15</u>							
No. Male: <u>10</u> No. Female: <u>5</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>5</u> % <u>33.3</u>	# <u>11</u> % <u>73.3</u>	# <u>3</u> % <u>20.0</u>	# <u>7</u> % <u>46.7</u>	# <u>1</u> % <u>6.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>44.6</u>	% <u>24.8</u>	% <u>11.0</u>	% <u>5.3</u>	% <u>7.0</u>	% <u>0.0</u>
UNDERUTILIZATION:		% <u>11.3</u> # <u>1.7</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.3</u> # <u>0.1</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: Math, Statistics and Computer Science

Constituent Departments: Mathematics

Job Group: LECTURER

Job Titles: Lecturer (15)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Mathematics and Statistics

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
44.6	24.8	11.0	5.3	7.0	

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

BACHELOR's degree conferred by Title IV participating institutions **2011-2012**

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races.
 Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 50% and USn4ST is weighted at 50%.

	<u>FEMALE</u>	<u>**Total Minority</u>	<u>ASIAN/ PAC. ISL.</u>	<u>BLACK NON-HISP.</u>	<u>Hispanic or Latino</u>	<u>AM.IND./ AL.NAT.</u>
Agriculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.5%
Architecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.4%
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.4%
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.5%
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.5%
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.4%
Communications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.5%
Computer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.5%
Construction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.3%
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
Engineering Technologies and Engineering-related Fields	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
English Language and Literature/Letters	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
Family and Consumer Sciences/Human Sciences	89.1%	27.8%	5.3%	11.5%	9.3%	0.5%
Foreign Languages, Literatures, and Linguistics	71.7%	31.7%	5.6%	4.6%	19.3%	0.4%
Health Professions and Related Programs	84.4%	29.7%	8.4%	12.5%	7.2%	0.5%
History	41.1%	18.5%	3.6%	4.8%	8.0%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	46.3%	39.2%	3.0%	18.5%	15.7%	0.5%
Legal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
Liberal Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
Library Science	93.3%	6.7%	1.1%	2.2%	3.3%	0.0%
Mathematics and Statistics	44.6%	24.8%	11.0%	5.3%	7.0%	0.3%
Mechanic and Repair Technologies/Technicians	3.0%	21.6%	4.9%	3.2%	11.9%	1.3%
Military Technologies and Applied Sciences	16.2%	30.0%	0.0%	26.2%	2.5%	1.2%
Multi/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
Natural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
Parks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
Personal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
Philosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
Physical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
Precision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
Psychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
Public Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
Science Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
Social Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
Theology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
Transportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
Visual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
TOTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%
OHRM/jc - S:\jmcbl's My Documents\EDC\EDC 2012 RAW data\Test Map BA 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Communication, Journalism, and Related Studies		CONSTITUENT DEPARTMENTS: Media Arts & Technology					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (4) Associate Professor (2) Assistant Professor (8)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	6.7	0.0	0.0	0.0	0.0	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 14							
No. Male: 6 No. Female: 8							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u> % <u>57.1</u>	# <u>4</u> % <u>28.6</u>	# <u>0</u> % <u>0.0</u>	# <u>4</u> % <u>28.6</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>6.7</u>	% <u>0.0</u>	% <u>0.0</u>	% <u>0.0</u>	% <u>0.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.0</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.0</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Communication, Journalism, and Related Studies**

Constituent Departments: **Media Arts & Technology**

Job Group: **Professorial**

Job Titles: **Professor (4)
Associate Professor (2)
Assistant Professor (8)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Communications Technologies/Technicians Support Services

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
6.7	0.0	0.0	0.0	0.0	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: English and English Literature		CONSTITUENT DEPARTMENTS: MEOC					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer (13)					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	69.4	24.2	4.7	8.0	9.1	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>13</u>							
No. Male: <u>5</u> No. Female: <u>8</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>8</u> % <u>61.5</u>	# <u>11</u> % <u>84.6</u>	# <u>0</u> % <u>0.0</u>	# <u>9</u> % <u>69.2</u>	# <u>2</u> % <u>15.4</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>69.4</u>	% <u>24.2</u>	% <u>4.7</u>	% <u>8.0</u>	% <u>9.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>7.9</u> # <u>1.0</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.7</u> # <u>0.6</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015

Affirmative Action Unit: English and English Literature

Constituent Departments: MEOC

Job Group: LECTURER

Job Titles: Lecturer (13)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

English Language and Literature/Letters

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
69.4	24.2	4.7	8.0	9.1	7.0

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

BACHELOR's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races.

Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 50% and USn4ST is weighted at 50%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.5%
Architecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.4%
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.4%
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.5%
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.5%
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.4%
Communications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.5%
Computer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.5%
Construction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.3%
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
Engineering Technologies and Engineering-related Fields	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
English Language and Literature/Letters	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
Family and Consumer Sciences/Human Sciences	89.1%	27.8%	5.3%	11.5%	9.3%	0.5%
Foreign Languages, Literatures, and Linguistics	71.7%	31.7%	5.6%	4.6%	19.3%	0.4%
Health Professions and Related Programs	84.4%	29.7%	8.4%	12.5%	7.2%	0.5%
History	41.1%	18.5%	3.6%	4.8%	8.0%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	46.3%	39.2%	3.0%	18.5%	15.7%	0.5%
Legal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
Liberal Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
Library Science	93.3%	6.7%	1.1%	2.2%	3.3%	0.0%
Mathematics and Statistics	44.6%	24.8%	11.0%	5.3%	7.0%	0.3%
Mechanic and Repair Technologies/Technicians	3.0%	21.6%	4.9%	3.2%	11.9%	1.3%
Military Technologies and Applied Sciences	16.2%	30.0%	0.0%	26.2%	2.5%	1.2%
Multi/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
Natural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
Parks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
Personal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
Philosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
Physical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
Precision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
Psychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
Public Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
Science Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
Social Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
Theology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
Transportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
Visual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
TOTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: <p style="text-align: center;">Foreign Languages</p>	CONSTITUENT DEPARTMENTS: <p style="text-align: center;">Modern Language</p>						
EEO CATEGORY: <p style="text-align: center;">PROFESSIONAL: PROFESSORIAL</p>	Job Titles: <p style="text-align: center;">Professor (12) Associate Professor (1) Assistant Professor (13)</p>						
JOB GROUP: <p style="text-align: center;">PROFESSIONAL</p>							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.0	24.6	7.2	2.0	13.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>31</u> No. Male: <u>6</u> No. Female: <u>25</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>25</u> % <u>80.6</u>	# <u>16</u> % <u>51.6</u>	# <u>1</u> % <u>3.2</u>	# <u>0</u> % <u>0.0</u>	# <u>15</u> % <u>48.4</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>61.0</u>	% <u>24.6</u>	% <u>7.2</u>	% <u>2.0</u>	% <u>13.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.0</u> # <u>1.2</u> UU <u>1</u>	% <u>2.0</u> # <u>0.6</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: Foreign Languages

Constituent Departments: Modern Language

Job Group: Professorial

Job Titles:
 Professor (12)
 Associate Professor (1)
 Assistant Professor (13)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Foreign Languages, Literatures, and Linguistics

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
61.0	24.6	7.2	2.0	13.7	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions **2011-2012**

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiiin/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmcmbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Visual and Performing Arts		CONSTITUENT DEPARTMENTS: Music and Art					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (5) Associate Professor (4) Assistant Professor (12)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	49.3	16.6	7.7	3.2	4.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>23</u> No. Male: <u>10</u> No. Female: <u>13</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>13</u> % <u>56.5</u>	# <u>5</u> % <u>21.7</u>	# <u>2</u> % <u>8.7</u>	# <u>2</u> % <u>8.7</u>	# <u>1</u> % <u>4.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>49.3</u>	% <u>16.6</u>	% <u>7.7</u>	% <u>3.2</u>	% <u>4.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>0.5</u> # <u>0.1</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Visual and Performing Arts**

Constituent Departments: **Music and Art**

Job Group: **Professorial**

Job Titles:

**Professor (5)
Associate Professor (4)
Assistant Professor (12)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Visual and Performing Arts

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
49.3	16.6	7.7	3.2	4.8	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\mcbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Health Professions**

Constituent Departments: **Nursing**

Job Group: **Professorial**

Job Titles:
 Professor (1)
 Associate Professor (2)
 Assistant Professor (20)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Health Professions and Related Programs

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
75.0	24.6	9.1	10.1	4.3	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiian/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Physical Sciences		CONSTITUENT DEPARTMENTS: Science					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (17) Associate Professor (14) Assistant Professor (29)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Net. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	33.4	18.5	8.9	3.3	4.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>60</u>							
No. Male: <u>37</u> No. Female: <u>23</u>		Females	**Total Minority	Asian or Net. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>23</u> % <u>38.3</u>	# <u>21</u> % <u>35.0</u>	# <u>11</u> % <u>18.3</u>	# <u>0</u> % <u>0.0</u>	# <u>8</u> % <u>13.3</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>33.4</u>	% <u>18.5</u>	% <u>8.9</u>	% <u>3.3</u>	% <u>4.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>3.3</u> # <u>2.0</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Physical Sciences**

Constituent Departments: **Science**

Job Group: **Professorial**

Job Titles:
 Professor (17)
 Associate Professor (14)
 Assistant Professor (29)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Physical Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
33.4	18.5	8.9	3.3	4.8	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc'h's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Social Science		CONSTITUENT DEPARTMENTS: Social Science					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (5) Associate Professor (12) Assistant Professor (42)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8	7.3	6.0	6.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 59 No. Male: 23 No. Female: 36		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>36</u> % <u>61.0</u>	# <u>28</u> % <u>47.5</u>	# <u>8</u> % <u>13.6</u>	# <u>10</u> % <u>16.9</u>	# <u>10</u> % <u>16.9</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.9</u>	% <u>21.8</u>	% <u>7.3</u>	% <u>6.0</u>	% <u>6.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Social Science**

Constituent Departments: **Social Science**

Job Group: **Professorial**

Job Titles:
 Professor (5)
 Associate Professor (12)
 Assistant Professor (42)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Social Sciences

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
50.9	21.8	7.3	6.0	6.9	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL 2015

AFFIRMATIVE ACTION UNIT: Social Science		CONSTITUENT DEPARTMENTS Social Science					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - INSTRUCTOR		Job Titles: Instructor (10)					
JOB GROUP: NON-PROFESSORIAL - INSTRUCTOR							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	55.6	33.7	8.8	12.9	9.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 10 No. Male: 3 No. Female: 7		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>7</u> % <u>70.0</u>	# <u>5</u> % <u>50.0</u>	# <u>1</u> % <u>10.0</u>	# <u>0</u> % <u>0.0</u>	# <u>4</u> % <u>40.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>55.6</u>	% <u>33.7</u>	% <u>8.8</u>	% <u>12.9</u>	% <u>9.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>12.9</u> # <u>1.3</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-INSTRUCTOR

FALL 2015

Affirmative Action Unit: Social Science

Constituent Departments: Social Science

Job Group: NON-PROFESSORIAL - INSTRUCTOR

Job Titles: Instructor (10)

FACTOR SOURCES

Factor 1 EDC - MA. 2011 - 12* - 4States (CT, NJ, NY, PA)

WEIGHTING

1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States EDC - MA. 2011 - 12*

Social Science

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
55.6	33.7	8.8	12.9	9.7	7.0

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

MASTER's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 100%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	57.5%	25.0%	10.0%	1.2%	12.5%	0.0%
Architecture and Related Services	48.0%	27.6%	12.4%	4.9%	8.9%	0.1%
Area, Ethnic, Cultural, Gender, and Group Studies	64.5%	37.2%	6.4%	14.5%	13.1%	0.0%
Biological and Biomedical Sciences	58.6%	31.9%	18.4%	6.5%	4.6%	0.4%
Business, Management, Marketing, Support Services	44.8%	33.6%	13.7%	12.0%	6.6%	0.2%
Communication, Journalism, and Related Programs	67.7%	32.1%	6.2%	13.2%	8.5%	0.4%
Communications Technologies/Technicians Support Services	55.4%	53.6%	3.6%	25.0%	23.2%	0.0%
Computer and Information Sciences and Support Services	26.9%	38.1%	19.9%	9.7%	6.9%	0.2%
Construction Trades	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	77.6%	18.7%	3.4%	7.8%	6.6%	0.2%
Engineering	20.8%	33.1%	20.7%	5.4%	5.5%	0.2%
Engineering Technologies and Engineering-related Fields	28.6%	34.0%	13.0%	11.0%	8.8%	0.7%
English Language and Literature/Letters	65.3%	18.7%	5.2%	6.8%	4.8%	0.3%
Family and Consumer Sciences/Human Sciences	84.1%	25.7%	10.2%	7.2%	7.5%	0.0%
Foreign Languages, Literatures, and Linguistics	67.4%	31.4%	5.1%	2.9%	22.2%	0.4%
Health Professions and Related Programs	83.2%	28.4%	10.0%	11.8%	5.5%	0.2%
History	46.9%	14.1%	2.8%	4.0%	4.5%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	59.0%	29.5%	3.3%	14.1%	11.4%	0.2%
Legal Professions and Studies	51.2%	35.4%	10.2%	13.4%	9.8%	1.2%
Liberal Arts and Sciences, General Studies and Humanities	60.6%	22.1%	3.3%	10.2%	6.9%	0.1%
Library Science	79.0%	13.5%	3.4%	4.5%	4.7%	0.2%
Mathematics and Statistics	40.9%	30.5%	20.0%	5.6%	3.7%	0.1%
Military Technologies and Applied Sciences	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Multi/Interdisciplinary Studies	62.0%	30.3%	10.1%	11.4%	6.6%	0.4%
Natural Resources and Conservation	53.8%	14.2%	7.3%	2.6%	2.3%	0.0%
Parks, Recreation, Leisure and Fitness Studies	42.7%	19.5%	2.4%	10.9%	4.7%	0.6%
Personal and Culinary Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Philosophy and Religious Studies	37.2%	13.0%	5.0%	1.9%	4.6%	0.4%
Physical Sciences	40.9%	21.0%	9.3%	5.4%	3.6%	0.7%
Precision Production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Psychology	79.6%	23.8%	5.7%	9.0%	7.5%	0.3%
Public Administration and Social Service Professions	78.4%	37.6%	4.6%	19.9%	10.9%	0.3%
Science Technologies/Technicians	57.1%	14.3%	0.0%	14.3%	0.0%	0.0%
Social Sciences	55.6%	33.7%	8.8%	12.9%	9.7%	0.3%
Theology and Religious Vocations	36.8%	23.4%	4.7%	13.9%	3.8%	0.1%
Transportation and Materials Moving	14.3%	57.1%	14.3%	28.6%	14.3%	0.0%
Visual and Performing Arts	59.3%	22.6%	8.0%	6.3%	6.1%	0.3%
TOTAL ALL FIELDS	64.6%	26.6%	8.2%	10.2%	6.9%	0.2%

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Communication, Journalism and Related Programs/visual and Performing Arts		CONSTITUENT DEPARTMENTS: Speech, Communication and Theatre Arts					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (6) Associate Professor (3) Assistant Professor (13)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	58.2	20.9	6.4	6.9	5.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>22</u>							
No. Male: <u>5</u> No. Female: <u>17</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>17</u> % <u>77.3</u>	# <u>4</u> % <u>18.2</u>	# <u>1</u> % <u>4.5</u>	# <u>1</u> % <u>4.5</u>	# <u>2</u> % <u>9.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>58.2</u>	% <u>20.9</u>	% <u>6.4</u>	% <u>6.9</u>	% <u>5.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>2.7</u> # <u>0.6</u> UU <u>1</u>	% <u>1.9</u> # <u>0.4</u> UU <u>0</u>	% <u>2.4</u> # <u>0.5</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Communication, Journalism and
Related Programs/Visual and Performing Arts**

Constituent Departments: **Speech, Communication and Theatre Arts**

Job Group: **Professorial**

Job Titles: **Professor (6)
Associate Professor (3)
Assistant Professor (13)**

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Communication, Journalism, and Related Programs

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
58.2	20.9	6.4	6.9	5.3	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc'h's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: Communication, Journalism, and Related		CONSTITUENT DEPARTMENTS: Speech, Communication, Theatre					
EEO CATEGORY: PROFESSIONAL: NON-PROFESSORIAL - LECTURER		Job Titles: Lecturer (9)					
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	63.6	26.3	4.5	11.1	8.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>9</u>							
No. Male: <u>4</u> No. Female: <u>5</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>5</u> % <u>55.6</u>	# <u>5</u> % <u>55.6</u>	# <u>0</u> % <u>0.0</u>	# <u>5</u> % <u>55.6</u>	# <u>0</u> % <u>0.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>63.6</u>	% <u>26.3</u>	% <u>4.5</u>	% <u>11.1</u>	% <u>8.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>8.0</u> # <u>0.7</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>4.5</u> # <u>0.4</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>8.8</u> # <u>0.8</u> UU <u>1</u>	

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

**FACTOR / SOURCE SHEET - PROFESSIONAL: NON-PROFESSORIAL-LECTURER
FALL, 2015**

Affirmative Action Unit: Communication, Journalism, and Related Programs/Visual & Performing Arts

Constituent Departments: Speech, Communication, Theatre

Job Group: LECTURER

Job Titles: Lecturer (9)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHTING</u>
Factor 1	EDC - BA. 2011-12* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.	1.0

* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: EDC - BA. 2011 - 12* 4States (CT,NJ,NY,PA) and US Non-4ST.

Communication, Journalism, and Related Programs

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
63.6	26.3	4.5	11.1	8.8	7.0

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

BACHELOR's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races.

Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 50% and USn4ST is weighted at 50%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.5%
Architecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.4%
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.4%
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.5%
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.5%
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.4%
Communications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.5%
Computer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.5%
Construction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.3%
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
Engineering Technologies and Engineering-related Fields	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
English Language and Literature/Letters	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
Family and Consumer Sciences/Human Sciences	89.1%	27.8%	5.3%	11.5%	9.3%	0.5%
Foreign Languages, Literatures, and Linguistics	71.7%	31.7%	5.6%	4.6%	19.3%	0.4%
Health Professions and Related Programs	84.4%	29.7%	8.4%	12.5%	7.2%	0.5%
History	41.1%	18.5%	3.6%	4.8%	8.0%	0.5%
Homeland Security, Law Enforcement, Firefighting, etc.	46.3%	39.2%	3.0%	18.5%	15.7%	0.5%
Legal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
Liberal Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
Library Science	93.3%	6.7%	1.1%	2.2%	3.3%	0.0%
Mathematics and Statistics	44.6%	24.8%	11.0%	5.3%	7.0%	0.3%
Mechanic and Repair Technologies/Technicians	3.0%	21.6%	4.9%	3.2%	11.9%	1.3%
Military Technologies and Applied Sciences	16.2%	30.0%	0.0%	26.2%	2.5%	1.2%
Multi/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
Natural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
Parks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
Personal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
Philosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
Physical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
Precision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
Psychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
Public Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
Science Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
Social Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
Theology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
Transportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
Visual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
TOTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: Education		CONSTITUENT DEPARTMENTS: Teacher Education					
EEO CATEGORY: PROFESSIONAL: PROFESSORIAL		Job Titles: Professor (2) Associate Professor (2) Assistant Professor (5)					
JOB GROUP: PROFESSIONAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19.4	6.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>8</u>							
No. Male: <u>3</u> No. Female: <u>5</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>5</u> % <u>62.5</u>	# <u>5</u> % <u>62.5</u>	# <u>2</u> % <u>25.0</u>	# <u>1</u> % <u>12.5</u>	# <u>2</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>67.9</u>	% <u>31.7</u>	% <u>4.0</u>	% <u>19.4</u>	% <u>6.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>5.4</u> # <u>0.4</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>6.9</u> # <u>0.6</u> UU <u>1</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET - PROFESSIONAL: PROFESSORIAL

FALL, 2015

Affirmative Action Unit: **Education**

Constituent Departments: **Teacher Education**

Job Group: **Professorial**

Job Titles:
 Professor (2)
 Associate Professor (2)
 Assistant Professor (5)

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	EDC- Ph.D. 2011 - 12* - 4States (CT, NY, NJ, PA) and US Non-4ST.	1.0

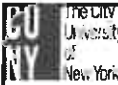
* Note: US Dept of Education's Postsecondary Studies Division indicates 2012 is the latest data available as of 7/15/2014.

Factor 1: 4States (CT,NJ, NY, PA) and USNon-4ST - EDC - Ph.D. 2011 - 12*

Education

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
67.9	31.7	4.0	19.4	6.8	7.0

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



DOCTORATE's degree conferred by Title IV participating institutions 2011-2012

Reported data only - This listing does not include US Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaii/Other Pacific Islander, American Indian Alaska Native, and Two or More Races. Data for 4 States = CT, NJ, NY & PA(considered as 4ST) is weighted at 20% and US not 4ST is weighted at 80%.

	FEMALE	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND./ AL.NAT.
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.3%
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.9%
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.9%
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.6%
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.8%
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.4%
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.3%
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.7%
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
Liberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
Library Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Mathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
Multi/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Natural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
Parks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
Philosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
Physical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
Psychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
Public Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
Science Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Social Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
Theology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
Visual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
TOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
OHRM/jc - S:\jmc\cbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 2012 Pctg FEDERAL.rpt						

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **BMCC**

Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT: ADMINISTRATION I		Constituent Departments:					
EEO CATEGORY: Executive/Senior Level Official and Managers		Job Titles: EXECUTIVE COMPENSATION PLAN TITLES President Senior Vice President / Vice President / Assistant Vice President Dean Administrator Associate Dean / Associate Administrator					
JOB GROUP: ADMINISTRATION I							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
	1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	23.3	11.4	3.0	4.5	3.1
2. % of Minorities/Females promotable, transferable, or trainable	0.60	26.2	17.2	5.2	6.4	5.5	
GROUP TOTAL NO.: <u>16</u>							
No. Male: <u>10</u> No. Female: <u>6</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>6</u> % <u>37.5</u>	# <u>10</u> % <u>62.5</u>	# <u>3</u> % <u>18.8</u>	# <u>3</u> % <u>18.8</u>	# <u>4</u> % <u>25.0</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>49.5</u>	% <u>28.6</u>	% <u>8.2</u>	% <u>10.9</u>	% <u>8.6</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>12.0</u> # <u>1.9</u> UU <u>2</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET

FALL, 2015

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

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	Earned Degrees Conferred (EDC) US - PHD, MA, BA 2011-12* for Federal Protected Groups.	0.4
Factor 2	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2013.	0.6

*Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.

Factor 1:		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	
		58.2	28.4	7.5	11.2	7.8	
	multiply by weight -	0.4	23.3	11.4	3.0	4.5	3.1

Factor 2:		<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Total</u>
	HEO	442	335	69	148	116	795
	Professor	780	468	174	148	141	2,007
		1,222	803	243	296	257	2,802
	multiply by weight -	0.6	26.2	17.2	5.2	6.4	5.5

OVERALL AVAILABILITY	49.5	28.6	8.2	10.9	8.6	7.0
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Individuals with Disabilities

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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **BMCC**

Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT:
ADMINISTRATION II

Constituent Departments:

EEO CATEGORY:

First/Mid Level Officials and Managers

Job Titles:

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

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

JOB GROUP:

ADMINISTRATION II

FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
		1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	22.9	11.6	3.3	3.9
2. % of Minorities/Females promotable, transferable, or trainable	0.60	35.2	29.2	6.6	14.5	8.0	
GROUP TOTAL NO.: 89 No. Male: <u>32</u> No. Female: <u>57</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>57</u> % <u>64.0</u>	# <u>55</u> % <u>61.8</u>	# <u>13</u> % <u>14.6</u>	# <u>27</u> % <u>30.3</u>	# <u>14</u> % <u>15.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>58.1</u>	% <u>40.8</u>	% <u>9.9</u>	% <u>18.4</u>	% <u>11.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET

FALL, 2015

**First/Mid Level Officials and Managers
ADMINISTRATION II**

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

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

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	4STATE - Earned Degrees Conferred (EDC) - Bachelors 2011-12* for Federal Protected Groups.	0.4
Factor 2	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.	0.6

*Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.

Factor 1:	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	
	57.3	28.9	8.3	9.8	9.2	
multiply by weight	0.4	22.9	11.6	3.3	3.9	3.7
Factor 2:	<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Total</u>
HE asst.	296	281	30	156	93	461
Asst. Prof.	334	243	88	103	50	615
TOTAL	630	524	118	259	143	1,076
	58.6	48.7	11.0	24.1	13.3	
multiply by weight	0.6	35.2	29.2	6.6	14.5	8.0
OVERALL	58.1	40.8	9.9	18.4	11.7	7.0

Individuals
with
Disabilities

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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: **BMCC**

Semester/Year: **FALL, 2015**

AFFIRMATIVE ACTION UNIT: ADMINISTRATION III		Constituent Departments:					
EEO CATEGORY: Professional Non-Faculty		Job Titles: Higher Education assistant (HEa) Assistant to Higher Education Officer (aHEO) EOC Higher Education Assistant EOC Assistant to Higher Education Officer					
JOB GROUP: ADMINISTRATION III							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	0.70	40.1	20.2	5.8	6.9	6.4	
2. % of Minorities/Females promotable, transferable, or trainable	0.30	22.1	18.5	3.9	8.8	5.6	
GROUP TOTAL NO.: <u>175</u>							
No. Male: <u>69</u> No. Female: <u>106</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>106</u> % <u>60.6</u>	# <u>133</u> % <u>76.0</u>	# <u>20</u> % <u>11.4</u>	# <u>65</u> % <u>37.1</u>	# <u>44</u> % <u>25.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>62.2</u>	% <u>38.7</u>	% <u>9.7</u>	% <u>15.7</u>	% <u>12.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>1.6</u> # <u>2.8</u> UU <u>3</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	% <u>NONE</u> # <u>0.0</u> UU <u>0</u>	

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

FACTOR / SOURCE SHEET

FALL, 2015

**Professional Non-Faculty
ADMINISTRATION III:**

Higher Education assistant (HEa)
Assistant to Higher Education Officer (aHEO)
EOC Higher Education Assistant
EOC Assistant to Higher Education Officer

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1	4STATES Earned Degrees Conferred (EDC) - Bachelors 2011-12* for Federal Protected Groups.	0.7
Factor 2	Promotable, Transferable, Trainable employees within contractors organization. - CUNY Survey - selected titles, service requirement and criteria -Source Spring 2014.	0.3

*Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.

Factor 1:	Female	**Total Minority	<u>Asian or Nat. Haw. or Other</u>	<u>Black or Pac. Isl. African American</u>	<u>Hispanic or Latino</u>	
			Pac. Isl.	African American	Hispanic or Latino	
	57.3	28.9	8.3	9.8	9.2	
multiply by weight -	0.7	40.1	20.2	5.8	6.9	6.4
Factor 2:	Female	**Total Minority	<u>Asian or Nat. Haw. or Other</u>	<u>Black or Pac. Isl. African American</u>	<u>Hispanic or Latino</u>	<u>TOTAL</u>
College Asst. (holding BA degree or higher in title only)	415	363	104	149	107	662
Gittlesons (holding BA degree or higher in title only)	425	342	44	187	107	480
	<u>840</u>	<u>705</u>	<u>148</u>	<u>336</u>	<u>214</u>	<u>1,142</u>
	73.6	61.7	13.0	29.4	18.7	
multiply by weight -	0.3	22.1	18.5	3.9	8.8	5.6
OVERALL AVAILABILITY	62.2	38.7	9.7	15.7	12.0	7.0

Individuals
with
Disabilities

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

NOTE: Please weight depending on the number of employees in fields.

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: ADMINISTRATION IV		Constituent Departments: HEALTH COMPUTER SCIENCE TECH.-BROADCASTING/COMM. BUS. MNGMNT./SERV. OCC.					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: COLLEGE LAB TECHNICIANS (CLTs) Senior College Lab Tech College Lab Tech.					
JOB GROUP: ADMINISTRATION IV							
FACTORS:	Weighting	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	See Factors worksheet	40.1	32.0	9.1	8.9	11.8	
2. % of Minorities/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: <u>35</u>							
No. Male: <u>22</u> No. Female: <u>13</u>		Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>13</u> % <u>37.1</u>	# <u>29</u> % <u>82.9</u>	# <u>7</u> % <u>20.0</u>	# <u>11</u> % <u>31.4</u>	# <u>11</u> % <u>31.4</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>40.1</u>	% <u>32.0</u>	% <u>9.1</u>	% <u>8.9</u>	% <u>11.8</u>	% <u>0.7</u>
UNDERUTILIZATION:		% <u>3.0</u> # <u>1.1</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

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

FALL, 2015

ADMINISTRATION IV: College Laboratory Technician Series

ADMINISTRATION IV: (titles listed below)

ONLY list titles that apply to College and delete this line

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

Overall Availability Data for the following main areas/fields are provided in the TAB: "IA ADM 4 Factors AD F2015"

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

* The overall availability data must be weighted by the number of employees in the area/field.

AA 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.

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 populated on the TAB: "IA ADM 4 UAW F2015" worksheet. Assessment of the type of work/area the CLT works in is required. (ex. CLT who sets up the audio visual equipment should be counted in Broadcasting/Communications; CLT who sets up the tools/cooking equipment in the kitchen for the culinary students should be counted in Business & Management/Serv. Occupations) Please Input Workforce numbers (# of technicians in area/field) in cells H23, H24, H25, H26, H27, H28. In cells N29, Q29, T29, W29, Z29, AC29, and AF29 enter Workforce numbers by Gender and Ethnicity. Cells N29 and Q29 will be highlighted in RED if total does not equal cell H29.

Dotted bordered cells require a number entry to compute % of technicians in area/field.

AREA/FIELD	# of technicians in area/field	TOTAL # of Technicians	% of technicians in area/field	Dotted bordered cells require a number entry in order for the "Current Utilization" on the Tab-IA ADM 4 UAW F2015 to be calculated.						
				Male	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
* AA Health	3	35	8%							
* AA Engineering	0	35	0%							
* AA Science	10	35	28%							
* AA Computers	2	35	6%							
* AA Broadcasting/Communications	17	35	48%							
* AA Bus. & Mngmnt / Serv. Occupations	3	35	9%							
TOTAL Number of CLTs	35			22	13	29	7	11	11	ENTER

OVERALL AVAILABILITY: (from TAB -ADM 4 Factors AD F2010.)

	Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino
Health	59.2	31.3	7.4	14.7	7.5
Engineering	16.3	25.3	5.9	8.8	9.0
Science	44.7	27.4	10.4	7.2	6.3
Computers	22.9	36.8	22.6	7.0	5.7
Broadcasting/Communications	34.4	34.4	7.3	9.4	16.0
Bus. & Mngmnt / Serv. Occupations	38.7	24.4	4.8	5.8	13.3

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 IA ADM 4 UAW F2015 worksheet.

Weighted Overall Availability of the areas by % of employees	% of technicians in area/field	Dotted bordered cells require a number entry in order for the "Current Utilization" on the Tab-IA ADM 4 UAW F2015 to be calculated.					Individuals with Disabilities	
		Female	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino		
Health	Numbers in this area are computed with the weight and the Occupation. The TOTAL OA is populated on the UAW sheet and the UU is automatically computed.	9%	5.3	2.8	0.7	1.3	0.7	
Engineering		0%	0.0	0.0	0.0	0.0	0.0	
Science		28%	13.0	7.9	3.0	2.1	1.8	
Computers		6%	1.4	2.2	1.4	0.4	0.3	
Broadcasting/Communications		48%	16.9	16.9	3.6	4.6	7.8	
Bus. & Mngmnt / Serv. Occupations		9%	3.5	2.2	0.4	0.5	1.2	
TOTAL OVERALL AVAILABILITY (OA)			40.1	32.0	9.1	8.9	11.8	0.7

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

FALL, 2015

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)

Technical/Paraprofessional

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

<u>FACTORS</u>	<u>SOURCES</u>	<u>WEIGHT</u>
Factor 1a:	2007-2011 American Community Survey (ACS) - 4States (CT,NJ,NY,PA).	0.9
Factor 1b:	4STATES Earned Degrees Conferred (EDC) - Bachelors 2011-12* for gender and federal protected groups.	0.1

Note: Use of US Dept of Education's Postsecondary Studies Division's Earned Degrees Conferred is updated biannually.
Due to formatting of cells, percentages are rounded up or down.

	<u>FEMALE</u>	<u>**TOTAL MINORITY</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>
HEALTH TECHNOLOGISTS & TECHNICIANS					
Factors 1a and 1b Health Tech. & Tech.	59.2	31.3	7.4	14.7	7.5
ENGINEERING & RELATED TECHNOLOGISTS & TECHNICIANS					
Factors 1a and 1b Eng. & Related Tech. & Tech.	16.3	25.3	5.9	8.8	9.0
SCIENCE TECHNICIANS					
Factors 1a and 1b Science Tech.	44.7	27.4	10.4	7.2	6.3
COMPUTER TECHNICIANS					
Factors 1a and 1b Computer Tech.	22.9	36.8	22.6	7.0	5.7
BROADCASTING EQUIPMENT / COMMUNICATIONS TECHNICIANS					
Factors 1a and 1b Broadcasting Equip./ Comm. Tech.	34.4	34.4	7.3	9.4	16.0
BUSINESS & MANAGEMENT SERVICE OCCUPATIONS					
Factors 1a and 1b Bus. & Management & Service Occ.	38.7	24.4	4.8	5.8	13.3

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

***** 17. OCCUPATION CLTs HEALTH TECHNOLOGISTS AND TECH. CLTs**
Occupations by Federal Groups by Geography

Geography	Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pac. Isl.	Native American- Alaska Native	Females
NY-NJ-CT-PA	3535 Miscellaneous Health Technologists and Tech	6,335	3,028	1,323	1,652	70	10,611
	3540 Other Healthcare Practitioners and Technical	2,257	1,037	718	295	69	4,824

**** 11. OCCUPATION= ENGINEERS - TECHNICALS.**
Occupations by Federal Groups by Geography

Geography	Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pac. Isl.	Native American- Alaska Native	Females
NY-NJ-CT-PA	1550 Engineering Technicians, Except Drafters	13,474	4,739	4,759	3,092	112	8,957

***** 16. OCCUPATION CLTs BUSINESS & MANAGEMENT SERVICES AND CLTs SCIENCE TECHS.**
Occupations by Federal Groups by Geography

Geography	Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pac. Isl.	Native American- Alaska Native	Females
NY-NJ-CT-PA	1910 Biological Technicians	696	100	280	278	17	981
	1920 Chemical Technicians	2,964	870	614	1,318	0	3,955
	1965 Miscellaneous life, physical and social science	7,062	1,864	1,541	2,651	83	12,214

**** 6. OCCUPATION= Computer Specialists.**
Occupations by Federal Groups by Geography

Geography	Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pac. Isl.	Native American- Alaska Native	Females
NY-NJ-CT-PA	1050 Computer Support Specialists	22,564	8,080	6,215	7,182	54	20,076
	1020 Software developers, applications and system	45,846	4,517	3,238	36,320	48	23,899
	1400 Computer Hardware Engineers	3,413	586	607	2,193	0	1,522

**** 3. OCCUPATION= Broadcasting / Media Titles.**
Occupations by Federal Groups by Geography

Geography	Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pac. Isl.	Native American- Alaska Native	Females
NY-NJ-CT-PA	2900 Broadcast and Sound Engineering Technician	3,772	1,798	1,291	425	9	2,041
NY-NJ-CT-PA	2860 Miscellaneous Media and Communication Wo	5,622	651	3,158	1,585	0	6,974

***** 16. OCCUPATION CLTs BUSINESS & MANAGEMENT SERVICES AND CLTs SCIENCE TECHS.**
Occupations by Federal Groups by Geography

Geography	Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pac. Isl.	Native American- Alaska Native	Females
NY-NJ-CT-PA	1900 Agricultural and Food Science Technicians	882	170	518	176	17	1,366

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: ACCOUNTANTS - ACCOUNTANT ASSISTANT		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Finance Accountant Assistant Assistant Purchasing Agent					
JOB GROUP: Finance Accountant Assistant							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.8	26.7	11.8	7.8	5.9	
2. % of Minorities/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: <u>16</u>							
No. Male: <u>2</u> No. Female: <u>14</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>14</u> % <u>87.5</u>	# <u>13</u> % <u>81.3</u>	# <u>3</u> % <u>18.8</u>	# <u>8</u> % <u>50.0</u>	# <u>2</u> % <u>12.5</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>50.8</u>	% <u>26.7</u>	% <u>11.8</u>	% <u>7.8</u>	% <u>5.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

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

FALL, 2015

ACCOUNTANTS - ACCOUNTANT ASSISTANT

Technical/Paraprofessional

ACCOUNTANT:

ACCOUNTING ASSISTANT:

Finance Accountant Assistant
Assistant Purchasing Agent

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Accountants and Auditors (code 800) and Purchasing Managers (150)	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>50.8</u>	<u>26.7</u>	<u>11.8</u>	<u>7.8</u>	<u>5.9</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: CUNY ADMINISTRATIVE ASSISTANT	Constituent Departments:						
EEO CATEGORY: Secretarial and Clerical	Job Titles: CUNY Administrative Assistants						
JOB GROUP: CUNY ADMINISTRATIVE ASSISTANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable.	1.00	91.1	72.2	6.7	39.0	26.0	
GROUP TOTAL NO.: <u>11</u> No. Male: <u>1</u> No. Female: <u>10</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>10</u> % <u>90.9</u>	# <u>8</u> % <u>72.7</u>	# <u>1</u> % <u>9.1</u>	# <u>6</u> % <u>54.5</u>	# <u>1</u> % <u>9.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>91.1</u>	% <u>72.2</u>	% <u>6.7</u>	% <u>39.0</u>	% <u>26.0</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>0.2</u> # <u>0.02</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>16.9</u> # <u>1.86</u> UU <u>2</u>	

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

FALL, 2015

CUNY ADMINISTRATIVE ASSISTANT

Secretarial and Clerical

CUNY ADMINISTRATIVE ASSISTANT

CUNY Administrative Assistants

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N/A	0.0
Factor 2: CUNY Survey Spring 2011 - Permanent CUNY Office Assistant (level 3 or above) and Mail Message Services Worker titles. The CUNY Administrative Assistant title is strictly promotional from the Permanent CUNY Office Assistant (level 3 or above) and Mail Message Services Worker titles with years of service requirement.	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>91.1</u>	<u>72.2</u>	<u>6.7</u>	<u>39.0</u>	<u>26.0</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: COMPUTER SPECIALISTS		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: IT Senior Associate IT Associate IT Assistant IT Support Assistant					
JOB GROUP: COMPUTER SPECIALISTS							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	26.4	33.6	19.7	7.1	5.4	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>43</u> No. Male: <u>37</u> No. Female: <u>6</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>6</u> % <u>14.0</u>	# <u>38</u> % <u>88.4</u>	# <u>16</u> % <u>37.2</u>	# <u>10</u> % <u>23.3</u>	# <u>11</u> % <u>25.6</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>26.4</u>	% <u>33.6</u>	% <u>19.7</u>	% <u>7.1</u>	% <u>5.4</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>12.4</u> # <u>5.35</u> UU <u>5</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

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

COMPUTER SPECIALISTS

Technical/Paraprofessional

COMPUTER SPECIALIST:

- IT Senior Associate
- IT Associate
- IT Assistant
- IT Support Assistant

SOURCE

Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Computer Scientist Systems Analyst (1000); Computer Programmer (1010); Computer Software Engineers (1020); Computer Support Specialists (1050); Database Administrator (1060); Network Systems & Data Communication Analysts (1110); Computer Hardware Engineers (1400); Computer Operators (5800); and Computer Control Programmers and Operators (7900).

WEIGHTING

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>26.4</u>	<u>33.6</u>	<u>19.7</u>	<u>7.1</u>	<u>5.4</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: CUNY OFFICE/SECRETARIAL ASSISTANT:		Constituent Departments:					
EEO CATEGORY: Secretarial and Clerical		Job Titles: CUNY Office/Secretarial Assistant (all levels) Clerical Associate EOC Office Assistant					
JOB GROUP: CUNY OFFICE/SECRETARIAL ASSISTANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	89.9	26.5	3.7	11.6	9.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>93</u> No. Male: <u>10</u> No. Female: <u>83</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>83</u> % <u>89.2</u>	# <u>80</u> % <u>86.0</u>	# <u>8</u> % <u>8.6</u>	# <u>34</u> % <u>36.6</u>	# <u>38</u> % <u>40.9</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>89.9</u>	% <u>26.5</u>	% <u>3.7</u>	% <u>11.6</u>	% <u>9.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>0.7</u> # <u>0.61</u> UU <u>1</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	% <u>NONE</u> # <u>0.00</u> UU <u>0</u>	

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

FALL, 2015

CUNY OFFICE/SECRETARIAL ASSISTANT
Secretarial and Clerical

CUNY OFFICE/
SECRETARIAL ASSISTANT:

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

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Secretaries, and Administrative Assistants (5700); Word Processors and Typists (5820); and Office Administrative Support Workers, all other (5940), Office Clerks, General (5860).	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>89.9</u>	<u>26.5</u>	<u>3.7</u>	<u>11.6</u>	<u>9.8</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET

Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: CAMPUS PEACE/SECURITY OFFICER LEVEL 1	Constituent Departments:						
EEO CATEGORY: Service/Maintenance	Job Titles: Campus Peace/Security Officer Level 1 Campus Security Assistant						
JOB GROUP: CAMPUS PEACE/SECURITY OFFICER LEVEL 1							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.4	66.7	7.1	28.1	29.3	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>69</u> No. Male: <u>51</u> No. Female: <u>18</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>18</u> % <u>26.1</u>	# <u>60</u> % <u>87.0</u>	# <u>11</u> % <u>15.9</u>	# <u>42</u> % <u>60.9</u>	# <u>7</u> % <u>10.1</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>28.4</u>	% <u>66.7</u>	% <u>7.1</u>	% <u>28.1</u>	% <u>29.3</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>2.3</u> # <u>1.60</u> uu <u>2</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>19.2</u> # <u>13.22</u> uu <u>13</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.

CAMPUS PEACE/SECURITY OFFICER LEVEL 1
 Service/Maintenance

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

Campus Peace/Security Officer Level 1
 Campus Security Assistant

<u>SOURCE</u>		<u>WEIGHTING</u>
Factor 1:	2007 - 2011 U.S. Census- American Community Survey (ACS) - Residence Geography, New York City - Police and Sheriffs Patrol Officer (3850)	1.0

	<u>**Total</u>	<u>Asian or Nat.</u>	<u>Black or</u>		<u>Individuals</u>
		<u>Haw. or Other</u>	<u>African</u>	<u>Hispanic or</u>	<u>with</u>
<u>Female</u>	<u>Minority</u>	<u>Pac. Isl.</u>	<u>American</u>	<u>Latino</u>	<u>Disabilities</u>
<u>28.4</u>	<u>66.7</u>	<u>7.1</u>	<u>28.1</u>	<u>29.3</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: **BMCC**
Semester/Year: **Fall, 2015**

AFFIRMATIVE ACTION UNIT: CAMPUS PUBLIC SAFETY SERGEANT		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Campus Public Safety Sergeant Campus Peace/Security Officer Level 3 Campus Security Specialist					
JOB GROUP: CAMPUS PUBLIC SAFETY SERGEANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.							
2. % of Minorities/Females promotable, transferable, or trainable	1.00	23.7	87.6	7.4	55.8	24.1	
GROUP TOTAL NO.: 12 No. Male: 9 No. Female: 3							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 3 % 25.0	# 11 % 91.7	# 0 % 0.0	# 6 % 50.0	# 5 % 41.7	# 0 % 0.0
OVERALL AVAILABILITY:		% 23.7	% 87.6	% 7.4	% 55.8	% 24.1	% 7.0
UNDERUTILIZATION:		% NONE # 0.00 UU 0	% NONE # 0.00 UU 0	% 7.4 # 0.89 UU 1	% 5.8 # 0.70 UU 1	% NONE # 0.00 UU 0	

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

Fall, 2015

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

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: N/A	0.0
Factor 2: CUNY Permanent Campus Peace Officer Level 1 and 2	1.0

Factor 2: CUNY Survey Spring 2011 - Permanent Campus Peace Officer Level 1 and 2s with years of service requirement.

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>23.7</u>	<u>87.6</u>	<u>7.4</u>	<u>55.8</u>	<u>24.1</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: CUSTODIAL ASSISTANT		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Custodial Assistant					
JOB GROUP: CUSTODIAL ASSISTANT							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	27.3	48.9	2.8	15.6	28.8	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>60</u> No. Male: <u>39</u> No. Female: <u>21</u>							
		Females	** Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>21</u> % <u>35.0</u>	# <u>57</u> % <u>95.0</u>	# <u>2</u> % <u>3.3</u>	# <u>21</u> % <u>35.0</u>	# <u>34</u> % <u>56.7</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>27.3</u>	% <u>48.9</u>	% <u>2.8</u>	% <u>15.6</u>	% <u>28.8</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>7.0</u> # <u>4.20</u> uu <u>4</u>

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

FALL, 2015

CUSTODIAL ASSISTANT
Service/Maintenance

CUSTODIAL ASSISTANT: Custodial Assistant

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Janitors and Building Cleaners" (4220)	1.0

<u>Female</u>	<u>** Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>27.3</u>	<u>48.9</u>	<u>2.8</u>	<u>15.6</u>	<u>28.8</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College:	BMCC
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT: CUSTODIAL SUPERVISORY		Constituent Departments:					
EEO CATEGORY: Service/Maintenance		Job Titles: Custodial Principal Supervisor Custodial Assistant Principal Supervisor Custodial Senior Supervisor Custodial Supervisor					
JOB GROUP: CUSTODIAL SUPERVISORY							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	29.0	40.0	2.4	13.8	22.1	
2. % of Minorities/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: <u>13</u> No. Male: <u>11</u> No. Female: <u>2</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>2</u> % <u>15.4</u>	# <u>13</u> % <u>100.0</u>	# <u>1</u> % <u>7.7</u>	# <u>10</u> % <u>76.9</u>	# <u>2</u> % <u>15.4</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>29.0</u>	% <u>40.0</u>	% <u>2.4</u>	% <u>13.8</u>	% <u>22.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>13.6</u> # <u>1.77</u> uu <u>2</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>6.7</u> # <u>0.87</u> uu <u>1</u>	

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

FALL, 2015

CUSTODIAL SUPERVISORY
Service/Maintenance

CUSTODIAL SUPERVISORY:

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

SOURCE Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "First Line Supervisors/Managers of Housekeeping/Janitorial Workers (4200) **WEIGHTING** 1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>29.0</u>	<u>40.0</u>	<u>2.4</u>	<u>13.8</u>	<u>22.1</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: MEDIA SERVICES / PRINT SHOP TITLES		Constituent Departments:					
EEO CATEGORY: Technical/Paraprofessional		Job Titles: Print Shop Associate Print Shop Assistant Graphic Designer					
JOB GROUP: MEDIA SERVICES / PRINT SHOP TITLES							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	28.9	33.9	6.5	9.0	16.6	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u> 9 </u> No. Male: <u> 4 </u> No. Female: <u> 5 </u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u> 5 </u> % <u> 55.6 </u>	# <u> 8 </u> % <u> 88.9 </u>	# <u> 2 </u> % <u> 22.2 </u>	# <u> 2 </u> % <u> 22.2 </u>	# <u> 4 </u> % <u> 44.4 </u>	# <u> 0 </u> % <u> 0.0 </u>
OVERALL AVAILABILITY:		% <u> 28.9 </u>	% <u> 33.9 </u>	% <u> 6.5 </u>	% <u> 9.0 </u>	% <u> 16.6 </u>	% <u> 7.0 </u>
UNDERUTILIZATION:		% <u> NONE </u> # <u> 0.00 </u> UU <u> 0 </u>	% <u> NONE </u> # <u> 0.00 </u> UU <u> 0 </u>	% <u> NONE </u> # <u> 0.00 </u> UU <u> 0 </u>	% <u> NONE </u> # <u> 0.00 </u> UU <u> 0 </u>	% <u> NONE </u> # <u> 0.00 </u> UU <u> 0 </u>	

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

FALL, 2015

MEDIA SERVICES / PRINT SHOP TITLES

Technical/Paraprofessional

**MEDIA SERVICES/
PRINT SHOP TITLES**

Print Shop Associate
Print Shop Assistant
Graphic Designer

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Miscellaneous Media & Communication Workers (2860) and Printing Machine Operators (8255).	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>28.9</u>	<u>33.9</u>	<u>6.5</u>	<u>9.0</u>	<u>16.6</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: MAIL / MESSAGE SERVICES WORKER		Constituent Departments:					
EEO CATEGORY: Secretarial/Clerical		Job Titles: Mail Message Services Wor					
JOB GROUP: MAIL / MESSAGE SERVICES WORKER							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	41.5	42.7	4.9	19.2	16.9	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>7</u>							
No. Male: <u>7</u> No. Female: <u>0</u>							
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u>	# <u>7</u>	# <u>1</u>	# <u>2</u>	# <u>4</u>	# <u>0</u>
		% <u>0.0</u>	% <u>100.0</u>	% <u>14.3</u>	% <u>28.6</u>	% <u>57.1</u>	% <u>0.0</u>
OVERALL AVAILABILITY:		% <u>41.5</u>	% <u>42.7</u>	% <u>4.9</u>	% <u>19.2</u>	% <u>16.9</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>41.5</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	% <u>NONE</u>	
		# <u>2.91</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	# <u>0.00</u>	
		UU <u>3</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	UU <u>0</u>	

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

MAIL / MESSAGE SERVICES WORKER
Secretarial/Clerical

MAIL / MESSAGE SERVICES WORKER

Mail Message Services Worker
EOC Mail Message Services Worker

<u>SOURCE</u>	<u>WEIGHTING</u>
Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - Mail Clerks/Mail Machine Operators, Except Postal Service (5850).	1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>41.5</u>	<u>42.7</u>	<u>4.9</u>	<u>19.2</u>	<u>16.9</u>	<u>7.0</u>

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

UTILIZATION ANALYSIS WORKSHEET
Two Factor Availability

College: BMCC
Semester/Year: FALL, 2015

AFFIRMATIVE ACTION UNIT: SKILLED TRADES/CRAFTS		Constituent Departments:					
EEO CATEGORY: Skilled Crafts		Job Titles: Carpenter Laborer Electrician Electrician Helper Locksmith Oiler Painter Plumber Plumber Helper Thermostat Repairer Stationary Engineer					
JOB GROUP: SKILLED TRADES/CRAFTS							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
1. % availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	2.5	29.7	2.6	7.0	18.7	
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: <u>53</u>	If Group Total is 4 or less, then Job Group is too small to analyze						
No. Male: <u>53</u> No. Female: <u>0</u>		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# <u>0</u> % <u>0.0</u>	# <u>20</u> % <u>37.7</u>	# <u>3</u> % <u>5.7</u>	# <u>6</u> % <u>11.3</u>	# <u>11</u> % <u>20.8</u>	# <u>0</u> % <u>0.0</u>
OVERALL AVAILABILITY:		% <u>2.5</u>	% <u>29.7</u>	% <u>2.6</u>	% <u>7.0</u>	% <u>18.7</u>	% <u>7.0</u>
UNDERUTILIZATION:		% <u>2.5</u> # <u>1.33</u> uu <u>1</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>	% <u>NONE</u> # <u>0.00</u> uu <u>0</u>

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

SKILLED TRADES/CRAFTS

Skilled Crafts

SKILLED TRADES/CRAFTS:

Carpenter	Plumber
Laborer	Plumber Helper
Electrician	Thermostat Repairer
Electrician Helper	Stationary Engineer
Locksmith	
Oiler	
Painter	

SOURCE

Factor 1: 2007 - 2011 U.S. Census- American Community Survey (ACS) - NY, NJ, CT, PA - "Stationary Engineer & Boiler Operator" (8610), "Carpenters" (6230), "Electricians" (6355), "Painters, Construction Maintenance" (6420), "Pipelayers, Plumbers, Pipefitters" (6440), "Machinist" (8030), "Construction Manager" (220), Automotive Service Technicians & Mechanics" (7200), "Elevator Installer & Repairer" (6700), "Roofer" (6515), "Cement Mason, Concrete Finishers & Terrazzo Worker" (6250), "Locksmith and Safe Repairers" (7540), "Plasters and Stucco Mason" (6460), "Construction Laborers" (6260), "Maintenance and Repairer Workers, General" (7340), and "Maintenance Workers, Machinery" (7350).

WEIGHTING

1.0

<u>Female</u>	<u>**Total Minority</u>	<u>Asian or Nat. Haw. or Other Pac. Isl.</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Individuals with Disabilities</u>
<u>2.5</u>	<u>29.7</u>	<u>2.6</u>	<u>7.0</u>	<u>18.7</u>	<u>7.0</u>

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

C.UTILIZATION SUMMARY CHARTS

BMCC AFFIRMATIVE ACTION PLAN 2015-Underutilization goals shaded

<u>Job Group</u>	TOTAL EES	Female	TOTAL MINORITY	Asian	Black	Hispanic
Academic Literacy & Linguistics- Prof.	30	0	0	0	0	1
Academic Literacy & Linguistics-Inst.	10	2	0	1	0	0
Accounting - Prof.	18	3	0	0	0	0
Allied Health-Prof	6	3	1	1	0	0
Business - Prof.	19	0	0	0	0	0
Center for Ethnic Studies-Prof	8	2	0	0	0	0
Computer Information Sys. - Prof.	16	0	0	0	1	0
Counseling - Prof.	5	0	0	0	0	0
Developmental Skills- Instructor	5	0	0	0	0	0
English - Prof.	54	0	0	0	0	0
English - Lecturer	10	0	0	0	0	0
EOC - Lecturer	13	1	0	1	0	0
Health Ed- Prof	10	1	0	1	0	0
Library - Prof.	14	0	0	0	0	0
Mathematics - Prof.	41	0	0	0	0	1
Mathematics - Lecturer	15	2	0	0	0	0
Math- Instructor	12	2	0	0	0	0
Media Arts and Technology- Prof.	14	0	0	0	0	0
Modern Languages - Prof.	31	0	0	1	1	0
Music & Art - Prof.	23	0	0	0	0	0
Nursing - Prof.	22	0	0	0	0	0
Science - Prof.	60	0	0	0	0	0
Social Science - Prof.	59	0	0	0	0	0
Social Science - Instructor	10	2	0	0	1	0
Speech Communications Theatre - Prof.	22	0	1	0	1	0
Speech Communications Theatre - Lect.	9	1	0	0	0	1
Teacher Education - Prof.	8	0	0	0	1	0
Admin. I	16	2	0	0	0	0
Admin. II	89	0	0	0	0	0
Admin. III	179	3	0	0	0	0
Admin. IV	35	1	0	0	0	0
Accountant Asst./Purchasing Agent	16	0	0	0	0	0
Computer Specialist	43	5	0	0	0	0
CUNY Admin. Asst.	11	0	0	0	0	0
CUNY Office/Sec. Asst.	93	1	0	0	0	0
Skilled Trades/Crafts	53	1	0	0	0	0
Custodial Supervisory	13	2	0	0	0	1
Custodial Asst.	60	0	0	0	0	0
Campus Public Safety Sergeant	12	0	0	1	1	0
Campus Peace/Sec. Officer Lev. 1	69	2	0	0	0	13
Media/ Print Shopt titles	9	0	0	0	0	0
Mail Messenger Services Worker	7	3	0	0	0	0

BMCC AFFIRMATIVE ACTION PLAN 2015 -Underutilization to show Change

Job Group	TOTAL EES	Female	TOTAL MINORITY	Asian	Black	Hispanic
Academic Literacy & Linguistics- Prof.	30	0	0	0	0	1 (+1)
Academic Literacy & Linguistics-Inst.	10	2 (+1)	0 (-1)	1 (+1)	0 (-1)	0
Accounting - Prof.	18	3	0	0	0	0
Allied Health-Prof	6	3	1	1 (+1)	0	0
Business - Prof.	19	0	0	0	0	0
Center for Ethnic Studies-Prof	8	2 (+2)	0	0 (-1)	0	0
Computer Information Sys. - Prof.	16	0	0	0	1	0
Counseling - Prof.	5	0	0	0	0	0
Developmental Skills- Instructor	5	0	0	0	0	0
English - Prof.	54	0	0	0	0	0
English - Lecturer	10	0	0	0	0 (-1)	0
EOC - Lecturer	13	1	0	1	0	0
Health Ed- Prof	10	1	0	1	0	0
Library - Prof.	14	0	0	0	0	0
Mathematics - Prof.	41	0	0	0	0	1 (+1)
Mathematics - Lecturer	15	2 (+2)	0	0	0	0
Math- Instructor	12	2	0	0	0	0
Media Arts and Technology- Prof.	14	0	0	0 (-1)	0	0 (-1)
Modern Languages - Prof.	31	0	0	1 (+1)	1	0
Music & Art - Prof.	23	0	0 (-1)	0 (-1)	0	0
Nursing - Prof.	22	0	0	0	0	0
Science - Prof.	60	0	0	0	0 (-1)	0
Social Science - Prof.	59	0	0	0	0	0
Social Science - Instructor	10	2	0	0	1	0
Speech Communications Theatre - Prof.	22	0	1 (+1)	0	1 (+1)	0
Speech Communications Theatre - Lect.	9	1 (+1)	0	0 (-1)	0	1
Teacher Education - Prof.	8	0	0	0	1 (+1)	0
Admin. I	16	2 (-1)	0	0	0	0
Admin. II	89	0	0	0	0	0
Admin. III	179	3(+3)	0	0	0	0
Admin. IV	35	1 (-3)	0	0	0	0
Accountant Asst./Purchasing Agent	16	0	0	0	0	0
Computer Specialist	43	5 (-2)	0	0	0	0
CUNY Admin. Asst.	11	0	0	0	0	0 (-1)
CUNY Office/Sec. Asst.	93	1 (-1)	0	0	0	0
Skilled Trades/Crafts	53	1 (-1)	0	0	0	0
Custodial Supervisory	13	2	0	0	0	1
Custodial Asst.	60	0	0	0	0	0
Campus Public Safety Sergeant	12	0	0	1	1 (+1)	0
Campus Peace/Sec. Officer Lev. 1	69	2	0	0	0	13(-1)
Media/ Print Shopt titles	9	0	0	0	0	0
Mail Messenger Services Worker	7	3 (+1)	0	0	0	0

Utilization Analysis
Affirmative Action Units Too Small To Analyze (Actual # of Employees)
AAP - FY'2015

A. Instructional Units

Accounting (Lecturer)
 Business (Instructor)
 Business (Lecturer)
 Computer Information Systems (Instructor)
 Computer Information Systems (Lecturer)
 Counseling (Lecturer)
 English (Instructor)
 Health Education (Instructor)
 Health Education (Lecturer)
 Modern Languages (Instructor)
 Modern Languages (Lecturer)
 Science (Lecturer)
 Social Science (Lecturer)
 Speech (Instructor)
 Teacher Education (Instructor)
 Teacher Education (Lecturer)

GROUP TOTAL	FEMALE	TOTAL MINORITY	Black	Hispanic	Asian
1	1	1	1	0	0
3	1	1	1	0	0
4	2	4	1	2	1
2	1	1	0	0	1
2	0	1	0	1	0
2	2	1	0	0	0
2	2	1	1	0	0
2	2	0	0	0	0
1	1	0	0	0	0
3	3	3	0	2	1
2	2	1	0	1	0
1	1	1	0	0	1
2	1	1	0	1	0
4	2	2	1	1	0
2	2	1	1	0	0
1	1	1	1	0	0

B. Non-Instructional Units

Admin. Supt. Of Bldgs & Grounds
 Assistant Security Director
 Basic Crafts (Stock worker/Sup.)
 Broadcasting (Media Services Tech)
 Campus Peace/Sec. Officer Lev. 2
 Campus Security Specialist
 Chief Administration Building & Grounds
 Disability Accommodation Specialist
 Facilities Coordinator
 Finance Accountant
 IT Computer Systems Manager
 Nurse
 Purchasing Agent
 Security Director
 Skilled Crafts Superv. (Stat. Engineer Sr)

2	0	0	0	0	0
3	0	3	2	1	0
4	0	4	4	0	0
1	0	0	0	0	0
3	2	3	3	0	0
1	0	1	0	1	0
1	0	0	0	0	1
1	0	1	1	0	0
1	1	1	1	0	0
1	0	1	0	0	1
1	0	0	0	0	1
1	1	1	1	0	0
1	1	1	0	1	0
1	0	0	0	0	0
3	0	1	1	0	0

Utilization Analysis
Affirmative Action Units Too Small To Analyze (Actual # of Employees)
AAP - FY'2015

A. Instructional Units

	GROUP TOTAL	FEMALE	TOTAL MINORITY	Black	Hispanic	Asian	White
Accounting (Lecturer)	1	1	1	1	0	0	0
Business (Instructor)	3	1	1	1	0	0	2
Business (Lecturer)	4	2	4	1	2	1	0
Computer Information Systems (Instructor)	2	1	1	0	0	1	1
Computer Information Systems (Lecturer)	2	0	1	0	1	0	1
Counseling (Lecturer)	2	2	1	0	0	0	1
English (Instructor)	2	2	1	1	0	0	1
Health Education (Instructor)	2	2	0	0	0	0	2
Health Education (Lecturer)	1	1	0	0	0	0	1
Modern Languages (Instructor)	3	3	3	0	2	1	0
Modern Languages (Lecturer)	2	2	1	0	1	0	1
Science (Lecturer)	1	1	1	0	0	1	0
Social Science (Lecturer)	2	1	1	0	1	0	1
Speech (Instructor)	4	2	2	1	1	0	2
Teacher Education (Instructor)	2	2	1	1	0	0	1
Teacher Education (Lecturer)	1	1	1	1	0	0	0

B. Non-Instructional Units

Admin. Supt. Of Bldgs & Grounds	2	0	0	0	0	0	2
Assistant Security Director	3	0	3	2	1	0	0
Basic Crafts (Stock worker/Sup.)	4	0	4	4	0	0	0
Broadcasting (Media Services Tech)	1	0	0	0	0	0	1
Campus Peace/Sec. Officer Lev. 2	3	2	3	3	0	0	0
Campus Security Specialist	1	0	1	0	1	0	0
Chief Administration Building & Grounds	1	0	0	0	0	1	0
Disability Accommodation Specialist	1	0	1	1	0	0	0
Facilities Coordinator	1	1	1	1	0	0	0
Finance Accountant	1	0	1	0	0	1	0
IT Computer Systems Manager	1	0	0	0	0	1	0
Nurse	1	1	1	1	0	0	0
Purchasing Agent	1	1	1	0	1	0	0
Security Director	1	0	0	0	0	0	1
Skilled Crafts Superv. (Stat. Engineer Sr)	3	0	1	1	0	0	2

**D.RESULTS OF UTILIZATION ANALYSIS AND
ANNUAL PLACEMENT GOALS**

2015 Results of Utilization Analysis and Annual Placement Goals

*Note - If the AAU / Job Group has UU for a specific protected minority group, indicate the ethnic category and number in parenthesis. TM=Total Minority; B=Black; H=Hispanic; API=Asian or Nat. Haw. or Other Pac. Is. - Enter as many lines as needed or delete lines as needed or eliminate under-utilization. () = number of person(s) needed to eliminate under-utilization.

Affirmative Action UIC/a (with EL06 category)	Females Incompleteness %	Females Availability %	Establish if Yes, Goal for Females (if Yes) % (ff)	Female New Hires (# of Total)	Female Promotions (# of Total)	Female Opportunity (# of Total)	% of Female Opportunity	Goal Achieved - Female (Yes or No)	Total Minority Incompleteness %	Total Minority Availability %	Establish Goal? Year(s)	If Yes, Goal for Total Minorities* TM % (ff) and include if there is UU in a specific group % (ff)	Total Minority New Hires (# of Total)	Total Minority Promotions (# of Total)	Total Minority Opportunity (# of Total)	% of Minority Opportunity	Goal Achieved - Minority (Yes or No)
1. EXECUTIVE / ADMINISTRATIVE / MANAGERIAL																	
Administration I	37.5%	48.5%	yes 48.5%(2)						62.6%	28.6%	no						
Administration III	60.6%	62.2%	yes 62.2%(3)						76.0%	38.7%	no						
2. FACULTY-ALL Professional, Instructor and Lecturer																	
2A. FACULTY: PROFESSIONAL																	
Accounting	27.0%	44.9%	yes 44.9%(3)						55.0%	35.5%	no						
Allied Health	33.3%	75.0%	yes 75.0%(3)						18.7%	24.6%	yes	24.6%(1)API-8.1%(1)					
Center for Ethnic Studies	37.6%	66.1%	yes 66.1%(2)						100.0%	45.4%	no						
Health Education	70.0%	75.0%	yes 70%(1)						50.0%	24.6%	no	A/PI-8.1%(1)					
Modern Language	80.6%	61.0%	no						51.6%	24.6%	no	B-2.0%(1)					
Science	38.3%	39.4%	no						35.0%	18.6%	no	B-3.3%(2)					
Speech	77.3%	66.2%	no						18.2%	20.6%	yes	20.6%(1), B-6.9%(1)					
Transfer Education	62.6%	67.9%	no						62.5%	31.7%	no	B-19.4%(1)					
2B. FACULTY: INSTRUCTOR																	
Math	25.0%	40.9%	yes 40.9%(2)						65.3%	30.5%	no						
Social Science	70.0%	55.6%	no						50.0%	33.7%	no	B-12.9%(1)					

2015 Results of Utilization Analysis and Annual Placement Goals

*Note - If the AAU / Job Group has UU for a specific protected minority group, indicate the ethnic category and number in parentheses.
 TM=Total Minority; B=Black; H=Hispanic; API=Asian or Nat. Haw. or Other Pac. Isl. - Enter as many lines as needed or delete lines as needed to eliminate under-utilization.

Affirmative Action Units (within EEOC Category)	Female Incumbency %	Female Availability %	Establish Goal? Yearly	If Yes, Goal for Females % (#)	Female New Hires (# of Total)	Female Promotions (# of Total)	Female Opportunity (# of Total)	% of Female Opportunity	Goal Achieved - Female (Yes or No)	Total Minority Incumbency %	Total Minority Availability %	Establish Goal? Yearly	If Yes, Goal for Total Minority TM % (#) and increase if there is UU in a specific group % (#)	Total Minority New Hires (# of Total)	Total Minority Promotions (# of Total)	Total Minority Opportunity (# of Total)	% of Minority Opportunity	Goal Achieved - Minority (Yes or No)
2C. FACULTY: LECTURER																		
Developmental Sites	50.0%	68.4%	Yes	68.4%(2)						20.0%	24.2%	no	API-4.7%(1)					
MEOC	61.5%	68.4%	Yes	68.4%(1)						64.6%	24.2%	no	API-4.7%(1)					
Speech	55.6%	63.6%	Yes	63.6%(1)						55.6%	26.3%	no	H-8.9%(1)					
3. PROFESSIONAL / NON FACULTY																		
4. SECRETARIAL / CLERICAL																		
CUWY Admin. Assistant	90.9%	91.1%	no							72.7%	72.2%	no	H-28.0%(2)					
CUWY Office Assistant	89.2%	89.9%	Yes	89.9%(1)						86.0%	28.5%	no						
Mail Messenger/Worker	0.0%	41.5%	Yes	41.5%(2)						100.0%	42.7%	no						
5. TECHNICAL / PARAPROFESSIONAL																		
Administration IV	37.1%	40.1%	Yes	40.1%(1)						82.9%	32.0%	no						
Computer Specialists	14.0%	26.4%	Yes	26.4%(5)						88.4%	33.8%	no						
6. SKILLED CRAFTS																		
Skilled Crafts	0.0%	2.5%	Yes	2.5%(1)						37.7%	29.7%	no						
7. SERVICE MAINTENANCE																		
Campus Police Officer	26.1%	28.4%	Yes	28.4%(2)						87.0%	66.7%	no	H-28.3%(13)					
Campus Sergeant	25.0%	23.7%	no							91.7%	87.6%	no	A-7.4%(1), B-55.8%(1)					
Custodial Supervisory	15.4%	29.0%	Yes	29.0%(2)						100.0%	40.0%	no	H-22.1%(1)					

**E. PROGRESS REPORT-
HISTORICAL UNDERUTILIZATION 2011 – 2015**

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2015

AAU: Business and Commerce
 JOB GROUP: Non-Professorial/Lecturer
 Constituent Dept. Business Management
Job group too small to analyze in 2009
Lecturer
Too small to analyze (2015)

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, A, Ind, AI, Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011	5	3	0	5	0	3	0	1	0	1	0	
2012	5	3	0	5	0	3	0	1	0	1	0	
2013	6	4	0	6	0	4	0	1	0	1	0	
2014	5	3	0	5	0	3	0	1	0	1	0	
2015												

AAU: Business & Commerce
 JOB GROUP: Professorial
 Constituent Dept. Business Management

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, A, Ind, AI, Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011	15	8	0	8	0	3	0	2	0	3	0	
2012	16	9	0	9	0	4	0	2	0	3	0	
2013	14	9	0	7	0	2	0	2	0	3	0	
2014	15	9	0	8	0	3	0	2	0	3	0	
2015	19	9	0	11	0	4	0	2	0	5	0	

AAU: English and English Literature
 JOB GROUP: Non-Professorial/Instructor
 Constituent Dept. English
Job group too small to analyze in 2009 - 2011
Job group too small to analyze in 2013-2014
Job group too small to analyze in 2015

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, A, Ind, AI, Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011												
2012	6	5	0	3	0	3	0	0	0	0	0	
2013												
2014												
2015												

AAU: English and English Literature
 JOB GROUP: Non-Professorial/Lecturer
 Constituent Dept. English

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, A, Ind, AI, Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011	8	7	0	3	0	1	0	1	0	1	0	
2012	8	7	0	3	0	1	0	1	0	1	0	
2013	6	5	0	2	0	0	1	0	1	1	0	
2014	6	5	0	2	0	0	1	0	1	1	0	
2015	10	8	0	4	0	1	0	1	0	2	0	

AAU: English and English Literature
 JOB GROUP: Non-Professorial/Lecturer
 Constituent Dept. EOC

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, A, Ind, AI, Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011	13	9	0	11	0	9	0	2	0	0	1	
2012	13	8	1	11	0	9	0	2	0	0	1	
2013	13	8	1	11	0	9	0	2	0	0	1	
2014	13	8	1	11	0	9	0	2	0	0	1	
2015	13	8	1	11	0	9	0	2	0	0	1	

AAU: Health Professions
 JOB GROUP: Professorial
 Constituent Dept. Health Education

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As/Pac Isl, A, Ind, AI, Nat, and Two or More Races)		BLACK		HISPANIC		ASIAN/PAC.ISL.	
	#	UU	#	UU	#	UU	#	UU	#	UU	#	UU
2011	10	5	0	3	0	2	0	0	0	0	0	
2012	11	6	1	3	1	2	0	1	0	0	0	
2013	9	6	1	4	0	3	0	1	0	0	1	
2014	9	6	1	4	0	3	0	1	0	0	1	
2015	10	7	1	5	0	4	0	1	0	0	1	

AAU:	Library
JOB GROUP:	Professional
Constituent Dept.	Library

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI and AI/Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	12		8	0	6	0	2	0	1	0	3	0
2012	11		7	0	6	0	2	0	1	0	3	0
2013	10		7	0	5	0	2	0	1	0	2	0
2014	11		8	0	6	0	2	0	1	0	3	0
2015	14		11	0	6	0	2	0	1	0	3	0

AAU:	Mathematics & Computer Science
JOB GROUP:	Non-Professorial/Instructor
Constituent Dept.	Mathematics
	Job group too small to analyze in 2010 & 2011
	Job group too small to analyze in 2013 & 2014

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI and AI/Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011												
2012	5		3	0	3	0	1	0	0	0	2	0
2013												
2014												
2015	12		3	0	10	0	6	0	0	0	4	0

AAU:	Mathematics & Computer Science
JOB GROUP:	Non-Professorial/Lecturer
Constituent Dept.	Mathematics

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI and AI/Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	13		5	1	10	0	8	0	1	0	1	0
2012	14		7	0	11	0	8	0	0	0	2	0
2013	12		5	0	10	0	7	0	1	0	2	0
2014	12		5	0	9	0	6	0	1	0	2	0
2015	15		5	2	11	0	7	0	1	0	3	0

AAU:	Education
JOB GROUP:	Professorial
Constituent Dept.	Teacher Education

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI and AI/Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	7		5	0	3	0	1	0	1	0	1	0
2012	8		6	0	4	0	1	0	1	0	2	0
2013	7		5	0	3	0	1	0	1	0	1	0
2014	8		6	0	3	0	1	0	1	0	1	0
2015	8		5	0	5	0	1	1	2	0	2	0

AAU:	Communication, Journalism, and Related Programs
JOB GROUP:	Non-Professorial/Lecturer
Constituent Dept.	Speech, Communications & Theatre Arts

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI and AI/Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	8		5	1	5	0	5	0	0	0	0	0
2012	8		5	0	5	0	5	0	0	1	0	1
2013	7		4	0	5	0	5	0	0	1	0	1
2014	7		4	0	5	0	5	0	0	1	0	1
2015	9		5	1	5	0	5	0	0	1	0	0

College Administration and Staff

AAU:	Administration
JOB GROUP:	Administration I
Constituent Dept.	President, Senior Vice President, Vice President, Assistant Vice President, Dean, Associate Dean, Administrator, Assistant Administrator

	TOTAL		WOMEN		TOTAL MINORITY <small>(incl. Black, Hisp, As/Pac Isl, AI and AI/Nat. and Two or More Races)</small>		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	14		4	3	10	0	5	0	3	0	2	0
2012	15		5	2	11	0	5	0	3	0	3	0
2013	16		6	2	11	0	5	0	3	0	3	0
2014	17		6	3	10	0	4	0	3	0	3	0
2015	16		6	2	10	0	3	0	4	0	3	0

AAU:	Mail Message Service Worker
JOB GROUP:	Mail/Message Services Worker
Constituent Dept.	EOC Mail/Message Services Worker
	Job group too small to analyze in 2008 & 2012 & 2013

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As./Pac Isl, Alnd./AlNat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	5		0	2	5	0	2	0	2	0	1	0
2012												
2013												
2014	8		0	2	8	0	3	0	4	0	1	0
2015	7		0	3	7	0	2	0	4	0	1	0

AAU:	Skilled Trades/ Crafts
JOB GROUP:	Carpenter, Locksmith, Laborer, Electrician, Electrician's t
Constituent Dept.	Elevator Mechanic, Maintenance Worker, Oiler, Painter, I
	Plumber Helper, Stationary Engineer

	TOTAL		WOMEN		TOTAL MINORITY (incl. Black, Hisp, As./Pac Isl, Alnd./AlNat. and Two or More Races)		BLACK		HISPANIC		ASIAN/ PAC.ISL.	
	#	uu	#	uu	#	uu	#	uu	#	uu	#	uu
2011	35		0	1	10	3	4	0	4	3	2	0
2012	43		0	1	14	2	6	0	6	3	2	0
2013	60		0	2	19	3	7	0	9	4	3	0
2014	63		0	2	21	0	7	0	11	1	3	0
2015	53		0	1	20	0	6	0	11	0	3	0

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2015**

AFFIRMATIVE ACTION UNIT (AAU): Businesses & Com

2011		2012		2013		2014		2015	
AAU: <u>Business & Commerce</u>		AAU: <u>Business & Commerce</u>		AAU: <u>Business & Commerce</u>		AAU: <u>Business & Commerce</u>		AAU: <u>Business & Commerce</u>	
JOB GROUP: <u>Professorial</u>		JOB GROUP: <u>Professorial</u>		JOB GROUP: <u>Professorial</u>		JOB GROUP: <u>Professorial</u>		JOB GROUP: <u>Professorial</u>	
Constituent Dept. <u>Accounting</u> (list depts.) _____ _____		Constituent Dept. <u>Accounting</u> (list depts.) _____ _____		Constituent Dept. <u>Accounting</u> (list depts.) _____ _____		Constituent Dept. <u>Accounting</u> (list depts.) _____ _____		Constituent Dept. <u>Accounting</u> (list depts.) _____ _____	
	# UU		# UU		# UU		# UU		# UU
TOTAL	14	TOTAL	14	TOTAL	18	TOTAL	17	TOTAL	18
WOMEN	3 3	WOMEN	3 3	WOMEN	5 3	WOMEN	4 3	WOMEN	5 3
TOTAL MINORITY	8 0	TOTAL MINORITY	6 0	TOTAL MINORITY	11 0	TOTAL MINORITY	10 0	TOTAL MINORITY	10 0
BLACK	4 0	BLACK	4 0	BLACK	5 0	BLACK	5 0	BLACK	5 0
HISPANIC	2 0	HISPANIC	2 0	HISPANIC	3 0	HISPANIC	3 0	HISPANIC	3 0
ASIAN/PAC.ISL.	2 0	ASIAN/PAC.ISL.	2 0	ASIAN/PAC.ISL.	3 0	ASIAN/PAC.ISL.	2 0	ASIAN/PAC.ISL.	2 0
JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____	
	# UU		# UU		# UU		# UU		# UU
TOTAL	_____	TOTAL	_____	TOTAL	_____	TOTAL	_____	TOTAL	_____
WOMEN	_____	WOMEN	_____	WOMEN	_____	WOMEN	_____	WOMEN	_____
TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____
BLACK	_____	BLACK	_____	BLACK	_____	BLACK	_____	BLACK	_____
HISPANIC	_____	HISPANIC	_____	HISPANIC	_____	HISPANIC	_____	HISPANIC	_____
ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____
JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____	
	# UU		# UU		# UU		# UU		# UU
TOTAL	_____	TOTAL	_____	TOTAL	_____	TOTAL	_____	TOTAL	_____
WOMEN	_____	WOMEN	_____	WOMEN	_____	WOMEN	_____	WOMEN	_____
TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____
BLACK	_____	BLACK	_____	BLACK	_____	BLACK	_____	BLACK	_____
HISPANIC	_____	HISPANIC	_____	HISPANIC	_____	HISPANIC	_____	HISPANIC	_____
ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____
JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____		JOB GROUP: _____ Constituent Dept. _____ (list depts.) _____	
	# UU		# UU		# UU		# UU		# UU
TOTAL	_____	TOTAL	_____	TOTAL	_____	TOTAL	_____	TOTAL	_____
WOMEN	_____	WOMEN	_____	WOMEN	_____	WOMEN	_____	WOMEN	_____
TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____	TOTAL MINORITY**	_____
BLACK	_____	BLACK	_____	BLACK	_____	BLACK	_____	BLACK	_____
HISPANIC	_____	HISPANIC	_____	HISPANIC	_____	HISPANIC	_____	HISPANIC	_____
ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____	ASIAN/PAC.ISL.	_____

= Total number of individuals within unit

AAU = Affirmative Action Unit

** Total Minority (incl. Black, Hisp., As./Pac.Isl., AI, Ind./Al, Net, and Two or More Races)

UU = Underutilization

Constituent Departments = List all Departments in AAU.

JOB GROUP = Professorial, Non-Professorial-Instructor, Non-Prof. equal-Lecturer, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2012**

AFFIRMATIVE ACTION UNIT (AAU):

Mathematics & Comp

2011		2012		2013		2014		2015	
AAU:	Math & Computer Science	AAU:	Math & Computer Science	AAU:	Math & Computer Science	AAU:	Math & Computer Science	AAU:	Math & Computer Science
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional
Combined Dept:	Computer Info Systems	Combined Dept:	Computer Info Systems	Combined Dept:	Computer Info Systems	Combined Dept:	Computer Info Systems	Combined Dept:	Computer Info Systems
(Net Dept):		(Net Dept):		(Net Dept):		(Net Dept):		(Net Dept):	
TOTAL	# 14 LU 0	TOTAL	# 14 LU 0	TOTAL	# 14 LU 0	TOTAL	# 14 LU 0	TOTAL	# 15 LU 0
WOMEN	# 6 LU 0	WOMEN	# 5 LU 0	WOMEN	# 5 LU 0	WOMEN	# 5 LU 0	WOMEN	# 5 LU 0
TOTAL MINORITY**	# 8 LU 0	TOTAL MINORITY**	# 8 LU 0	TOTAL MINORITY**	# 9 LU 0	TOTAL MINORITY**	# 9 LU 0	TOTAL MINORITY**	# 11 LU 0
BLACK	# 0 LU 1	BLACK	# 0 LU 2	BLACK	# 0 LU 1	BLACK	# 0 LU 1	BLACK	# 0 LU 1
HISPANIC	# 1 LU 0	HISPANIC	# 1 LU 0	HISPANIC	# 1 LU 0	HISPANIC	# 1 LU 0	HISPANIC	# 1 LU 0
ASIAN/PAC ISL	# 7 LU 0	ASIAN/PAC ISL	# 7 LU 0	ASIAN/PAC ISL	# 8 LU 0	ASIAN/PAC ISL	# 8 LU 0	ASIAN/PAC ISL	# 10 LU 0
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Combined Dept:		Combined Dept:		Combined Dept:		Combined Dept:		Combined Dept:	
(Net Dept):		(Net Dept):		(Net Dept):		(Net Dept):		(Net Dept):	
TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU
WOMEN	# LU	WOMEN	# LU	WOMEN	# LU	WOMEN	# LU	WOMEN	# LU
TOTAL MINORITY**	# LU	TOTAL MINORITY**	# LU	TOTAL MINORITY**	# LU	TOTAL MINORITY**	# LU	TOTAL MINORITY**	# LU
BLACK	# LU	BLACK	# LU	BLACK	# LU	BLACK	# LU	BLACK	# LU
HISPANIC	# LU	HISPANIC	# LU	HISPANIC	# LU	HISPANIC	# LU	HISPANIC	# LU
ASIAN/PAC ISL	# LU	ASIAN/PAC ISL	# LU	ASIAN/PAC ISL	# LU	ASIAN/PAC ISL	# LU	ASIAN/PAC ISL	# LU

= Total number of individuals within unit
 LU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List of Departments in AAU
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Civilian Groups
 ** Total Minority (incl. Black, Hisp., As./Pac. Isl, Ai./Ind./Al./Nat. and Two or More Races)

PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016

AFFIRMATIVE ACTION UNIT (AAU):

Psychology

2011 Psychology		2012 Psychology		2013 Psychology		2014 Psychology		2015 Psychology	
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional
Consistent Dept	Counseling	Consistent Dept	Counseling	Consistent Dept	Counseling	Consistent Dept	Counseling	Consistent Dept	Counseling
(all depth)		(all depth)		(all depth)		(all depth)		(all depth)	
	# UUI		# UUI		# UUI		# UUI		# UUI
TOTAL	9	TOTAL	9	TOTAL	8	TOTAL	6	TOTAL	5
WOMEN	5 2	WOMEN	5 2	WOMEN	4 0	WOMEN	4 0	WOMEN	4 0
TOTAL MINORITY**	6 0	TOTAL MINORITY**	6 0	TOTAL MINORITY**	4 0	TOTAL MINORITY**	4 0	TOTAL MINORITY**	4 0
BLACK	5 0	BLACK	5 0	BLACK	4 0	BLACK	4 0	BLACK	4 0
HISPANIC	1 0	HISPANIC	1 0	HISPANIC	0 0	HISPANIC	0 0	HISPANIC	0 0
ASIAN/PAC ISL	0 1	ASIAN/PAC ISL	0 1	ASIAN/PAC ISL	0 0	ASIAN/PAC ISL	0 0	ASIAN/PAC ISL	0 0

= Total number of individuals within unit
UUI = Underutilization

AAU = Affirmative Action Unit
Consistent Departments = List all Departments in AAU

** Total Minority (incl. Black, Hisp., As./Pac. Isl. Al./Al.Nat. and Two or More Races)

JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016**

AFFIRMATIVE ACTION UNIT (AAU):

English & En

2011 English & English Literature		2012 English & English Literature		2013 English & English Literature		2014 English & English Literature		2015 English & English Literature	
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional
Combined Dept:	Academic Library and	Combined Dept:	Academic Library and	Combined Dept:	Academic Library and	Combined Dept:	Academic Library and	Combined Dept:	Academic Library and
(all depts)	Linguistics	(all depts)	Linguistics	(all depts)	Linguistics	(all depts)	Linguistics	(all depts)	Linguistics
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL	24	TOTAL	25	TOTAL	24	TOTAL	29	TOTAL	30
WOMEN	15	WOMEN	16	WOMEN	16	WOMEN	20	WOMEN	20
TOTAL MINORITY**	7	TOTAL MINORITY**	6	TOTAL MINORITY**	7	TOTAL MINORITY**	7	TOTAL MINORITY**	7
BLACK	4	BLACK	4	BLACK	3	BLACK	3	BLACK	3
HISPANIC	1	HISPANIC	1	HISPANIC	1	HISPANIC	1	HISPANIC	1
ASIAN/PAC ISL	2	ASIAN/PAC ISL	2	ASIAN/PAC ISL	3	ASIAN/PAC ISL	3	ASIAN/PAC ISL	3

= Total number of individuals within unit
 UU = Underutilization
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

** Total Minority (incl. Black, Hisp, As/Pac, Isl, Al, Ind, RL, Nat, and Two or More Races)

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2015**

AFFIRMATIVE ACTION UNIT (AAU): English & English Literature

2011		2012		2013		2014		2015	
AAU:	English & English Literature	AAU:	English & English Literature	AAU:	English & English Literature	AAU:	English & English Literature	AAU:	English & English Literature
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional
Constituent Dept:	English	Constituent Dept:	English	Constituent Dept:	English	Constituent Dept:	English	Constituent Dept:	English
(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):	
	# LU		# LU		# LU		# LU		# LU
TOTAL	41	TOTAL	43	TOTAL	41	TOTAL	50	TOTAL	54
WOMEN	24 2	WOMEN	25 2	WOMEN	25 0	WOMEN	31 0	WOMEN	33 0
TOTAL MINORITY**	13 0	TOTAL MINORITY**	13 0	TOTAL MINORITY**	12 0	TOTAL MINORITY**	14 0	TOTAL MINORITY**	14 0
BLACK	7 0	BLACK	7 0	BLACK	6 0	BLACK	2 0	BLACK	6 0
HISPANIC	4 0	HISPANIC	4 0	HISPANIC	4 0	HISPANIC	6 0	HISPANIC	4 0
ASIAN/PAC ISL	2 0	ASIAN/PAC ISL	2 1	ASIAN/PAC ISL	2 0	ASIAN/PAC ISL	5 0	ASIAN/PAC ISL	2 0
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept:		Constituent Dept:		Constituent Dept:		Constituent Dept:		Constituent Dept:	
(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):	
	# LU		# LU		# LU		# LU		# LU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept:		Constituent Dept:		Constituent Dept:		Constituent Dept:		Constituent Dept:	
(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):	
	# LU		# LU		# LU		# LU		# LU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept:		Constituent Dept:		Constituent Dept:		Constituent Dept:		Constituent Dept:	
(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):		(Not Dept):	
	# LU		# LU		# LU		# LU		# LU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	

= Total number of individuals within unit
 LU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 ** Total Minority (incl. Black, Hisp, As/Pac Isl, All Ind, JAL, Nat, and Two or More Races)
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016**

AFFIRMATIVE ACTION UNIT (AAU): **Mathematics & Comp**

2011		2012		2013		2014		2015		
AAU:	Mathematics & Computer Science	AAU:	Mathematics & Computer Science	AAU:	Mathematics & Computer Science	AAU:	Mathematics & Computer Science	AAU:	Mathematics & Computer Science	
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	
Constituent Dept.	Mathematics	Constituent Dept.	Mathematics	Constituent Dept.	Mathematics	Constituent Dept.	Mathematics	Constituent Dept.	Mathematics	
(Not Applicable)		(Not Applicable)		(Not Applicable)		(Not Applicable)		(Not Applicable)		
	#	LU	#	LU	#	LU	#	LU	#	LU
TOTAL	31		35		37		39		41	
WOMEN	12	0	13	0	15	0	15	0	17	0
TOTAL MINORITY**	15	0	18	0	18	0	18	0	17	0
BLACK	6	0	7	0	8	0	8	0	9	0
HISPANIC	4	0	4	0	3	0	3	0	2	0
ASIAN/PAC ISL.	5	0	7	0	8	0	7	0	6	0
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		
(Not Applicable)		(Not Applicable)		(Not Applicable)		(Not Applicable)		(Not Applicable)		
	#	LU	#	LU	#	LU	#	LU	#	LU
TOTAL										
WOMEN										
TOTAL MINORITY**										
BLACK										
HISPANIC										
ASIAN/PAC ISL.										

= Total number of individuals within unit
 LU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List of Departments in AAU
 ** Total Minority (incl. Black, Hisp., Asian/Pac. Isl., AI, Ind./AN, Natl. and Two or More Races)
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016**

AFFIRMATIVE ACTION UNIT (AAU): Communication, Journalism

2011		2012		2013		2014		2015	
AAU:	Prof. Dept.	AAU:	Prof. Dept.	AAU:	Prof. Dept.	AAU:	Prof. Dept.	AAU:	Prof. Dept.
AAU:	Fine, Applied Arts & Media	AAU:	Fine, Applied Arts & Media	AAU:	Fine, Applied Arts & Media	AAU:	Fine, Applied Arts & Media	AAU:	Communication, Journalism & Related Studies
JOB GROUP:	Professional	JOB GROUP:	Prof. Instr.	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional
Contracted Dept:	Media Arts & Technology	Contracted Dept:	Media Arts & Technology	Contracted Dept:	Media Arts & Technology	Contracted Dept:	Media Arts & Technology	Contracted Dept:	Media Arts & Technology
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
TOTAL	# 6 LU 0	TOTAL	# 8 LU 0	TOTAL	# 10 LU 0	TOTAL	# 10 LU 0	TOTAL	# 14 LU 0
WOMEN	# 4 LU 0	WOMEN	# 5 LU 0	WOMEN	# 6 LU 0	WOMEN	# 6 LU 0	WOMEN	# 8 LU 0
TOTAL MINORITY**	# 2 LU 0	TOTAL MINORITY**	# 1 LU 0	TOTAL MINORITY**	# 2 LU 0	TOTAL MINORITY**	# 2 LU 0	TOTAL MINORITY**	# 4 LU 0
BLACK	# 1 LU 0	BLACK	# 1 LU 0	BLACK	# 2 LU 0	BLACK	# 2 LU 0	BLACK	# 4 LU 0
HISPANIC	# 0 LU 0	HISPANIC	# 0 LU 0	HISPANIC	# 0 LU 1	HISPANIC	# 0 LU 1	HISPANIC	# 0 LU 0
ASIAN/PAC ISL	# 1 LU 0	ASIAN/PAC ISL	# 0 LU 0	ASIAN/PAC ISL	# 0 LU 1	ASIAN/PAC ISL	# 0 LU 1	ASIAN/PAC ISL	# 0 LU 0
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Contracted Dept:		Contracted Dept:		Contracted Dept:		Contracted Dept:		Contracted Dept:	
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Contracted Dept:		Contracted Dept:		Contracted Dept:		Contracted Dept:		Contracted Dept:	
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Contracted Dept:		Contracted Dept:		Contracted Dept:		Contracted Dept:		Contracted Dept:	
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU	TOTAL	# LU
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	

= Total number of individuals within unit
 LU = Underutilization
 AAU = Affirmative Action Unit
 Contracted Departments = List all Departments in AAU
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administrative Groups, and Classified Groups
 ** Total Minority (incl. Black, Hisp, As/Pac, N, AI, Ind, J, Nat, and Two or More Races)

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2015**

AFFIRMATIVE ACTION UNIT (AAU):

Foreign Language

2011		2012		2013		2014		2015			
AAU:	Foreign Language	AAU:	Foreign Language	AAU:	Foreign Language	AAU:	Foreign Language	AAU:	Foreign Language		
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional		
Contracted Dept:	Modern Language	Contracted Dept:	Modern Language	Contracted Dept:	Modern Language	Contracted Dept:	Modern Language	Contracted Dept:	Modern Language		
(Not applicable)		(Not applicable)		(Not applicable)		(Not applicable)		(Not applicable)			
	#	UU		#	UU		#	UU		#	UU
TOTAL	20		TOTAL	18		TOTAL	21		TOTAL	25	
WOMEN	13	0	WOMEN	11	0	WOMEN	16	0	WOMEN	20	0
TOTAL MINORITY**	12	0	TOTAL MINORITY**	10	0	TOTAL MINORITY**	13	0	TOTAL MINORITY**	13	0
BLACK	0	1	BLACK	0	1	BLACK	0	1	BLACK	0	1
HISPANIC	9	0	HISPANIC	9	0	HISPANIC	12	0	HISPANIC	11	0
ASIAN/PAC ISL.	3	0	ASIAN/PAC ISL.	1	0	ASIAN/PAC ISL.	1	0	ASIAN/PAC ISL.	2	0
JOB GROUP:			JOB GROUP:			JOB GROUP:			JOB GROUP:		
Contracted Dept:			Contracted Dept:			Contracted Dept:			Contracted Dept:		
(Not applicable)			(Not applicable)			(Not applicable)			(Not applicable)		
	#	UU		#	UU		#	UU		#	UU
TOTAL			TOTAL			TOTAL			TOTAL		
WOMEN			WOMEN			WOMEN			WOMEN		
TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**		
BLACK			BLACK			BLACK			BLACK		
HISPANIC			HISPANIC			HISPANIC			HISPANIC		
ASIAN/PAC ISL.			ASIAN/PAC ISL.			ASIAN/PAC ISL.			ASIAN/PAC ISL.		
JOB GROUP:			JOB GROUP:			JOB GROUP:			JOB GROUP:		
Contracted Dept:			Contracted Dept:			Contracted Dept:			Contracted Dept:		
(Not applicable)			(Not applicable)			(Not applicable)			(Not applicable)		
	#	UU		#	UU		#	UU		#	UU
TOTAL			TOTAL			TOTAL			TOTAL		
WOMEN			WOMEN			WOMEN			WOMEN		
TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**		
BLACK			BLACK			BLACK			BLACK		
HISPANIC			HISPANIC			HISPANIC			HISPANIC		
ASIAN/PAC ISL.			ASIAN/PAC ISL.			ASIAN/PAC ISL.			ASIAN/PAC ISL.		
JOB GROUP:			JOB GROUP:			JOB GROUP:			JOB GROUP:		
Contracted Dept:			Contracted Dept:			Contracted Dept:			Contracted Dept:		
(Not applicable)			(Not applicable)			(Not applicable)			(Not applicable)		
	#	UU		#	UU		#	UU		#	UU
TOTAL			TOTAL			TOTAL			TOTAL		
WOMEN			WOMEN			WOMEN			WOMEN		
TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**		
BLACK			BLACK			BLACK			BLACK		
HISPANIC			HISPANIC			HISPANIC			HISPANIC		
ASIAN/PAC ISL.			ASIAN/PAC ISL.			ASIAN/PAC ISL.			ASIAN/PAC ISL.		

= Total number of individuals within unit
UU = Underutilization

AAU = Affirmative Action Unit
Constituent Departments = List of Departments in AAU.

** Total Minority (incl. Black, Hisp., As./Pac. Isl., AI, Ind./AL/NI, and Two or More Races)

JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Teacher, Administrative Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016**

AFFIRMATIVE ACTION UNIT (AAU):

Fin. Applied Arts & Media

2011 Fin. Applied Arts & Media		2012 Fin. Applied Arts & Media		2013 Fin. Applied Arts & Media		2014 Fin. Applied Arts & Media		2015 Fin. Applied Arts & Media			
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional		
Constituent Dept:	Music & Art	Constituent Dept:	Music & Art	Constituent Dept:	Music & Art	Constituent Dept:	Music & Art	Constituent Dept:	Music & Art		
(Set Dept):		(Set Dept):		(Set Dept):		(Set Dept):		(Set Dept):			
	#	UU		#	UU		#	UU	#	UU	
TOTAL	14		TOTAL	15		TOTAL	18		TOTAL	23	
WOMEN	8	0	WOMEN	9	0	WOMEN	10	0	WOMEN	13	0
TOTAL MINORITY**	2	0	TOTAL MINORITY**	2	0	TOTAL MINORITY**	3	1	TOTAL MINORITY**	5	0
BLACK	1	0	BLACK	1	0	BLACK	1	0	BLACK	2	0
HISPANIC	0	0	HISPANIC	0	1	HISPANIC	1	0	HISPANIC	1	0
ASIAN/PAC ISL	1	0	ASIAN/PAC ISL	1	0	ASIAN/PAC ISL	1	1	ASIAN/PAC ISL	2	0
JOB GROUP:			JOB GROUP:			JOB GROUP:			JOB GROUP:		
Constituent Dept:			Constituent Dept:			Constituent Dept:			Constituent Dept:		
(Set Dept):			(Set Dept):			(Set Dept):			(Set Dept):		
	#	UU		#	UU		#	UU		#	UU
TOTAL			TOTAL			TOTAL			TOTAL		
WOMEN			WOMEN			WOMEN			WOMEN		
TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**		
BLACK			BLACK			BLACK			BLACK		
HISPANIC			HISPANIC			HISPANIC			HISPANIC		
ASIAN/PAC ISL			ASIAN/PAC ISL			ASIAN/PAC ISL			ASIAN/PAC ISL		
JOB GROUP:			JOB GROUP:			JOB GROUP:			JOB GROUP:		
Constituent Dept:			Constituent Dept:			Constituent Dept:			Constituent Dept:		
(Set Dept):			(Set Dept):			(Set Dept):			(Set Dept):		
	#	UU		#	UU		#	UU		#	UU
TOTAL			TOTAL			TOTAL			TOTAL		
WOMEN			WOMEN			WOMEN			WOMEN		
TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**		
BLACK			BLACK			BLACK			BLACK		
HISPANIC			HISPANIC			HISPANIC			HISPANIC		
ASIAN/PAC ISL			ASIAN/PAC ISL			ASIAN/PAC ISL			ASIAN/PAC ISL		
JOB GROUP:			JOB GROUP:			JOB GROUP:			JOB GROUP:		
Constituent Dept:			Constituent Dept:			Constituent Dept:			Constituent Dept:		
(Set Dept):			(Set Dept):			(Set Dept):			(Set Dept):		
	#	UU		#	UU		#	UU		#	UU
TOTAL			TOTAL			TOTAL			TOTAL		
WOMEN			WOMEN			WOMEN			WOMEN		
TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**			TOTAL MINORITY**		
BLACK			BLACK			BLACK			BLACK		
HISPANIC			HISPANIC			HISPANIC			HISPANIC		
ASIAN/PAC ISL			ASIAN/PAC ISL			ASIAN/PAC ISL			ASIAN/PAC ISL		

= Total number of individuals within unit
 UU = Underutilization
 ** Total Minority (incl. Black, Hep. Am./Pac. Isl. A./Ind./Al. Nat. and Two or More Races)
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU.
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Learning, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016**

AFFIRMATIVE ACTION UNIT (AAU): **Health Professions**

Health Professions

2011 Health Professions		2012 Health Professions		2013 Health Professions		2014 Health Professions		2015 Health Professions	
AAU:	Health Professions	AAU:	Health Professions	AAU:	Health Professions	AAU:	Health Professions	AAU:	Health Professions
JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional	JOB GROUP:	Professional
Constituent Dept	Nursing	Constituent Dept	Nursing	Constituent Dept	Nursing	Constituent Dept	Nursing	Constituent Dept	Nursing
(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL	21	TOTAL	25	TOTAL	21	TOTAL	23	TOTAL	23
WOMEN	20 0	WOMEN	24 0	WOMEN	20 0	WOMEN	22 0	WOMEN	22 0
TOTAL MINORITY**	15 0	TOTAL MINORITY**	20 0	TOTAL MINORITY**	15 0	TOTAL MINORITY**	16 0	TOTAL MINORITY**	16 0
BLACK	10 0	BLACK	15 0	BLACK	11 0	BLACK	12 0	BLACK	12 0
HISPANIC	1 0	HISPANIC	1 0	HISPANIC	1 0	HISPANIC	1 0	HISPANIC	1 0
ASIAN/PAC ISL	4 0	ASIAN/PAC ISL	4 0	ASIAN/PAC ISL	3 0	ASIAN/PAC ISL	3 0	ASIAN/PAC ISL	3 0
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept		Constituent Dept		Constituent Dept		Constituent Dept		Constituent Dept	
(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept		Constituent Dept		Constituent Dept		Constituent Dept		Constituent Dept	
(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept		Constituent Dept		Constituent Dept		Constituent Dept		Constituent Dept	
(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)		(Set Dept)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Constituent Departments = List all Departments in AAU
 JOB GROUP = Professional; Non-Professional-Instructor; Non-Professional-Lecturer; Administration Groups; and Classified Groups
 ** Total Minority (incl. Black, Hisp./Pan./A./Ind./Am. Nat. and Two or More Races)

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2014**

AFFIRMATIVE ACTION UNIT (AAU):

Physical Sciences

2011 Physical Sciences		2012 Physical Sciences		2013 Physical Sciences		2014 Physical Sciences		2015 Physical Sciences	
AAU:	Professional	AAU:	Professional	AAU:	Professional	AAU:	Professional	AAU:	Professional
Job Group:	Science	Job Group:	Science	Job Group:	Science	Job Group:	Science	Job Group:	Science
Continued Dept	Science	Continued Dept	Science	Continued Dept	Science	Continued Dept	Science	Continued Dept	Science
(fill depth)		(fill depth)		(fill depth)		(fill depth)		(fill depth)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL	44	TOTAL	48	TOTAL	42	TOTAL	52	TOTAL	60
WOMEN	17 0	WOMEN	18 0	WOMEN	13 1	WOMEN	18 0	WOMEN	23 0
TOTAL MINORITY**	14 0	TOTAL MINORITY**	15 0	TOTAL MINORITY**	14 0	TOTAL MINORITY**	17 0	TOTAL MINORITY**	21 0
BLACK	1 2	BLACK	1 1	BLACK	0 1	BLACK	1 1	BLACK	0 2
HISPANIC	4 0	HISPANIC	4 0	HISPANIC	5 0	HISPANIC	5 0	HISPANIC	8 0
ASIAN/PAC ISL	10 0	ASIAN/PAC ISL	10 0	ASIAN/PAC ISL	9 0	ASIAN/PAC ISL	11 0	ASIAN/PAC ISL	11 0
Continued Dept		Continued Dept		Continued Dept		Continued Dept		Continued Dept	
(fill depth)		(fill depth)		(fill depth)		(fill depth)		(fill depth)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
Continued Dept		Continued Dept		Continued Dept		Continued Dept		Continued Dept	
(fill depth)		(fill depth)		(fill depth)		(fill depth)		(fill depth)	
#	UU	#	UU	#	UU	#	UU	#	UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Continuent Departments = List all Departments in AAU.
 ** Total Minority (incl. Black, Hisp, As/Pac Isl, ALN/PAC Isl, and Two or More Races)
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2015**

AFFIRMATIVE ACTION UNIT (AAU):

Social Sciences

2011		2012		2013		2014		2015	
Social Sciences		Social Sciences		Social Sciences		Social Sciences		Social Sciences	
AAU:	Professional	AAU:	Professional	AAU:	Professional	AAU:	Professional	AAU:	Professional
Contributed Dept	Social Sciences	Contributed Dept	Social Sciences	Contributed Dept	Social Sciences	Contributed Dept	Social Sciences	Contributed Dept	Social Sciences
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
	#		#		#		#		#
	UU		UU		UU		UU		UU
TOTAL	44	TOTAL	44	TOTAL	48	TOTAL	48	TOTAL	59
WOMEN	22 1	WOMEN	22 1	WOMEN	27 0	WOMEN	28 0	WOMEN	36 0
TOTAL MINORITY**	18 0	TOTAL MINORITY**	18 0	TOTAL MINORITY**	23 0	TOTAL MINORITY**	22 0	TOTAL MINORITY**	28 0
BLACK	7 0	BLACK	7 0	BLACK	10 0	BLACK	8 0	BLACK	10 0
HISPANIC	6 0	HISPANIC	6 0	HISPANIC	6 0	HISPANIC	7 0	HISPANIC	10 0
ASIAN/PAC ISL	5 0	ASIAN/PAC ISL	5 0	ASIAN/PAC ISL	7 0	ASIAN/PAC ISL	7 0	ASIAN/PAC ISL	8 0
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Contributed Dept		Contributed Dept		Contributed Dept		Contributed Dept		Contributed Dept	
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
	#		#		#		#		#
	UU		UU		UU		UU		UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Contributed Dept		Contributed Dept		Contributed Dept		Contributed Dept		Contributed Dept	
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
	#		#		#		#		#
	UU		UU		UU		UU		UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Contributed Dept		Contributed Dept		Contributed Dept		Contributed Dept		Contributed Dept	
(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)		(Full Dept)	
	#		#		#		#		#
	UU		UU		UU		UU		UU
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**		TOTAL MINORITY**	
BLACK		BLACK		BLACK		BLACK		BLACK	
HISPANIC		HISPANIC		HISPANIC		HISPANIC		HISPANIC	
ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL		ASIAN/PAC ISL	

= Total number of individuals within unit
 UU = Underutilization
 AAU = Affirmative Action Unit
 Contributed Departments = List all Departments in AAU.
 ** Total Minority (incl. Black, Hisp, As/Pac/Is, All Ind, Am, Nat, and Two or More Races)
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

**PROGRESS REPORT - HISTORICAL UNDERUTILIZATION
FALL, 2011 - 2016**

AFFIRMATIVE ACTION UNIT (AAU): Communication, Journalism & Related Program/Visual and Performing Arts

2011		2012		2013		2014		2016	
AAU:	Prof. Dept.	AAU:	Prof. Dept.	AAU:	Prof. Dept.	AAU:	Prof. Dept.	AAU:	Prof. Dept.
	Speech, Comm. & Theatre Arts		Speech, Comm. & Theatre Arts		Speech, Comm. & Theatre Arts		Speech, Comm. & Theatre Arts		Speech, Comm. & Theatre Arts
	(Prof Dept)		(Prof Dept)		(Prof Dept)		(Prof Dept)		(Prof Dept)
	# LU		# LU		# LU		# LU		# LU
TOTAL	12 0	TOTAL	14 0	TOTAL	16 0	TOTAL	20 0	TOTAL	22 0
WOMEN	12 0	WOMEN	12 0	WOMEN	13 0	WOMEN	15 0	WOMEN	17 0
TOTAL MINORITY**	0 2	TOTAL MINORITY**	1 1	TOTAL MINORITY**	3 0	TOTAL MINORITY**	4 0	TOTAL MINORITY**	4 0
BLACK	0 0	BLACK	0 1	BLACK	1 0	BLACK	1 0	BLACK	1 0
HISPANIC	0 0	HISPANIC	0 0	HISPANIC	1 0	HISPANIC	2 0	HISPANIC	2 0
ASIAN/PAC ISL	0 1	ASIAN/PAC ISL	1 0	ASIAN/PAC ISL	1 1	ASIAN/PAC ISL	1 1	ASIAN/PAC ISL	2 0

= Total number of individuals with rank
 LU = Underutilization
 AAU = Affirmative Action Unit
 Considered Departments = List all Departments in AAU
 ** Total Minority (incl. Black, Hisp, As/Pac, Isl, AI, Ind, AL, Nat, and Two or More Races)
 JOB GROUP = Professional, Non-Professional-Instructor, Non-Professional-Lecturer, Administration Groups, and Classified Groups

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

2015 PERSONNEL ACTIVITY TABLE (page 1 of 2)

COLLEGE: BMCC

Period Covered: 7/1/14 to 6/30/15

	TOTAL****		BLACK OR AFRICAN AM.		HISPANIC OR LATINO		ASIAN, IND./ OTHER PAC. ISL.		AMER. IND./ ALASKA NAT.		TWO OR MORE RACES		TOTAL MINORITY****		WHITE (including Ital. Am.)		UNKNOWN*		TOTAL NON-MINORITY**				
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE			
	TOTAL	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE			
EXEC/ADMIN/MANAGERIAL																							
New Hires	14	10	24	4	6	2	1	0	0	0	0	0	0	6	7	13	8	3	0	0	8	3	11
Terminations	7	9	16	2	3	0	0	0	0	0	0	0	0	2	6	8	5	3	0	0	5	3	8
Upgrades	0	5	5	0	2	0	2	0	1	0	0	0	0	0	5	5	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FACULTY																							
New Hires	55	65	120	14	12	6	10	8	13	0	0	0	0	28	35	63	23	33	0	0	23	33	56
Terminations	38	58	96	10	15	4	8	7	5	0	0	0	0	21	28	49	17	30	0	0	17	30	47
Upgrades	11	15	26	1	1	2	1	2	3	0	0	0	0	5	5	10	6	10	0	0	6	10	16
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL/NON-FACULTY																							
New Hires	31	38	69	5	14	8	11	3	4	0	0	0	0	16	29	45	8	8	0	0	8	8	16
Terminations	8	16	24	2	6	3	5	3	1	0	0	0	0	8	12	20	0	4	0	0	0	4	4
Upgrades	0	1	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SECRETARY/CLERICAL																							
New Hires	1	15	16	0	4	1	7	1	2	0	0	0	0	2	13	15	0	1	0	0	0	1	1
Terminations	3	7	10	3	4	0	2	0	0	0	0	0	0	3	6	9	0	1	0	0	0	1	1
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL/ParaPROFESSIONAL																							
New Hires	9	10	19	1	3	2	2	3	3	0	0	0	0	6	8	14	3	2	0	0	3	2	5
Terminations	10	5	15	3	1	2	2	2	2	0	0	0	0	7	5	12	1	0	0	0	1	0	1
Upgrades	3	1	4	0	0	1	1	1	0	0	0	0	0	2	1	3	1	0	0	0	1	0	1
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED TRADES																							
New Hires	8	0	8	1	0	2	0	0	0	0	0	0	0	3	0	3	5	0	0	0	5	0	5
Terminations	9	0	9	0	0	1	0	0	0	0	0	0	0	1	0	1	8	0	0	0	8	0	8
Upgrades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE MAINTENANCE																							
New Hires	20	6	26	10	5	5	1	1	0	0	0	0	0	16	6	22	3	0	0	0	3	0	3
Terminations	15	2	17	7	2	3	0	1	0	0	0	0	0	11	2	13	4	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
Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																							
New Hires	138	144	282	35	44	26	32	16	22	0	0	0	0	77	98	175	50	47	0	0	50	47	97
Terminations	90	97	187	27	31	13	17	13	11	0	0	0	0	53	59	112	35	38	0	0	35	38	73
Upgrades	14	22	36	1	4	3	4	3	4	0	0	0	0	7	12	19	7	10	0	0	7	10	17
Transfers	0	1	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

REMEMBER: *Unknowns are subtracted from all totals.

**Total Non-Minority is equal to White including Italian American.

***Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander, American Indian/Alaska Native and Two or More Races.

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

2015 APPLICANT DATA - RECRUITMENT DOCUMENTATION (page 2 of 2)

COLLEGE: BIMCC

Period Covered: 7/1/14 to 6/30/15

	TOTAL****		BLACK OR AFRICAN AM.		HISPANIC OR LATINO		ASIAN OR NAT. HAW. OR OTHER PAC. ISL.		AMER. IND./ALASK. NAT.		TWO OR MORE RACES		TOTAL MINORITY***		WHITE (Incl. Indian Am.)		UNKNOWN*		TOTAL NON-MINORITY**				
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL		
EXEC/ADMIN/MANAGERIAL																							
Applicants @	1658	2233	3891	351	681	209	336	94	136	2	6	0	0	656	1159	1815	540	654	389	485	540	654	1194
Interviews	108	184	292	14	41	13	19	10	9	0	0	0	0	37	69	106	54	74	17	39	54	74	128
Offers	14	10	24	4	6	2	1	0	0	0	0	0	0	6	7	13	8	3	0	0	8	3	11
TOTAL WORKFORCE Eth & Gender Report	50	63	113	10	22	10	9	10	8	0	0	0	1	30	40	70	20	23	0	0	20	23	43
FACULTY																							
Applicants @	1560	1610	3170	225	268	223	230	214	228	3	3	0	0	665	729	1394	588	562	300	318	588	562	1150
Interviews	81	108	189	10	11	8	13	20	35	0	0	0	0	38	59	97	27	31	16	18	27	31	58
Offers	55	65	120	14	12	6	10	8	13	0	0	0	0	28	35	63	23	33	0	0	23	33	56
TOTAL WORKFORCE Eth & Gender Report	247	329	576	48	63	28	44	35	40	0	0	2	2	113	149	262	134	180	0	0	134	180	314
PROFESSIONAL/INSTR/FACULTY																							
Applicants @	3697	7847	11544	1039	2458	735	1502	298	632	7	13	16	17	2095	4622	6717	808	1452	794	1773	808	1452	2260
Interviews	176	339	515	56	118	24	46	19	35	0	1	0	0	99	200	299	51	77	30	60	51	77	128
Offers	30	38	68	5	14	8	10	3	4	0	0	0	0	16	28	44	8	8	0	0	8	8	16
TOTAL WORKFORCE Eth & Gender Report	71	108	179	20	47	17	28	10	12	0	1	1	3	48	91	139	23	17	0	0	23	17	40
SECRETARIAL/CERICAL																							
Applicants @	8	14	22	3	6	1	5	3	1	0	0	0	0	7	12	19	1	2	0	0	1	2	3
Interviews	8	14	22	3	6	1	5	3	1	0	0	0	0	7	12	19	1	2	0	0	1	2	3
Offers	1	15	16	0	4	1	7	1	2	0	0	0	0	2	13	15	0	1	0	0	0	1	1
TOTAL WORKFORCE Eth & Gender Report	18	93	111	7	36	8	35	2	8	0	0	0	4	17	83	100	10	1	0	0	10	1	11
TECHNICAL/PAID/PROFESSIONAL																							
Applicants @	345	296	641	77	53	71	30	93	47	5	2	0	0	246	132	378	132	61	41	32	132	61	193
Interviews	61	27	88	14	4	10	2	13	8	0	0	0	0	37	14	51	16	11	8	2	16	11	27
Offers	9	10	19	1	3	2	2	3	3	0	0	0	0	6	8	14	3	2	0	0	3	2	5
TOTAL WORKFORCE Eth & Gender Report	66	39	105	16	15	17	12	20	8	1	0	0	0	54	35	89	12	4	0	0	12	4	16
UNPAID TEACHERS																							
Applicants @	13	1	14	2	0	2	0	0	0	0	0	0	0	4	0	4	6	1	1	1	0	1	7
Interviews	13	1	14	2	0	2	0	0	0	0	0	0	0	4	0	4	6	1	1	1	0	1	7
Offers	8	1	9	1	0	2	1	0	0	0	0	0	0	3	1	4	5	0	0	0	0	0	5
TOTAL WORKFORCE Eth & Gender Report	56	0	56	7	0	12	0	3	0	0	0	0	0	22	0	22	34	0	0	0	0	0	34
SERVICE/MAINTENANCE																							
Applicants @	105	26	131	30	10	35	3	17	3	0	0	0	0	82	16	98	17	6	6	4	17	6	23
Interviews	30	12	42	11	4	8	2	6	2	0	0	0	0	25	8	33	4	3	1	1	4	3	7
Offers	20	6	26	10	5	5	1	1	0	0	0	0	0	16	6	22	3	0	0	0	3	0	3
TOTAL WORKFORCE Eth & Gender Report	121	47	168	64	25	32	17	11	3	0	0	1	0	108	45	153	13	2	0	0	13	2	15
TOTAL																							
Applicants @	7386	12027	19413	1727	3476	1276	2106	719	1047	17	24	16	17	3755	6670	10425	2092	2738	1531	2612	2092	2738	4830
Interviews	477	685	1162	110	184	66	87	71	90	0	1	0	0	247	362	609	159	199	73	120	159	199	358
Offers	137	145	282	35	44	26	32	16	22	0	0	0	0	77	98	175	50	47	0	0	50	47	97
TOTAL WORKFORCE Eth & Gender Report	629	679	1308	172	208	124	145	91	79	1	1	4	10	392	443	835	246	227	0	0	246	227	473

REMEMBER: ***Total Minority is the sum of Black or African Am., Hispanic or Latino, Asian or Nat. Haw. or Other Pacific Islander, American Indian/Alaska Native and Two or More Races.

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

@ APPLICANTS are those who apply and meet the minimum qualifications for a specific position.

**Total Non-Minority is equal to White including Italian American.

*Unknowns are subtracted from all totals.

G. IMPACT RATIO ANALYSIS WORKSHEETS

IMPACT ANALYSIS WORKSHEETS

FEMALES AND MINORITIES

COLLEGE NAME: **BMCC**

HIRES ANALYSIS

October 13, 2015

BMCC

PART A

JOB AREAS/ CATEGORY	NON MIN				MINORITY HIRES				FEMALE HIRES				PERCENTAGE OF HIRES				
	APPL		HIRES		APPL		HIRES		APPL		HIRES		%		%		
	4830	97	1184	11	1815	13	3008	24	7366	138	7657	119	15255	272	15255	272	
1 Exec./Adm./Mgrl.	1184	11	1815	13	3008	24	7366	138	7657	119	15255	272	15255	272	1.7%	1.9%	1.5%
2 Faculty	1150	58	1394	63	2544	119	1560	55	984	64	2544	119	1560	55	0.7%	0.8%	0.7%
3 Professional/Non-Fac.	2280	16	6717	45	8977	61	3687	31	5280	30	8977	61	8977	61	4.6%	3.5%	6.5%
4 Secretarial/Clerical	3	1	19	15	22	16	8	1	Error	Error	22	16	33.3%	78.9%	0.7%	0.8%	0.6%
5 Techn./Paraprofessional	193	5	378	14	571	19	345	9	226	10	571	19	571	19	3.7%	2.6%	2.6%
6 Skilled Trades	7	5	4	3	11	8	13	8	Error	Error	11	8	71.4%	75.0%	61.5%	61.5%	Error
7 Service/Maintenance	23	3	98	22	121	25	105	20	16	5	121	25	13.0%	22.4%	19.0%	19.0%	31.3%
TOTAL	4830	97	10425	175	15255	272	7366	138	7657	119	15255	272	15255	272	2%	2%	2%

IRA WORKSHEET FOR NON-MIN VS MIN % OF HIRES

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP				RATE FOR FAV. GROUP				IRA				ONLY IF IRA UNDER 0.8				OVER ALL RATE				FISHER'S TEST													
	MINORITY		NON-MIN		MINORITY		NON-MIN		D		E		F		G		H		I		J		K		L		M		N		O		P	
	MINORITY	NON-MIN	MINORITY	NON-MIN	MINORITY	NON-MIN	MINORITY	NON-MIN	ACTL	EXPECT	DIF	STD DEV	ACTL	EXPECT	DIF	STD DEV	ACTL	EXPECT	DIF	STD DEV	FISHER'S VALUE	NON-MIN APPLICANTS	MIN APPLICANTS	NON-MIN HIRED	MIN HIRED	FISHER'S VALUE	NON-MIN APPLICANTS	MIN APPLICANTS	NON-MIN HIRED	MIN HIRED	FISHER TEST RESULT			
1 Exec./Adm./Mgrl.	0.7%	0.9%	4.5%	4.9%	0.78	0.8%	0.8%	14	13	1	0.82	14	13	1	0.82	14	13	1	0.82	N/A														
2 Faculty	0.7%	0.7%	33.2%	78.5%	0.95	0.95	0.95																											
3 Professional/Non-Fac.	2.5%	3.7%	71.4%	76.0%																														
4 Secretarial/Clerical	13.0%	22.4%		22.4%																														
TOTAL								14	13	1		14	13	1		14	13	1																

IRA WORKSHEET FOR MALE VS FEMALE % OF HIRES

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP				RATE FOR FAV. GROUP				IRA				ONLY IF IRA UNDER 0.8				OVER ALL RATE				FISHER'S TEST													
	FEMALE		MALE		FEMALE		MALE		D		E		F		G		H		I		J		K		L		M		N		O		P	
	MINORITY	NON-MIN	MINORITY	NON-MIN	MINORITY	NON-MIN	MINORITY	NON-MIN	ACTL	EXPECT	DIF	STD DEV	ACTL	EXPECT	DIF	STD DEV	ACTL	EXPECT	DIF	STD DEV	FISHER'S VALUE	NON-MIN APPLICANTS	MIN APPLICANTS	NON-MIN HIRED	MIN HIRED	FISHER'S VALUE	NON-MIN APPLICANTS	MIN APPLICANTS	NON-MIN HIRED	MIN HIRED	FISHER TEST RESULT			
1 Exec./Adm./Mgrl.	0.7%	0.8%	3.5%	6.5%	0.88	0.88	0.88	35	30	5	1.63	35	30	5	1.63	35	30	5	1.63	N/A														
2 Faculty	0.6%	0.8%	12.5%	Error																														
3 Professional/Non-Fac.	2.5%	3.7%	71.4%	76.0%																														
4 Secretarial/Clerical	13.0%	22.4%		22.4%																														
5 Techn./Paraprofessional	1.9%	2.6%	61.5%	61.5%																														
6 Skilled Trades	19.0%	31.3%		31.3%																														
7 Service/Maintenance																																		
TOTAL:								35	30	5		35	30	5		35	30	5																

PROMOTION ANALYSIS

October 13, 2015

BMCC

PART B

JOB AREAS/ CATEGORY	MINORITY PROMOTION				FEMALE PROMOTION				PERCENTAGE OF PROMOTION					
	NON MIN		MIN		MALE		FEMALE		% of non-min PROMOTED	% of min promoted	% OF MEN promoted	% OF FEMALE promoted		
	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED	INCUMBENT	PROMOTED						
	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL						
#	473	17	835	19	1308	36	679	22	1308	36	4%	2%	2%	3%
1 Exec./Adm./Mngt.	43	0	70	5	113	5	63	5	113	5	0%	7%	0%	8%
2 Faculty	314	16	282	10	576	26	329	15	576	26	5%	4%	4%	5%
3 Professional/Non-Fac.	40	0	139	1	179	1	108	1	179	1	0%	1%	0%	1%
4 Secretarial/Clerical	11	0	100	0	111	0	93	0	111	0	0%	0%	0%	0%
5 Techn./Paraprofessional	34	1	89	3	105	4	39	1	105	4	6%	3%	5%	3%
6 Skilled Trades	16	0	22	0	56	0	56	0	56	0	0%	0%	0%	0%
7 Service/Maintenance	15	0	153	0	168	0	121	0	168	0	0%	0%	0%	0%
TOTAL	473	17	835	19	1308	36	679	22	1308	36	4%	2%	2%	3%

IRA WORKSHEET FOR NON-MIN VS MIN % OF PROMOTION

October 13, 2015

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		OVER ALL RATE		ONLY IF IRA UNDER 0.8						FISHER TEST						
	NON-MIN	MINORITY	NON-MIN	MINORITY	ALL	ACTL	EXPECT	STDEV	DIF	H	I	J	K	L	M	N	O	P	Q
	0.00%	7.16%	3.83%	5.00%	4.61%	10	11	0.74	1	1	0.74	*		N/A					
	0.00%	0.72%	0.75	0.72%	4.61%														
1 Exec./Adm./Mngt.	0.00%	7.16%	0.75	7.16%	4.61%	10	11	0.74	1	1	0.74	*		N/A					
2 Faculty	0.00%	0.72%	0.75	0.72%	4.61%														
3 Professional/Non-Fac.	0.00%	0.72%	0.75	0.72%	4.61%														
4 Secretarial/Clerical	0.00%	0.72%	0.75	0.72%	4.61%														
5 Techn./Paraprofessional	3.37%	6.29%	0.54	6.29%	3.81%	3	3	0.55	0	0	0.55			N/A					
6 Skilled Trades	N/A	N/A																	
7 Service/Maintenance	N/A	N/A																	
TOTAL			14	13	1	14	13	1	1	0	1	1	0						

IRA WORKSHEET FOR MALE VS FEMALE % OF PROMOTION

October 13, 2015

JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP		RATE FOR FAV. GROUP		OVER ALL RATE		ONLY IF IRA UNDER 0.8						FISHER TEST						
	MALE	MINORITY	MALE	MINORITY	ALL	ACTL	EXPECT	STDEV	DIF	H	I	J	K	L	M	N	O	P	Q
	0.0%	7.9%	4.6%	4.6%	3.8%	1	1	0.51	0	0	0.51			N/A					
	0.0%	4.6%	0.54	4.6%	3.8%														
1 Exec./Adm./Mngt.	0.0%	7.9%	0.54	7.9%	3.8%	1	1	0.51	0	0	0.51			N/A					
2 Faculty	0.0%	4.6%																	
3 Professional/Non-Fac.	0.0%	4.6%																	
4 Secretarial/Clerical	0.0%	4.6%																	
5 Techn./Paraprofessional	2.9%	4.6%	0.54	4.6%	3.8%	1	1	0.51	0	0	0.51			N/A					
6 Skilled Trades	N/A	N/A																	
7 Service/Maintenance	N/A	N/A																	
TOTAL			1	1	0	1	1	0	0	0	0	0	0						

TERMINATION ANALYSIS

October 13, 2015

BMCC

PART C

#	JOB AREAS/ CATEGORY	MINORITY TERMINATION				FEMALE TERMINATION				PERCENTAGE OF TERMINATION					
		NON MIN		MIN		MALE		FEMALE		% OF NON-MIN TERMINATED		% OF MEN TERMINATED		% OF FEMALE TERMINATED	
		INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED
	TOTAL	473	73	835	112	185	1308	90	679	95	1308	185	13%	14%	14%
1	Exec./Adm./Mngt.	43	8	70	8	16	113	7	63	9	113	16	11%	14%	14%
2	Faculty	314	47	262	49	98	576	38	329	58	576	96	19%	15%	18%
3	Professional/Non-Fac.	40	4	139	20	24	179	8	108	18	179	24	14%	11%	15%
4	Secretarial/Clerical	11	1	100	9	10	111	3	93	7	111	10	9%	17%	8%
5	Techn./Paraprofessional	16	1	89	12	13	105	3	39	3	105	13	6%	13%	8%
6	Skilled Trades	34	8	22	1	9	56	9	0	0	56	9	24%	18%	0%
7	Service/Maintenance	15	4	153	13	17	168	15	47	2	168	17	8%	12%	4%
	TOTAL	473	73	835	112	185	1308	90	679	95	1308	185	13%	14%	14%

IRA WORKSHEET FOR NON-MIN VS MIN % OF TERMINATION

#	JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP				RATE FOR FAV. GROUP				IRA				OVER ALL RATE				ONLY IF IRA UNDER 0.8				FISHER TEST													
		NON-MIN		MINORITY		NON-MIN		MINORITY		D		E		F		G		H		I		J		K		L		M		N		O		P	
		INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	EXPECT	ACTL	DIF	STD DEV	EXPECT	ACTL	DIF	STD DEV	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1		
1	Exec./Adm./Mngt.	18.8%	11.4%	18.8%	11.4%	0.800	0.800																												
2	Faculty	18.7%	15.0%	18.7%	15.0%	0.885	0.885	18	20	2	0.72																								
3	Professional/Non-Fac.	14.4%	10.0%	14.4%	10.0%	0.885	0.885	18	20	2	0.72																								
4	Secretarial/Clerical	9.1%	9.0%	9.1%	9.0%	0.464	0.464	11	12	1	0.81																								
5	Techn./Paraprofessional	13.5%	6.3%	13.5%	6.3%																														
6	Skilled Trades	23.5%	4.5%	23.5%	4.5%																														
7	Service/Maintenance	26.7%	8.5%	26.7%	8.5%																														
	TOTAL							29	32	3																									

IRA WORKSHEET FOR MALE VS FEMALE % OF TERMINATION

#	JOB AREAS/ CATEGORY	RATE FOR UNFAV. GROUP				RATE FOR FAV. GROUP				IRA				OVER ALL RATE				ONLY IF IRA UNDER 0.8				FISHER TEST														
		MALE		FEMALE		MALE		FEMALE		D		E		F		G		H		I		J		K		L		M		N		O		P		
		INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	INCUMBENT	TERMINATED	EXPECT	ACTL	DIF	STD DEV	EXPECT	ACTL	DIF	STD DEV	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1	IRALS THN 0.8 AND DIF >=1 PERSON	IRALS THN 0.8 AND STD DEV >=1			
1	Exec./Adm./Mngt.	14.3%	14.0%	14.3%	14.0%	0.960	0.960																													
2	Faculty	17.8%	15.4%	17.8%	15.4%	0.873	0.873	14	16	2	0.661																									
3	Professional/Non-Fac.	14.8%	11.3%	14.8%	11.3%	0.761	0.761	14	16	2	0.661																									
4	Secretarial/Clerical	16.7%	7.5%	16.7%	7.5%																															
5	Techn./Paraprofessional	15.2%	7.7%	15.2%	7.7%																															
6	Skilled Trades	16.1%	0.0%	16.1%	0.0%																															
7	Service/Maintenance	12.4%	4.3%	12.4%	4.3%																															
	TOTAL							14	16	2																										

H. TENURE ELIGIBILITY SURVEY

COLLEGE:

BMCC

DEPARTMENT:

Nursing

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0	0	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	0	0
Assistant Prof.	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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
CLT's	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
TOTAL	2	0	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

Number Recommended for Tenure, Effective: September 1, 2014

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

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0	0	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	0	0
Assistant Prof.	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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
CLT's	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
TOTAL	2	0	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

COLLEGE:

BMCC

DEPARTMENT: Social Science

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	3	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	3	1	2	1	0	0	1	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
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	6	3	3	2	1	0	0	0	1	0	0	0	0	1	1	0	0	0	0

Number Recommended for Tenure, Effective: September 1, 2014

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

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	3	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	3	1	2	1	0	0	1	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
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	6	3	3	2	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0

COLLEGE:

DEPARTMENT: Teacher Education

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	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
Lecturer (CCE)	0	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	0
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0

Number Recommended for Tenure, Effective: September 1, 2014

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

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES		
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	1	0	1	0	0	0	0	0	0	0	0	0	0	1	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
Lecturer (CCE)	0	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	0
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0

TENURE ELIGIBILITY SURVEY

COLLEGE: BMCC

COLLEGE TOTALS:

27

Eligible for Tenure, Effective: September 1, 2014

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
																		M
Professor	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	9	6	3	3	2	0	0	0	1	0	0	0	2	1	0	0	0	0
Assistant Prof.	10	1	9	1	5	0	1	0	0	0	0	0	0	2	0	0	0	0
Lecturer (CCE)	5	1	4	0	3	0	0	1	0	0	1	0	0	0	0	0	0	0
CLT's	2	0	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
TOTAL	27	9	18	4	11	0	1	1	2	1	0	1	2	3	0	0	0	0

Number Recommended for Tenure, Effective: September 1, 2014

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

	Sub-Total Gender		WHITE		ITALIAN AMERICAN		ASIAN/ NAT. HAW./ OTHER		AM. IND./ ALSK. NAT.		BLACK		HISPANIC		PUERTO RICAN		TWO OR MORE RACES	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
																		M
Professor	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	9	6	3	3	2	0	0	0	1	0	0	0	2	1	0	0	0	0
Assistant Prof.	10	1	9	1	5	0	1	0	0	0	0	0	0	2	0	0	0	0
Lecturer (CCE)	5	1	4	0	3	0	0	1	0	0	1	0	0	0	0	0	0	0
CLT's	2	0	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
TOTAL	27	9	18	4	11	0	1	2	1	0	1	2	3	0	0	0	0	0

I. FALL 2015 UNDERUTILIZATION SUMMARY

Fall 2015 Underutilization Summary: Results of Utilization Analysis by Affirmative Action Unit REVISED 9/21/2015
Comparison of Incumbents to Availability Data (Professorial * Only)

COLLEGE: BMCC Total # Professoriate 576

PART A:

Departments/ Affirmative Action Unit (AAU) with Underutilization (UU)	Total Incumbents in AAU		FEMALES		Total Minorities (incl. Black, Hisp, As/Pacif. I., Ind/Am/Ind. and Two or More Races)			Asian/Pacific Islanders			Blacks			Hispanics/ Latinos (as)					
	#UU	% Overall Availability	#UU	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)	#UU	% Overall Availability	NR (No Representation)
1 Accounting	18	3	3	44.9	X			X			X			X			X		
2 Academic Literary and Linguistics	30	X	X		X			X			X			X			X		
3 Allied Health	6	3	3	75	1	24.6		1	9.1	No Representation	X			X			1	5.5	
4 Computer Information Systems	15	X	X		X			X			X			X			X		
5 Ethnic Studies	8	2	2	66.1	X			X			X			X			X		
6 Health Education	10	1	1	75	X			1	9.1	No Representat	X			X			X		
7 Modern Language	31	X	X		X			1	7.2								1	5.6	No representat
8 Science	60	X	X		X			X			X			X			2	3.3	No representat
9 Speech	22	X	X		1	20.9		X			X			X			1	6.9	
10 Teacher Education	8	X	X		X			X			X			X			1	19.4	
11																			
12																			
13																			
14																			
15																			
16																			
17																			
18																			
19																			
20																			
21 TOTAL			9		0	2		0	3		2		6		3		1		1

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

PART B:	
# of UU AAUs	Total # of AAUs
10	19

J. Utilization Analysis: Hiring Benchmark Goal for Veterans

Protected Veterans Utilization Analysis

Hiring Benchmark and Utilization Goal July 1 2014 - June 30 2015 For Protected Veterans

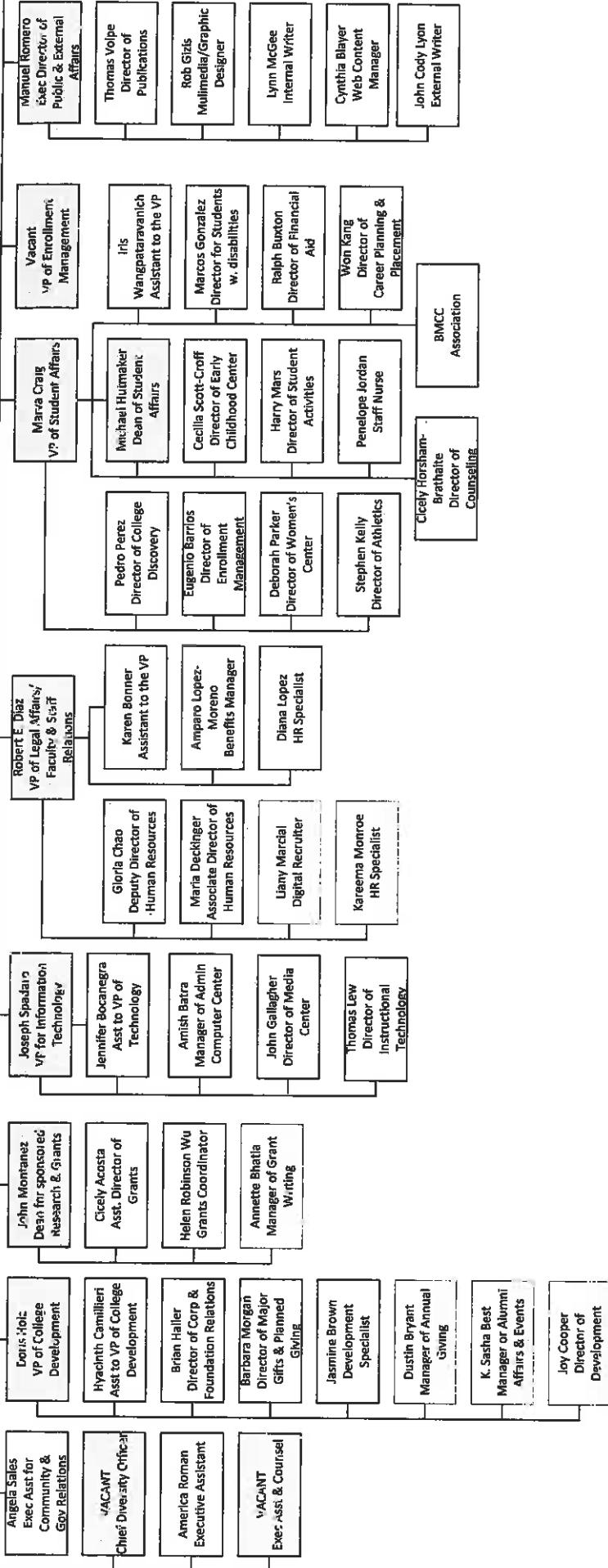
			<u>National Benchmark</u>	<u>Indicate Y/N Below</u>
Total # of Employees:	1308	=	0.9%	7%
Total # of Veterans:	12			No

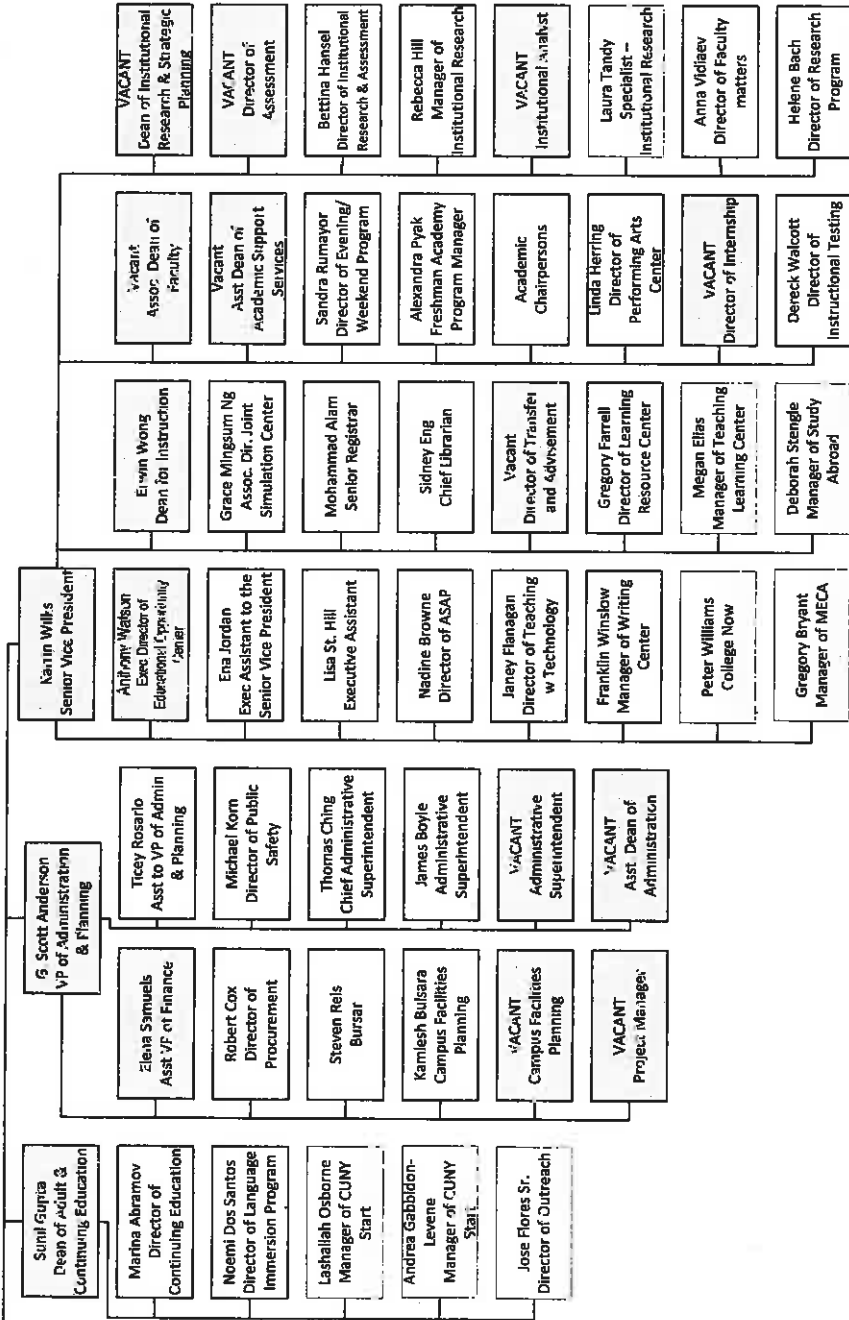
Enter number in cell E/F 16 and E/F17 to calculation the percentage representation of veterans within your workforce

Compare the percentage representation to the national benchmark and indicate Y or N if college meets requirement.

K. ORGANIZATIONAL CHART

ANTONIO PÉREZ
President





L. COMPENSATION REVIEW



Office of Human Resources Management
Recruitment and Diversity
205 East 42nd Street, 10th Floor
New York, NY 10017
Tel: 646-664-3307
Fax: 646-664-2962

February 26, 2015

Dear President Perez:

Thank you for hosting my staff on November 13, 2014 for a Cabinet-level discussion on CUNY's commitment to compensation equity and a review of compensation practices. I appreciate the active participation of you and your team and know that we will benefit from the comments that have come from the discussions. I also hope this effort has provided you with information and insight concerning compensation issues in general.

This review would not have been possible without the participation of your Human Resources and Diversity Offices, who are responsible for maintaining accurate employee data and for reviewing areas of potential risk. They have taken the time to go over the analysis in detail and I appreciate their commitment.

CUNY has a non-discrimination policy that covers all areas of employment, including compensation, and an annual senior management review of compensation and compensation practices is one of the expectations of Federal regulatory agencies. Moving forward, this review will be incorporated into Affirmative Action monitoring conducted by your Chief Diversity Officer with support from your Human Resources Office. CUNY's Office of Recruitment and Diversity (ORD) will keep your campus informed about regulatory developments and provide technical assistance, as we do today. We are also glad to address any questions you may have.

Again, thank you for your support of this important effort.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jennifer S. Rubain', written in a cursive style.

Jennifer S. Rubain
University Dean for Recruitment and Diversity

cc:

Iyana Titus
Robert E. Diaz
Gloria Chao

M. 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.)

OMB NO: 1293-0005

Expires: 09/30/2014

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

ATTN: Human Resource/EEO Department

TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input checked="" type="checkbox"/> Subcontractor	TYPE OF FORM (Check only one) <input type="checkbox"/> Single Establishment <input type="checkbox"/> Multiple Establishment-Headquarters <input checked="" type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____ (MSC)
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COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below)

COMPANY No: T131733		TWELVE MONTH PERIOD ENDING <table border="1"> <tr> <td>0</td><td>8</td><td>0</td><td>1</td><td>2</td><td>0</td><td>1</td><td>4</td> </tr> <tr> <td>M</td><td>M</td><td>D</td><td>D</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td> </tr> </table>		0	8	0	1	2	0	1	4	M	M	D	D	Y	Y	Y	Y
0	8	0	1	2	0	1	4												
M	M	D	D	Y	Y	Y	Y												
NAME OF PARENT COMPANY: The City University of New York		ADDRESS (NUMBER AND STREET): 205 East 42 Street - 10th Floor																	
CITY: New York	COUNTY: New York	STATE: NY	ZIP CODE: 10017																
NAME OF COMPANY CONTACT: Jean Chen		TELEPHONE FOR CONTACT: 6466643301	EMAIL: Jean.Chen@mail.cuny.edu																

NAME OF HIRING LOCATION: Borough of Manhattan Community College		ADDRESS (NUMBER AND STREET): 199 Chambers Street	
CITY: New York	COUNTY: Manhattan	STATE: NY	ZIP CODE: 10007

NAICS: 6 1 1 3 1 0	DUNS: 0 7 - 8 3 0 - 9 2 4 6	EMPLOYER ID (IRS TAX No.): 1 3 - 6 4 0 0 4 3 4
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INFORMATION ON EMPLOYEES

REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE. DATA ON NUMBER OF EMPLOYEES IS TO BE ENTERED IN COLUMN L, M, N, O, AND P, LINES 1-10. DATA ON NEW HIRES IS TO BE ENTERED IN COLUMNS Q, R, S, T, AND U. ENTRIES IN COLUMNS Q THROUGH U, LINES 1-10, AND COLUMNS L, M, N, O, AND P. ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES. INSTRUCTIONS ARE FOUND ON THE REVERSE OF THIS FORM.

JOB CATEGORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)				
	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETERANS (P)	DISABLED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	ARMED FORCES SERVICE MEDAL VETERANS (S)	RECENTLY SEPARATED VETERANS (T)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (U)
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS 1	0	0	0	0	17	0	0	0	0	1
FIRST/MID LEVEL OFFICIALS AND MANAGERS 2	0	1	0	0	85	0	0	0	0	11
PROFESSIONALS 3	0	3	0	0	631	0	0	0	0	87
TECHNICIANS 4	0	0	0	0	111	0	0	0	0	3
SALES WORKERS 5	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT WORKERS 6	0	0	0	0	110	0	0	0	0	17
CRAFT WORKERS 7	0	3	0	0	64	0	0	0	0	0
OPERATIVES 8	0	0	0	0	0	0	0	0	0	0
LABORERS/HELPER 9	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS 10	0	4	0	0	160	0	0	0	0	9
TOTAL 11	0	11	0	0	1178	0	0	0	0	128

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

Maximum Number	Minimum Number
1178	1072