## **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.

#### 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 <u>asales@bmcc.cuny.edu</u> (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/racial groups. American Indian or Alaska Native employees comprise less than two percent of the University workforce and local population, thus are not identified as a discrete group in the analysis, but are included in the Total Minority category, 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 174were 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 government 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: <a href="http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures/reasonable-accommodation.html">http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures/reasonable-accommodation.html</a>.

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 goad 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, 10<sup>th</sup> 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 <a href="mailto:asales@bmcc.cuny.edu">asales@bmcc.cuny.edu</a>.

## A. PRESIDENT'S RE-AFFIRMATION LETTER



Borough of Manhattan Community College The City University of New York www.bmc.cumy.edu

-199 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, allenage, 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, <a href="www.bmcc.cuny.edu">www.bmcc.cuny.edu</a> or <a href="www.bmcc.cuny.edu">www.cuny.edu</a>, 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 199 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

Callege: BMCC		
Semester/Year:	FALL, 2015	

Academic Ulteracy and Linguistics	AFFIRMATIVE ACTION UNIT:		COMPTTHEM	ADTICINE.								
EEC CATEGORY:   Job Titles:	APPIRMATIVE ACTION UNIT:		CONSTITUENT DEPARTMENTS:									
Professor (6) Associate Professor (7) Assistant Professor (7) Assistant Professor (7) Assistant Professor (17)  PROFESSORIAL  PACTORS:    Walghting   Females   ""Total Milnority   Here, or Other African American   Hispanic or Latino   Individuals with Disabilities	English and English Literature		Account Like	nacy and Linguistic	•							
Associate Professor (7) Assistant Professor (17)  Assistant Professor	EEC CATEGORY:		Job Titles:							-		
PROFESSORIAL    Page	PROFESSIONAL: PROFESSORIAL		Associate Professor (7)									
Factor   F	JOB GROUP: PROFESSORIAL					,						
Tequisite skills in immediate labor areas.   1.00   61.1   15.9   3.8   5.0   5.5	FACTORS:	Weighting	Females		Han	w. or Other		African				
GROUP TOTAL NO.: 30   Sale	% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.1	15.9		3.8		5.0		5.5		
No. Maile: 10   No. Female: 20	% of Minorities/Females promotable, transferable, or trainable											
No. Maile:   10	GROUP TOTAL NO.: 30								-			
W     66.7     %     23.3     %     10.0     %     10.0     %     3.3     %     0.0       OVERALL AVAILABILITY:       %     61.1     %     15.9     %     3.8     %     5.0     %     5.5     %     7.0       UNDERUTILIZATION:     %     NONE     %     NONE     %     NONE     %     NONE     %     0.0     #     0.0     #     0.0     #     0.7	No. Male: 10 No. Female: 20	Ш=	Females		Hav	w. or Other		African				
OVERALL AVAILABILITY:     %     61.1     %     15.9     %     3.8     %     5.0     %     5.5     %     7.0       UNDERUTILIZATION:     %     NONE     %     NONE     %     NONE     %     NONE     %     NONE     %     0.0     #     0.0     #     0.0     #     0.0     #     0.7	CURRENT UTILIZATION:		# 20	# 7	#	3	#	3	#	1	#	0
War			% 66.7	% 23.3	  % _	10.0	%	10.0	%	3.3	% _	0.0
# 0.0 # 0.0 # 0.0 # 0.7	OVERALL AVAILABILITY:		% <u>61.1</u>	%15.9	% _	3.8	%	5.0	%	5.5	% _	7.0
	UNDERUTILIZATION:				J. –		`		%			
			# <u> </u>	uu <u>0.0</u>	# uu _	0.0	# UU	0.0	# UU	1		

<sup>\*\*</sup>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)

FACTORS SOURCES

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

WEIGHT 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\*

Factor 1

#### English Language and Literature/Letters

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

<sup>\*\*</sup>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

Service Schools, Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiin/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.	<u>BLACK</u> NON-HISP.	Hispanic or Latino	<u>am.ind.</u> <u>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%
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College: BMCC		
Semester/Year:	FALL 2015	

AFFIRMATIVE ACTION UNIT:			NSTITUENT DE										
English and English Literature			Academic Lita	anary	and Linguistics	В							
EEO CATEGORY:			Titles:										
PROFESSIONAL: NON-PROFESSORIA INSTRUCTOR	AL -		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		dividuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		65.3		18.7		5.2		6.8		4.8		
% of Minorities/Females promotable, transferable, or trainable							<u> </u>						
GROUP TOTAL NO.: 5													
No. Male: 2 No. Female: 3			Females	•	**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		lividuals with Disabilities
CURRENT UTILIZATION:		#	3	#	2	#	0	#	2	#	0	#	0
		<b>%</b> -	60.0	%	40.0	%	0.0	%	40.0	%	0.0	%	0.0
OVERALL AVAILABILITY:						T		T	<u> </u>	T			
		<b>%</b> -	65.3	%	18.7	%	5.2	%	6.8	%	4.8	%	7.0
UNDERUTILIZATION:		%	5.3	%	NONE	%	5.2	%	NONE	%	4.8		
		# _	0.3	#	0.0	#	0.3	#	0.0	#	0.2		
		VU _	0	UU	0	Ju	<u> </u>	υu	. 0	UU	0		
										1			

<sup>\*\*</sup>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)

**FACTOR SOURCES** 

WEIGHTING

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

10

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

<sup>\*\*</sup>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 Hawaiin/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	<u>ASIAN/</u> PAC. ISL.	BLACK NON-HISP.	<u>Hispanic or</u> <u>Latino</u>	AM.IND.
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%
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College:	BMCC		
Semester/Ye	ar:	FALL, 2015	

		T					
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE					
English and English Literature		Academic Lin	eracy and Unguistic	25			
EEO CATEGORY:		Job Titles:				-	
PROFESSIONAL: NON-PROFESSORIA LECTURER	L-	Lecturer (1	0)				
JOB GROUP: NON-PROFESSORIAL - LECTURER							
FACTORS;	Walghting	Females	**Total Minority	Asian or Nat. Haw, or Other Pac, Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	69.4	24.2	4.7	8.0	9.1	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 10							
No. Malo: <u>5</u> No. Female: <u>5</u>		Fornales	"Tatel Minority	Asian or Nat. Haw. or Other Pac. isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 5	# 2	# 0	# 1	# 1	# 0
		% 50.0	% 20.0	% 0.0	% 10.0	% 10.0	% <u>0.0</u>
OVERALL AVAILABILITY:		<b>%</b> <u>69.4</u>	%24.2	%4.7	%8.0	%9.1	%7.0
UNDERUTILIZATION:		% <u>19.4</u> # 1.9	% <u>4.2</u> # 0.4	% <u>4.7</u> # 0.5	% <u>NONE</u> # 0.0	% NONE # 0.0	
		l —			uu <u>0</u>	uu <u>0.0</u>	

<sup>\*\*</sup>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)

**FACTORS SOURCES** 

WEIGHTING

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>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Elack or African American	Hispanic or Latino	Individuals with Disabilides
69.4	24.2	4.7	8.0	9.1	7.0

<sup>\*\*</sup>Total Minority includes Asian or Nat. Haw. or Other Pac. Ist., 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 Hawaiin/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%.

	PR1444	***************************************	ASIAN/	BLACK	Hispanic or	<u>AM.INI</u>
Agriculture, Agriculture Operations and Related Sciences	FEMALE	**Total Minority	PAC. ISL.	NON-HISP.	Latino	AL.NA
Architecture and Related Services	54.2%	15.3%	4.1%	3.8%	5.3%	0.5
·	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%	1.49
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.59
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.59
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.49
Communications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.59
Computer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.59
Construction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.39
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.39
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%
egal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
iberal 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%
cience Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	
Social Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	1.2% 0.5%
heology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	
ransportation and Materials Moving	16.8%	36.7%	7.6%	11.0%		0.3%
isual and Performing Arts	61.7%	24.9%			15.3%	0.5%
OTAL ALL FIELDS			6.6%	6.6%	9.3%	0.6%
OTAL ALL FILLIO	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%

College:	BMCC		
Semester/Y	ear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT;		CONSTITU	ENT DE	PART	MENTS:							-	
Business and Commerce		Acco	unting										
EEO CATEGORY:		Job Titles:	:					-					
PROFESSIONAL: PROFESSORIAL		Professor (5) Associate Professor (5) Assistant Professor (8)											
JOB GROUP: PROFESSORIAL													
FACTORS:	Weighting	Fema	ilos		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		duals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		44.9		35.5	Τ	9.7		20.1		4.2		· <del>-</del> ·
% of Minorities/Females promotable, transferable, or trainable						T							
GROUP TOTAL NO.: 18												Π	
No. Male: 13 No. Female: 5		Ferna	iles		"Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		riduals with
CURRENT UTILIZATION:		#	5	#	10	#	2	#	5	#	. 3	#	0
		%	27.8	%	55.6	%	11.1	%	27.8	%	16.7	%	0.0
OVERALL AVAILABILITY:						T							
		<b>%</b>	44.9	%	35.5	%	9.7	%	20.1	%	<u>4.2</u>	%	7.0
UNDERUTILIZATION:		%		%	NONE	%	NONE	%	NONE	%	NONE		
		#	3.1	#	0.0	#	0.0	#	0.0	#	0.0		
		uu	3	UU .	0	UL	0	UU	0	ŲŪ	0		

<sup>\*\*</sup>Total Milnority 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.

**FALL, 2015** 

**WEIGHT** 

**Affirmative Action Unit:** 

**Business and Commerce** 

**Constituent Departments:** 

Accounting

Job Group:

**Professorial** 

Job Titles:

Professor (5)

Associate Professor (5) Assistant Professor (8)

FACTORS SOURCES

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

US Non-4ST.

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

<sup>\*\*</sup>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.



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

of New York 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 Hawaiin/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	<u>am.ine</u> <u>al.na</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%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
FOTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		<u> </u>
Semester/Year	:	FALL, 2015	

				_									-
AFFIRMATIVE ACTION UNIT:		CI	ONSTITUENT DE	PART	MENTS;						<del></del>	,	
Health Professions			Alled Ream										
		l											
EEO CATEGORY;		],	ob Titles:										
PROFESSIONAL: PROFESSORIAL			Professor Associate Assistant I	Pro	fessor (0)								
JOB GROUP: PROFESSORIAL													
FACTORB:	Weighting		Females		**Total Minority	I	Asian or Nat. Haw. or Other Pac. Ial.		Black or African American		Hispanic or Latino		riduals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		75.0		24.6	T	9.1	Г	10.1		4.3		
2. % of Minorities/Fernales promotable, transferable, or trainable		Γ				T		Г		T			
GROUP TOTAL NO.:		_				Ţ		_					
No. Male: 4 No. Fernale: 2			Females		"Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		riduals with sabilities
CURRENT UTILIZATION:		#	2	#	1	#	0	#	1	#	0	#	0
		%	33.3	%	16.7	*	0.0	%	16.7	%	0.0	%	0.0
OVERALL AVAILABILITY:		┢		T		T						Г	
		%	75.0	%	24.6	%	9.1	%	10.1	%	4.3	%	7.0
UNDERUTILIZATION:		%	41.7	%	7.9	%	9.1	%	NONE	%	4.3	Г	
		#	2.5	#	0.5	#	0.5	#	0.0	#	0.3		
		υų	3	UU	1	u	1	Uυ	0	UU	0		

<sup>\*\*</sup>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.

**FALL, 2015** 

Affirmative Action Unit: Health Professions

Constituent Departments: Allied Health

Job Group: Professorial

Job Titles:

Professor (4)

Associate Professor (0) Assistant Professor (2)

FACTORS SOURCES
Factor 1 EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and 1.0

US Non-4ST.

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

<sup>\*\*</sup>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 Hawaiin/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	<u>ASIAN/</u> PAC. ISL.	<u>Black</u> <u>Non-Hisp.</u>	Hispanic or Latino	<u>am.ini</u> <u>al.na</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.39
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.99
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.99
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.69
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.89
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.49
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.09
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.39
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.79
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.39
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%
sychology	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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		
Semester/Ye	ar:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUE											
Business and Commerce		Busine	as Admi	inistr	BIOU								
EEO CATEGORY:		Job Titles:											
PROFESSIONAL: PROFESSORIAL		ciate F	<sup>2</sup> rofe	essor (5) essor (10)									
JOB GROUP: PROFESSORIAL		1											
FACTORS:	Weighting	Female	18		**Total Minority		Asien or Nat. Hew. or Other Pac. isl.		Black or African American		Hispanic or Latino		iduals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	4	4.9		35.5	Ī	9.7	Γ	20.1		4.2		
% of Minorities/Fernales promotable, transferable, or trainable													
GROUP TOTAL NO.: 19													
No. Male: 10 No. Female: 9		Female	15.		™Total Minority		Asian or Nat. Haw. or Other Pac. isl.		Black or African American		Hispanic or Latino		iduals with
CURRENT UTILIZATION:	_	#	9	#	11	#	5	#	4	#	2	#	0
		% 4	7.4	% _	57.9	%	26.3	%	21.1	%	10.5	%	0.0
OVERALL AVAILABILITY:		%4	4.9	% _	35.5	%	9.7	%	20.1	%	4.2	% _	7.0
		ì											
UNDERUTILIZATION:		% <u>NO</u>	NE	%_	NONE	%	NONE	%	NONE	%	NONE	t	
UNDERUTILIZATION:				% _ # _		% #	NONE 0.0	% #	NONE 0.0	% #	NONE 0.0		

<sup>\*\*</sup>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.

**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)

FACTORS SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

1

US Non-4ST.

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

<sup>\*\*</sup>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 Hawaiin/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	<u>asian/</u> <u>Pac. ISL.</u>	BLACK NON-HISP.	Hispanic or Latino	AM.INI AL.NA
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%	0.99
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.99
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.69
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.89
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.49
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.09
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.39
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.79
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.39
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%	0.49
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%	1.29
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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College: BMCC		-
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITU											
Area and Ethnic Studies		Cente	er for Ett	nic 8	Studies								
Area and Ethnic Studies													
EEO CATEGORY:		Job Titles:											_
		Drost	fessor	(2)									
PROFESSIONAL: PROFESSORIAL					fessor (1)								
					essor (5)								
		1											
JOB GROUP:		-											
PROFESSORIAL													
						Τ	Asian or Nat.	Г	Black or	Т		П	
FACTORS:	Weighting	Feme	nies		"Total Minority		Haw. or Other Pac. isl.	l	African American		Hispanic or Latino		riduals with sabilities
1. % availability of Minorities/Females with						Τ		Г				Г	
requisite skills in immediate labor areas.	1.00		66.1	┡	45.4	╀	12.4	╄	17.3	╀	11.2	┖	
<ol> <li>% of Minorities/Females promotable, transferable, or trainable</li> </ol>													
GROUP TOTAL NO.: 8						_						П	·
No. Male: 5 No. Female: 3					**Total	Τ	Asian or Nat. Haw, or Other		Black or			İ	
		Ferna	Nes		Minority	L	Pac. Isl.		African American		Hispanic or Latino		iduals with sabilities
CURRENT UTILIZATION:		#	3	#	8	#	2	#	2	#	4	#	0
		%	37.5	%	100.0	1%	25.0	%	25.0	%	50.0	%	0.0
OVERALL AVAILABILITY:		_		L		╀		┡		Ë			
OVERALL AVAILABILITY:			00.4		45.4	L	40.4	l	47.0		44.6	l	
		<b>%</b>	66.1	%	45.4	%	12.4	%	17.3	%	11.2	۱% .	7.0
UNDERUTILIZATION:		%	28.6	%	NONE	%	NONE	1%	NONE	%	NONE	$\vdash$	
W. V. All No. C. Parished 1 I 2 W C 2 I		<u> </u>	2.3		0.0	#	0.0	#	0.0	#	0.0		
		<u> </u>		#		Γ		ľ		Ι.			
		Juu	2	UU	0	UL	. <u>0</u>	ļΨ	0	Uυ	0		

<sup>\*\*</sup>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.

**FALL, 2015** 

**WEIGHT** 

**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)

FACTORS SOURCES

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

US Non-4ST.

\* 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\*

Factor 1

Area, Ethnic, Cultural, Gender and Group Studies

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

<sup>\*\*</sup>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.



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 Hawaiin/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%.

			ASIAN/	BLACK	Hispanic or	AM.INI
Andrew Andrew War Co. 11	FEMALE		PAC. ISL.	NON-HISP.	Latino	AL.NA
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.39
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.99
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.99
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.69
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%	0.49
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.09
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%	0.49
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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		-
Semester/Y	ear:	FALL, 2015	-

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DEPARTMENTS: Computer Information Systems										
Math, Statistics, and Computer Science	e	Computer in	rormation Systems									
EEO CATEGORY:		Job Titles:										
PROFESSIONAL: PROFESSORIAL	Professor (6) Associate Professor (3) Assistant Professor (7)											
JOB GROUP: PROFESSORIAL												
FACTOR8:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanie or Latino	individuals with Disabilities					
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	21.2	27.8	17.5	5.8	3.7						
% of Minorities/Females promotable, transferable, or trainable												
GROUP TOTAL NO.: 16												
No. Make: 11 No. Female: 5		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities					
CURRENT UTILIZATION:		# 5	#11	# 10	# _ 0	#1	# 0					
		% 31.3	%68.8	% 62.5	%0.0	%6.3	%0.0					
OVERALL AVAILABILITY:		%21.2	%27.8	%17.5	%5.8	%3.7	%					
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% 5.8	% NONE						
		#0.0	#	#0.0	#0.9	# 0.0						
		UU <u>0</u>	nn <u>0</u>	uu <u>0</u>	υυ <u>1</u>	ໜ <u>0</u>						

<sup>\*\*</sup>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.

**FALL, 2015** 

Affirmative Action Unit: Math, Statistics, and Computer Science

<u>Constituent Departments:</u> Computer Information Systems

Job Group: Professorial

Job Titles:

Professor (6)

Associate Professor (3) Assistant Professor (7)

FACTORS SOURCES
Factor 1 EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

WEIGHT

US Non-4ST.

\* 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**

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

<sup>\*\*</sup>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 Hawaiin/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	<u>ASIAN/</u> PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	<u>am.inc</u> <u>al.na</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%
amily and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
oreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
lealth Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
listory	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
lomeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
egal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
iberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
ibrary Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
Nathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
/lulti/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
latural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
arks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
hilosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
hysical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
sychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
ublic Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
cience Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ocial Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		
Semester/Y	ear.	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CO	NSTITUENT DEF	ART	MENTS:								
Deschalase		ı	Counseling										
Pyschology		ı											
		1											
EEO CATEGORY:		Job Titles:											
		l											
		l											
PROFESSIONAL: PROFESSORIAL		l	Professor										
PROFESSIONAL. PROFESSORIAL			Associate										
			Assistant F	-101	essor (2)								
		l											
		4											
JOB GROUP: PROFESSORIAL		l											
		Γ	-			Τ	Asian or Nat.	Γ	Black or	Γ			
FACTORS:	Waighting		Fernales		**Total Minority	l	Haw. or Other Pac. Isl.	l	African American		Hispanic or Latino		riduals with sobilities
1. % availability of Minorities/Females with		T				Ť		Т		Ť		Т	
requisite skills in immediate labor areas.	1.00	Ļ.	73.1	L	24.0	╀	6.6	┖	7.5	┖	8.1	┖	
<ol><li>% of Minorities/Females promotable, transferable, or trainable</li></ol>							_						
GROUP TOTAL NO.: 5					- "							Г	
No. Male; 1 No. Female: 4		Г		Γ	**Total	Τ	Asian or Nat. Haw. or Other	Г	Black or African	T			
			Females	_	Minority		Pac. Isl.		American	L	Hispanic or Latino		iduals with sabilities
CURRENT UTILIZATION:		#	4	#	4	#	0	#	4	#	0	#	0
		%	80.0	%	80.0	%	0.0	1%	80.0	%	0.0	%	0.0
OVERALL AVAILABILITY:		⊢		L		╀		L		╀		<u> </u>	
OVERALL AVAILABILITY			72.4		24.0				7.5		0.4	L.	7.0
		%	73.1	%	24.0	%	6.6	%	7.5	%	8.1	%	7.0
UNDERUTILIZATION:		%	NONE	%	NONE	<b> </b>	6.6	%	NONE	%	8.1		
#11-m14   1mm-11411		<u>"</u>	0.0		0.0	1	0.3	1	0.0	["	0.4		
		"		# UU	0.0	#		# UU		# uu			
		luu.				lu							

<sup>\*\*</sup>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.

**FALL, 2015** 

Affirmative Action Unit: Pyschology

Constituent Departments: Counseling

Job Group: Professorial

Job Titles:

Professor (1)

Associate Professor (2) Assistant Professor (2)

 FACTORS
 SOURCES
 WEIGHT

 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**

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

<sup>\*\*</sup>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 Hawaiin/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>	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.INE AL.NA
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%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
HRM/jc - S:\jmcbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 20	12 Pctg FEDERA	L.rpt .				

College:	BMCC		
Semester/Year	. <b>F</b>	ALL, 2015	<del></del>

AFFIRMATIVE ACTION UNIT:  English and English Literature		CONSTITUENT DE	PARTMENTS:								
EEO CATEGORY:		Job Titles:									
PROFESSIONAL: PROFESSORIAL		(11) Professor (17) Professor (26)									
JOB GROUP: PROFESSORIAL		1									
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with				
wallability of Minorities/Females with requisite skills in immediate labor areas.	1.00	61.1	15.9	3.8	5.0	5.5					
<ol> <li>% of Minorities/Famales promotable, transferable, or trainable</li> </ol>											
GROUP TOTAL NO.: 54											
No, Male: 21 No, Femule: 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	#14	#2	#6	#4	#0				
		% <u>61.1</u>	% <u>25.9</u>	% <u>3.7</u>	% <u>11.1</u>	% <u>7.4</u>	% <u>0.0</u>				
OVERALL AVAILABILITY:		%61.1	%15.9	%3.8	%5.0	% <u>5.5</u>	% 7.0				
UNDERUTILIZATION:		% <u>NONE</u> # 0.0	% NONE # 0.0	% <u>0.1</u>	% NONE # 0.0	% NONE # 0.0					
		uu <u>0:0</u>	nn <u>0</u>	Ju0	UU 0	uu <u>0</u>					

<sup>\*\*</sup>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.

**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)

FACTORS SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

Non ACT

1.0

US Non-4ST.

\* 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**

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

<sup>\*\*</sup>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.



## The City 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 Hawaiin/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	<u>ASIAN/</u> PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	<u>am.ine</u> <u>al.na</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.39
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.99
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.99
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.69
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.89
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.49
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.09
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.39
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.79
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.39
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%	1.29
Legal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
iberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.49
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%
<sup>2</sup> sychology	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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		
Semester/Ye	ar:	FALL, 2015	

[		1					
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:				
		English					
English and English Literature							
EEO CATEGORY:		Job Titles:					
PROFESSIONAL NON PROFESSIONAL		Lecturer (1	0)				
PROFESSIONAL: NON-PROFESSORIA LECTURER	L -						
LECTURER							
		J					
JOB GROUP:		1					
NON-PROFESSORIAL - LECTURER							
		L .					
	T			Asian or Net.	Black or		
FACTORS:	Weighting	Femelea	"Total Minority	Haw. or Other Pac. isl.	African American	Hispanic or Latino	Individuels with Disabilities
		1	1				
1. % availability of Minorities/Females with		1					
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	<b>↓</b>	<u> </u>		<u> </u>	i		
GROUP TOTAL NO.: 10							1
No. Male: 2 No. Female: 8				Asian or Nat.	Black or	T	~
No. Maje: 2 No. Femule: 0			"Total Minority	Haw. or Other Pec, Isl.	African American	Hispanic	Individuals with
		Females	· .			or Latino	Disabilities
CURRENT UTILIZATION:		#8	#4	#2	#1	#1	#0
		% 80.0	% 40.0	% 20.0	% 10.0	% 10.0	× 0.0
							- <del></del>
OVERALL AVAILABILITY:		<del></del>					
		% 69.4	% 24.2	% 4.7	% 8.0	% 9.1	- 70
		<sup>70</sup>	70	70 4.7	% <u>8.0</u>	% <u>9.1</u>	% <u>7.0</u>
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	% NONE	
		# 0.0	# 0.0	# 0.0	# 0.0	# 0.0	!
		l —		UU 0			
		uu <u>0</u>	uu <u>0</u>	uu <u>0</u>	υυ <u> </u>	uu <u>0</u>	
			L.				

<sup>\*\*</sup>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)

FACTORS SOURCES

WEIGHTING

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>Famale</u>	="Total Minority	Asian or Nat. Haw, or Other Pac. isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
69.4	24.2	4.7	8.0	9.1	7.0

<sup>\*\*</sup>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 Hawaiin/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%.

	-	· ·				
	DEBAAT D	##Total ##::4	ASIAN/	BLACK	Hispanic or	AM.INE
Agriculture, Agriculture Operations and Related Sciences	FEMALE <b>54.2%</b>	**Total Minority 15.3%	PAC. ISL. 4.1%	NON-HISP.	Latino	AL.NA
Architecture and Related Services	41.7%	31.9%	11.3%	3.8% 5.9%	5.3% 12.8%	0.5%
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%			0.49
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	15.5%	16.1%	1.49
Business, Management, Marketing, Support Services	47.4%	32.7%	9.2%	7.5%	7.8%	0.5%
Communication, Journalism, and Related Programs	63.6%	26.3%	4.5%	12.0%	9.9%	0.5%
Communications Technologies/Technicians Support Services	34.1%	30.4%		11.1%	8.8%	0.4%
Computer and Information Sciences and Support Services	17.4%		5.4%	11.2%	11.2%	0.5%
Construction Trades	5.0%	33.0% 12.7%	11.1%	10.7%	9.3%	0.5%
Education	79.6%		2.5%	2.6%	6.9%	0.3%
Engineering		16.3%	2.2%	6.1%	6.6%	0.5%
Engineering Technologies and Engineering-related Fields	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
English Language and Literature/Letters	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
Family and Consumer Sciences/Human Sciences	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
	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%
heology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
ransportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
fisual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
OTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%
HRM/jc - S:\imcbh's My Documents\EDC\EDC 2012 RAW data\Test Map BA 2012	2 Poto FEDERAL	nt .				
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College:	BMCC		· · ·
Semester/Y	ear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CO	NSTITUENT DE	PART	TMENTS;								
		1	Health Educa	ition									
Health and Physical Education		1											
		1											
EEO CATEGORY:		+-	b Titles:				<del></del>						
		"	o maa.										
			Professor										
PROFESSIONAL: PROFESSORIAL		1	Associate										
		1	Assistant	Pro	Tessor (6)								
		1											
JOB GROUP;		1											
PROFESSORIAL													
		1		Τ		Τ	Asian or Net.	Τ	Black or	Τ		Π	
FACTORS:	Weighting	ı	Females		"Total Minority	ı	Haw, or Other Pac. Isl.	l	African American		Hispanic or Latino		riduals with sabilities
1. % availability of Minorities/Females with		T		T		Ť		t	-	t		<del>                                     </del>	
requisite skills in immediate labor areas.	1.00	L	75.0	L	24.6		9.1		10.1		4.3		
% of Minorities/Females promotable, transferable, or trainable		L											
GROUP TOTAL NO.: 10												Π	
No. Male: 3 No. Female: 7		Γ-				Τ	Asian or Nat.	Т	Black or			Т	
			Females		**Total Minority		Haw. or Other Pac. Isl.		African American		Hispanic or Latino		iduals with sabilities
CURRENT UTILIZATION:		#	7	#	5	#	0	#	4	#	1	#	0
		%	70.0	%	50.0	%	0.0	%	40.0	%	10.0	%	0.0
OVERALL AVAILABILITY:				T		T		t		t			
		<b> </b> %	75.0	%	24.6	%	9.1	<b> </b> %	10.1	%	4.3	%	7.0
		L		L		$\prod_{i=1}^{n}$		Ľ		[		<u> </u>	
UNDERUTILIZATION:		%	5.0	%	NONE	%	9.1	%	NONE	%	NONE	Γ	
		#	0.5	#	0.0	#	0.9	#	0.0	#	0.0		
		uu	1	luu		uı	<del></del>	luu.	0	Vu		ĺ	
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<sup>\*\*</sup>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.

**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)

FACTORS SOURCES

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

US Non-4ST.

WEIGHT

1.

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

<sup>\*\*</sup>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.



# University 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 Hawaiin/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>	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.INE
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%	0.99
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.99
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.69
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%
Sychology	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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		
Semester/	Year:	Fall 2015	

AFFIRMATIVE ACTION UNIT:		Constituent Depa	irtments:				· · · · · ·
LIBRARY							
EEO CATEGORY:		Job Titles:					
PROFESSIONAL		Professor (2 Professor (7) (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			i i				
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.: 14  No. Male: 3 No. Female: 11	If Group To	ital is 4 or less,	then Job Grou	p is too small t	-		
		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		# 11	# 6	# 3	# 2	# 1	# 0
		% 78.6	% <u>42.9</u>	% 21.4	% 14.3	% 7.1	%
OVERALL AVAILABILITY:		%68.3	% <u>18.5</u>	%9.6	%2.3	% 4.4	%7.0
UNDERUTILIZATION:		% <u>NONE</u> # 0.00	% NONE # 0.00	% NONE # 0.00	% <u>NONE</u> # 0.00	% NONE # 0.00	
		uu <u>0</u>	uu <u>0.00</u>	uu <u>0</u>	w0	uu <u>0</u>	

<sup>\*</sup>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

WEIGHTING

1.0

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.

\* 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.

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

	Γ	68.3	18.5	9.6	2.3	4.4	7.0
USN4ST		<u>54.0</u>	<u>14.4</u>	<u>7.4</u>	<u>1.8</u>	<u>3.0</u>	<u>Disabilities</u>
Sum of 4State	and	14.3	4.1	2.2	0.5	1.4	individuals with
weight at .80		54.0	14.4	7.4	1.8	3.0	
TOTAL	_	67.5	18.0	9.2	2.3	3.7	
50% weight	0.5	(40.7)	(9.0)	(2.0)	(2.3)	(3.7)	
M.A.		81.4	18.0	4.0	4.5	7.4	
50% weight	0.5	(26.8)	(9.0)	(7.2)	(0.0)	(0.0)	
Ph.D.		53.6	17.9	14.3	0.0	0.0	
		Female	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isi.	Black or African American	<u>Hispanic</u> or Latino	

<sup>\*\*</sup>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

<sup>\*\*\*</sup>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).

College;	BMCC		_
Semester/Year:		FALL, 2015	

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

<sup>\*\*</sup>Total Minority Includes Astan or Nat. Haw. or Other Pac. Ist., and Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

**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)

FACTORS SOURCES

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

US Non-4ST.

WEIGHT

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

<sup>\*\*</sup>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 Hawaiin/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.	<u>Hispanic or</u> <u>Latino</u>	<u>AM.INC</u> AL.NA
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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
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College:	BMCC		
Semester/Ye	er:	FALL 2015	

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

<sup>\*\*</sup>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 Hawaiin/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%**.

			ACIANI	DLACK	11:	AM IND
	<u>FEMALE</u>	**Total Minority	<u>ASIAN/</u> PAC. ISL.	BLACK NON-HISP.	<u>Hispanic or</u> <u>Latino</u>	<u>am.ind.</u> <u>al.nat</u>
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%
Fransportation and Materials Moving	14.3%	57.1%	14.3%	28.6%	14.3%	0.0%
/isual 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%
NUMBER OF THE RESIDENCE OF THE PARTY OF THE	10.D-4- EEDED **			-		
DHRM/jc - S:\jmcbh's My Documents\EDC\EDC 2012 RAW data\Test Map MA 201	IZ PCTG FEDERAL.	rpt				

College: BM	C	
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:				
		Mathematics					
Math, Statistics and Computer Science							
, man, standard and standard		1					
EEC CATEGORY:		Job Titles:					
		Lecturer (1	15)				
PROFESSIONAL: NON-PROFESSORIA	L -						
LECTURER							
		1					
		-					
JOB GROUP:							
NON-PROFESSORIAL - LECTURER							
	_	ļ			1	<del></del>	,
			**Total	Asian or Nat. Haw, or Other	Black or African	Hispanic	Individuals with
FACTORS:	Weighting	Females	Minority	Pac. Isl.	American	or Latino	Disabilities
1. % availability of Minorities/Females with	l						
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		<u> </u>	<u> </u>		<u> </u>		ļ
GROUP TOTAL NO.: 15							1
No. Male: 10 No. Female: 5	ſ			Asian or Nat.	Black or		
No. Male. 10 No. Falliate.		Females	"Total Minority	Haw, or Other Pac, Isl.	African American	Hispenic or Letino	Individuals with Disabilities
						· · · ·	
CURRENT UTILIZATION:		#5	#11	#3	#7	#1	#0
		% 33.3	% 73.3	% 20.0	% 46.7	% 6.7	% 0.0
OVERALL AVAILABILITY:	•			<del> </del>	· · · · · · · · · · · · · · · · · · ·		
<u> </u>		<b>44.6</b>	% 24.8	% 11.0	<b>%</b> 5.3	<b>%</b> 7.0	<b>%</b> 0.0
		7	24.0	, II.U	3.3	% <u>7.0</u>	% <u>0.0</u>
					ļ		
UNDERUTILIZATION:		% 11.3	% NONE	% NONE	% NONE	% <u>0.3</u>	1
		# 1.7	# 0.0	# 0.0	# 0.0	# 0.1	1
			l —				1
		υυ <u>2</u>	uu <u>0</u>	υυ <u> 0</u>	UU <u>0</u>	uu <u> </u>	
	_	L	L	1	1	1	

<sup>\*\*</sup>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)

FACTORS SOURCES

WEIGHTING

Factor

EDC - BA. 2011-12\* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.

1.0

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

Mathematics and Statistics

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

<sup>\*\*</sup>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.

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



### 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 Hawaiin/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%.

	1	1		·		•
	<u>FEMALE</u>	**Total Minority	ASIAN/ PAC. ISL.	BLACK NON-HISP.	Hispanic or Latino	AM.IND
griculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.5%
chitecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.49
rea, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.49
ological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.5%
usiness, Management, Marketing, Support Services	47.4%	32.7%	9.2%	12.0%	9.9%	0.59
ommunication, Journalism, and Related Programs	63.6%	26.3%	4.5%	11.1%	8.8%	0.49
ommunications Technologies/Technicians Support Services	34.1%	30.4%	5.4%	11.2%	11.2%	0.5%
omputer and Information Sciences and Support Services	17.4%	33.0%	11.1%	10.7%	9.3%	0.5%
onstruction Trades	5.0%	12.7%	2.5%	2.6%	6.9%	0.3%
ducation	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
ngineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.3%
ngineering Technologies and Engineering-related Fields	10.0%	23.5%	5.0%	9.2%	7.5%	0.8%
nglish Language and Literature/Letters	69.4%	24.2%	4.7%	8.0%	9.1%	0.5%
mily and Consumer Sciences/Human Sciences	89.1%	27.8%	5.3%	11.5%	9.3%	0.5%
reign Languages, Literatures, and Linguistics	71.7%	31.7%	5.6%	4.6%	19.3%	0.49
ealth Professions and Related Programs	84.4%	29.7%	8.4%	12.5%	7.2%	0.5%
story	41.1%	18.5%	3.6%	4.8%	8.0%	0.5%
meland Security, Law Enforcement, Firefighting, etc.	46.3%	39.2%	3.0%	18.5%	15.7%	0.5%
gal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
peral Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
prary Science	93.3%	6.7%	1.1%	2.2%	3.3%	0.0%
athematics and Statistics	44.6%	24.8%	11.0%	5.3%	7.0%	0.3%
echanic and Repair Technologies/Technicians	3.0%	21.6%	4.9%	3.2%	11.9%	1.3%
litary Technologies and Applied Sciences	16.2%	30.0%	0.0%	26.2%	2.5%	1.2%
ulti/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
tural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
rks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
rsonal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
ilosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
ysical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
ecision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
ychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
blic Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
ience Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
cial Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
eology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
ansportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
ual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
TAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%
RM/jc - S:\jmcbh's My Documents\EDC\EDC 2012 RAW data\Test Map BA 2012 P			7.7%	10.3%		9.6%

College:	BMCC		
Semester/Y	ear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CO	NSTITUENT DEF										
Communication, Journalism, and Rela	acibut2 hate		Media Arts &	Tech	nology								
Communication, sournaism, and New	ileu Oludies	l											
		Ļ							-				
EEO CATEGORY:		"	b Titles:										
PROFESSIONAL: PROFESSORIAL			Professor (4) Associate Professor (2)										
		l	Assistant F	rol	fessor (8)								
		l											
JOB GROUP: PROFESSORIAL		1											
PROFESSORIAL		l											
		Г			**Total	Τ	Asian or Nat. Haw, or Other	Γ	Black or African	T			viduals with
FACTORS:	Weighting	L	Females		Minority	╵	Pac. isi.		American American		Hispanic or Latino		vicumis with Isabilities
<ol> <li>% availability of Minorities/Females with requisite skills in immediate labor areas.</li> </ol>	1.00		6.7		0.0		0.0		0.0		0.0		
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 14													
No. Male: 6 No. Fernale: 8			Fernales		"Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		riduals with sabilities
CURRENT UTILIZATION:		#	8	#	4	#	0	#	4	#	0	#	0
		%	57.1	%	28.6	%	0.0	%	28.6	%	0.0	%	0.0
OVERALL AVAILABILITY:		H		H		t		H		H		H	
		%	6.7	%	0.0	%	0.0	%	0.0	%	0.0	%	7.0
UNDERUTILIZATION:		%	NONE	%	NONE	%	0.0	%	NONE	%	0.0	$\vdash$	
		#	0.0	#	0.0	#	0.0	#	0.0	#	0.0		
				1		1				1			

<sup>\*\*</sup>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.

**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)

FACTORS SOURCES

WEIGHT

Factor 1

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and US Non-4ST.

1

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

#### **Communications Technologies/Technicians Support Services**

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

<sup>\*\*</sup>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.

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

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

| Non-Resident Aliens and Unknowns are excluded from all totals. Total Minority includes: Black, Hispanic or Latino, Asian/Native Hawaiin/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	<u>asian/</u> <u>pac. ISL.</u>	<u>BLACK</u> <u>NON-HISP.</u>	Hispanic or Latino	<u>am.ind</u> <u>al.na</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%
/isual 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%

College: BMCC	· ·
Semester/Year:	FALL, 2015

		<del></del>					
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:				
		MEOC					
English and English Literature							
		ļ					
EEO CATEGORY:		Job Titles:					
		1					
PROFESSIONAL: NON-PROFESSORIA	L-	Lecturer (1	3)				
LECTURER	_						
		4					
JOB GROUP:							
NON-PROFESSORIAL - LECTURER		[					
		ļ		1			
		i	**Total	Asian or Nat. Haw. or Other	Bleck or African	Hispanic	Individuals with
FACTORS:	Weighting	Females	Minority	Pac. Isl.	American	or Latino	Disabilities
						1	
1. % availability of Minorities/Females with	1			l	l	l	
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	-	<u> </u>	!		1	<u> </u>	
GROUP TOTAL NO.: 13	İ						
No. Male: 5 No. Fermale: 8				Asian or Nat.	Black or		
No. Made.		Femules	**Total Minority	Haw. or Other Pac. lel.	African American	Hispanic or Latino	Individuals with Disabilities
			<del>                                     </del>				
CURRENT UTILIZATION:		#8	#11	#0	#9	#2	#0
		% 61.5	% 84.6	% 0.0	<b>%</b> 69.2	% 15.4	% 0.0
OVERALL AVAILABILITY:							<u> </u>
		<b>%</b> 69.4	% 24.2	% 4.7	% 8.0	% 9.1	% 7.0
		1 <sup>70</sup> — 03. <del>4</del>	70	7	70.0	<sup>70</sup> — 3.1	<sup>76</sup> — 7.0
UNDERUTILIZATION:		%7.9	% NONE	% <u>4.7</u>	% NONE	% NONE	
		# 1.0	# 0.0	# 0.6	# 0.0	# 0.0	
							<b> </b>
		VU1	υυ <u> </u>	vv1	UU0	UU <u>0</u>	
						1	

<sup>\*\*</sup>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)

FACTORS SOURCES

WEIGHTING

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

<sup>\*\*</sup>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 Hawaiin/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	<u>am.ind</u> <u>al.na</u> 1
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%	1.49
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%
DHRM/jc - S:\jmcbh's My Documents\EDC\EDC 2012 RAW data\Test Map BA 2012	Potg FEDERAL.	pt				

College:	BMCC	
Semester/Yea	ar: FALL, 2015	

PROFESSIONAL: PROFESSORIAL  Professor (12) Associate Professor (13)  OBS GROUP: PROFESSORIAL  Maighting Fermales  Mileority Astan or Net. Haw. or Other Pac. lal. Manerican American American American Minorities/Fermales promotable, transferable, or trainable  ORGUP TOTAL NO.:  31  No. Melo: 6 No. Fermale:  CURRENT UTILIZATION:  # 25 # 16 # 1 # 0 # 15 # Minority Pac. lal.  OVERALL AVAILABILITY:	AFFIRMATIVE ACTION UNIT:		1	STITUENT DEF												
PROFESSIONAL: PROFESSORIAL  Associate Professor (12) Associate Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (13)  Assistant Professor (12)  Assistant Professor (13)  Assistant Professor (12)  Assistant Professor (12)  Assistant Professor (13)  Professor (12)  Assistant Professor (13)  Assistant Professor (13)  Individuals Disability of Minorities Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability of Minority Professor (13)  Individuals Disability Of Minority Professor (13)  Individuals Disability Of Minority Professor (13)  Individuals Disability Of Minority Professor (13)  Individuals Disability Of Minority Professor (13)  Individuals Disability Of Minority Professor (13)  Individuals Disability Of Minority Professor (13)  Individuals Disability Of Minority Professor (14)   Foreign Languages			Modem Lang	nage	1											
Associate Professor (1)   Assistant Professor (1)   Assistant Professor (1)   Assistant Professor (13)	EEO CATEGORY:		Job '	Titles:	·											
PROFESSORIAL   Profile	PROFESSIONAL: PROFESSORIAL		1 4	Associate	Pro	fessor (1)										
Waighting   Fermales   Minority   Haw, or Other   African   American   Hispanic   Individuals   Disabilit   Pac. lai.   Minority   Pac. lai.   Minority   Pac. lai.   American   Hispanic   Individuals   Disabilit   Pac. lai.   Minority   Pac. lai.   Minority   Pac. lai.   Minority   Pac. lai.   Minority   Pac. lai.   Hispanic   Individuals   Disabilit   Pac. lai.   Minority   Pac. lai.   Hispanic   Individuals   Pac. lai.   Minority   Pac. lai.   Minority   Pac. lai.   Hispanic   Individuals   Pac. lai.   Minority   Pac. lai.   Hispanic   Individuals   Individuals   Pac. lai.   Minority   Pac. lai.   Hispanic   Individuals   Individuals   Pac. lai.   Minority   Minority   Minority   Minority   Pac. lai.   Minority   Minority   Minority   Minority   Pac. lai.   Minority    JOB GROUP: PROFESSORIAL		-														
Tequisite skills in immediate labor areas.   1.00   61.0   24.6   7.2   2.0   13.7	FACTORS:	Weighting		Fameles				Haw. or Other		African				iduals with		
Overall Availability:   Series   Seri	% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		61.0		24.6	T	7.2	Γ	2.0		13.7				
No. Mele: 6   No. Female: 25   Females   Minority   Asian or Net. Hew. or Other Pac. Individuals Disabilit   No. Mele: 6   No. Female: 25   Asian or Net. Hew. or Other Pac. Individuals Disabilit   No. Mele: 6   No. Female: 25   Asian or Net. Hew. or Other Pac. Individuals Disabilit   No. Minority   No. Mele: 6   No.	% of Minorities/Fernales promotable, transferable, or trainable															
No. Mele:   S   No. Female:   25	GROUP TOTAL NO.: 31												Г			
W     80.6     %     51.6     %     3.2     %     0.0     %     48.4     %       OVERALL AVAILABILITY:       %     61.0     %     24.6     %     7.2     %     2.0     %     13.7     %       UNDERUTILIZATION:     %     NONE     %     NONE     %     4.0     %     2.0     %     NONE       #     0.0     #     0.0     #     1.2     #     0.6     #     0.0	No. Mele: 6 No. Female: 25			Females				Haw. or Other		African						
OVERALL AVAILABILITY:     %     61.0     %     24.6     %     7.2     %     2.0     %     13.7     %       UNDERUTILIZATION:     %     NONE     %     NONE     %     4.0     %     2.0     %     NONE       #     0.0     #     0.0     #     1.2     #     0.6     #     0.0	CURRENT UTILIZATION:		#	25	#	16	#	1	#	0	#	15	#	0		
WINDERUTILIZATION:			% _	80.6	%	51.6	%	3.2	%	0.0	%	48.4	%	0.0		
# <u>0.0</u> # <u>0.0</u> # <u>1.2</u> # <u>0.6</u> # <u>0.0</u>	OVERALL AVAILABILITY:		% _	61.0	%	24.6	%	7.2	%	2.0	%	13.7	% .	7.0		
<del></del>   <del></del>	UNDERUTILIZATION:		% _	NONE	%	NONE	%	4.0	%	2.0	%	NONE	T			
խս 0 խս 0 խս 1 խս 1 հոս 0 Ի			# _		#		#		#		#					
			υυ _	0	υu	0	υu	1	UU	1	υu	0				

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

**FALL, 2015** 

**Affirmative Action Unit:** 

Foreign Languages

**Constituent Departments:** 

**Modern Language** 

Job Group:

**Professorial** 

Job Titles:

Professor (12)

Associate Professor (1) Assistant Professor (13)

FACTORS SOURCES

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

US Non-4ST.

**WEIGHT** 

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

<sup>\*\*</sup>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.

CU Insury Investig

# 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 Hawaiin/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%.

Agriculture, Agriculture Operations and Related Sciences  Architecture and Related Services  Area, Ethnic, Cultural, Gender, and Group Studies	45.1%	17.7%	2.9%	5.7%	0.60/	
	Po Po			3.7 /6	8.6%	0.39
Area, Ethnic, Cultural, Gender, and Group Studies	52.7%	25.6%	6.2%	10.6%	7.9%	0.99
	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%	0.89
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.49
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%
ngineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.3%
ngineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.9%
nglish Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.9%
amily and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.4%
oreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.3%
lealth Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.6%
listory	45.3%	17.8%	3.7%	7.7%	5.0%	0.3%
lomeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.2%
egal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
iberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
ibrary Science	55.6%	19.7%	15.1%	0.0%	1.8%	0.0%
lathematics and Statistics	26.8%	18.1%	9.4%	2.7%	4.9%	0.0%
lulti/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
atural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.7%
arks, Recreation, Leisure and Fitness Studies	43.8%	16.9%	3.2%	8.3%	4.2%	0.0%
hilosophy and Religious Studies	29.7%	16.4%	5.1%	5.4%	4.1%	0.3%
hysical Sciences	33.4%	18.5%	8.9%	3.3%	4.8%	0.3%
sychology	73.1%	24.0%	6.6%	7.5%	8.1%	0.6%
ublic Administration and Social Service Professions	64.9%	33.4%	6.1%	19.1%	7.0%	0.0%
cience Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ocial Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College:	BMCC		
Semester/Y	ear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:						_				
		Music and A	rt										
Visual and Performing Arts													
EEO CATEGORY:		Job Titles:						_					
PROFESSIONAL: PROFESSORIAL		Professor											
1 1131 23331W.E. 1 1131 23331W.E.			Professor (4)										
		Assistant	Professor (12)										
JOB GROUP:		4											
PROFESSORIAL													
	- }				or Nat.		Black or	Г		Γ			
FACTORS:	Weighting	Females	"Total Minority		r Other . Isl.		African American		Hispanic or Latino		Juais with Ibilities		
1. % availability of Minorities/Females with						T		1		<b> </b>			
requisite skills in immediate labor areas.	1.00	49.3	16.6		7.7	╄	3.2	╄	4.8	<u> </u>			
% of Minorities/Females promotable, transferable, or trainable													
GROUP TOTAL NO.: 23													
No. Male: 10 No. Fernale: 13		ſ	**Total	Asian	or Nat. r Other	Π	Black or African						
		Females	Minority	Pac.			American American		Hispanic or Latino		luala with bilities		
CURRENT UTILIZATION:		# 13	#5	#	2	#	2	#	1	#	0		
		% 56.5	% 21.7	%	8.7	%	8.7	%	4.3	<sub>%</sub>	0.0		
OVERALL AVAILABILITY:			<del> </del>	$\vdash$		<u> </u>		H		_			
		% 49.3	% 16.6	%	7.7	<b>%</b>	3.2	_	4.8		7.0		
		<sup>70</sup>	76 10.0	70 —		<sup>70</sup>	J.Z	%	4.0	<b> </b> %	7.0		
UNDERUTILIZATION:		% NONE	% NONE	% N	ONE	%	NONE	%	0.5				
		# 0.0	# 0.0	#	0.0	# #	0.0	#	0.1				
		uu 0	uu 0			uu .	0	uu.					
		<u> </u>	<u> </u>	<u> </u>		٣.		uu					

<sup>\*\*</sup>Total Minority includes Aslan or Nat. Haw. or Other Pac. Isl., and Am. Ind.JAI. Natives, Black or African American, Hispanic or Latino, and Two or More Races.

**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)

FACTORS SOURCES

**WEIGHT** 

Factor 1

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

1

US Non-4\$T.

\* 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**

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

<sup>\*\*</sup>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.



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

New York 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 Hawaiin/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	<u>asian/</u> Pac. isl.	BLACK NON-HISP.	Hispanic or Latino	<u>am.ini</u> <u>al.na</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.39
Architecture and Related Services	52.7%	25.6%	6.2%	10.6%	7.9%	0.99
Area, Ethnic, Cultural, Gender, and Group Studies	66.1%	45.4%	12.4%	17.3%	11.2%	2.99
Biological and Biomedical Sciences	54.6%	26.0%	13.1%	5.1%	6.1%	0.69
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.89
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.49
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%	0.39
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.99
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.99
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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

**FALL, 2015** 

Affirmative Action Unit:

**Health Professions** 

**Constituent Departments:** 

Nursing

Job Group:

**Professorial** 

Job Titles:

Professor (1)

Associate Professor (2) Assistant Professor (20)

FACTORS SOURCES

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

US Non-4ST.

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

<sup>\*\*</sup>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

New York 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 Hawaiin/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 <u>Latino</u>	AM.IND AL.NA
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:\jmcbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 20	012 Pctg FEDERA	L.rpt				

College:	BMCC		
Semester/Ye	ar:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:								
Physical Sciences											
EEO CATEGORY:		Job Titles;									
PROFESSIONAL: PROFESSORIAL			(17) Professor (14 Professor (29						٠		
JOB GROUP: PROFESSORIAL											
FACTORS:	Weighting	Females	"Total		Asien or Net. Haw, or Other Pac, lei,		Black or African American		Hispanic or Latino		luals with
% availability of Minorities/Females with     requisite skills in immediate lebor areas.	1.00	33.4	18.5	;	8.9		3.3		4.8		
2. % of Minorities/Fernales promotable, transferable, or trainable							-				
GROUP TOTAL NO.: 60								_			
No. Mele: 37 No. Female: 23		Females	"Total Minority		Asian or Nat. Haw, or Other Pac, Ial.		Black or African American		Hispanic or Latino		unis with bilities
CURRENT UTILIZATION:		#23	# 21	#	11	#	0	#	8	#	0
		%38.3	%35.0	<u></u> %	18.3	%	0.0	%	13.3	<sub>%</sub> _	0.0
OVERÄLL AVAILABILITY:		%33.4	% 18.5	%	8.9	%	3.3	%	4.8	% _	7.0
UNDERUTILIZATION:		% NONE	% NONE	%	NONE	%	3.3	%	NONE		
		#0.0	#0.0	-	0.0	#	2.0	#	0.0		
		υυ <u> </u>	UU	_ UU	0	υu	2	υu	0		

<sup>\*\*</sup>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.

**FALL, 2015** 

**Affirmative Action Unit:** 

**Physical Sciences** 

**Constituent Departments:** 

Science

Job Group:

Professorial

Job Titles:

Professor (17)

Associate Professor (14) Assistant Professor (29)

FACTORS SOURCES

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

US Non-4ST.

WEIGHT 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

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

<sup>\*\*</sup>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 Hawaiin/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	<u>ASIAN/</u> <u>PAC. ISL.</u>	BLACK NON-HISP.	Hispanic or Latino	<u>am.ine</u> <u>al.na</u>
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	8.6%	0.39
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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
/isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%
HRM/jc - S:\jmcbh's My Documents\EDC\EDC 2012 RAW data\Test Map PHD 20	140 D. 4. SECRETAL					

College: BMCC	
Semester/Year:	FALL, 2015

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE	PARTMENTS:								
		Social Science	ж								
Social Science											
EEO CATEGORY:		Job Titles:	<del></del> -				_				
		]									
		Professor	(5)								
PROFESSIONAL: PROFESSORIAL			Professor (12)	)							
		Assistant (	Professor (42)								
: 											
JOB GROUP:		1									
PROFESSORIAL											
					Asian or Nat.		Slack or			П	
FACTORS:	Weighting	Females	"Total Minority	14	aw. or Other Pac. Isl.	l	African American	ļ	Hispanic or Latino		iduals with sabilities
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	50.9	21.8		7.3		6.0	Ī	6.9		<u> </u>
2 % of Minorities/Females promotable, transferable, or trainable								1			
GROUP TOTAL NO.: 59											
No. Male: 23 No. Female: 36			**Total		sien or Net. aw. or Other		Black or African				Ideals with
		Females	Minority	File	Pac. isi,		American American		Hispanic or Latino		iquais with sabilities
CURRENT UTILIZATION:		#36	# 28	#	8	#	10	#	10	#	0
		<del>61.0</del>	<b>47.5</b>	%	13.6	%	16.9	%	16.9	%	0.0
OVERALL AVAILABILITY:				+		┾╌		+		$\vdash$	
		% 50.9	% 21.8	%	7.3	<sub>%</sub>	6.0	%	6.9	%	7.0
				~ -	7.0	-	0.0	[~		" -	7.0
UNDERUTILIZATION:		% NONE	% NONE	%	NONE	%	NONE	%	NONE		
		# 0.0	# 0.0	# -	0.0	# -	0.0	#	0.0		
			uu 0	uu -	0	r -	0	UU			
						<u> </u>					

erTotal 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.

**FALL, 2015** 

**WEIGHT** 

**Affirmative Action Unit:** 

**Social Science** 

**Constituent Departments:** 

**Social Science** 

Job Group:

**Professorial** 

<u>Job Titles:</u>

Professor (5)

Associate Professor (12) Assistant Professor (42)

FACTORS SOURCES

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

US Non-4ST.

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

<sup>\*\*</sup>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.

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

If New York 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 Hawaiin/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	<u>asian/</u> <u>Pac. Isl.</u>	BLACK NON-HISP.	Hispanic or Latino	<u>am.in</u> <u>al</u> .n/
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%	0.69
Business, Management, Marketing, Support Services	44.9%	35.5%	9.7%	20.1%	4.2%	0.89
Communication, Journalism, and Related Programs	58.2%	20.9%	6.4%	6.9%	5.3%	0.49
Communications Technologies/Technicians Support Services	6.7%	0.0%	0.0%	0.0%	0.0%	0.09
Computer and Information Sciences and Support Services	21.2%	27.8%	17.5%	5.8%	3.7%	0.39
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.79
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.39
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.99
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.99
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%	0.39
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%	0.39
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.29
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%
Vulti/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%
sychology	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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
fisual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College: BMCC	
Semester/Year:	FALL 2015

AFFIRMATIVE ACTION UNIT:		CON	STITUENT DE	PART	MENTS				<del>-</del> .				
		1	Social Science	8									
Social Science													
EEC GATEGORY:		Job	Titles:										<del></del>
		1	natructor (10	1)									
PROFESSIONAL: NON-PROFESSORIA INSTRUCTOR	AL -												
JOB GROUP:		1											
NON-PROFESSORIAL - INSTRUCTOR													
					**Total		Asian or Nat. Haw, or Other		Black or African		Hispanic	Indbu	luals with
FACTORS:	Weighting		Females		Minority		Pac. isl.		American	L	or Latine		blities
						1						Ī	
<ol> <li>% availability of Minorities/Females with requisite skills in immediate labor areas.</li> </ol>	1.00		55.6		33.7	1	8.8	ı	12.9	l	9.7	1	
% 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		luals with
CURRENT UTILIZATION:		#	7	#	5	#	1	#	0	#	4	#	0
		<sub>%</sub>	70.0	%	50.0	<sub>%</sub>	10.0	 %	0.0	%	40.0	%	0.0
		" -											
OVERALL AVAILABILITY:						Γ							
		% _	55.6	%	33.7	%	8.8	% .	12.9	%	9.7	%	7.0
		⊢		H	NANE	$\vdash$	NONE	⊢	40.6	├-		-	
UNDERUTILIZATION:		<b> </b> %	NONE	% .	NONE	%	NONE	<b>%</b> -		%	NONE		
	İ	# _	0.0	#	0.0	#	0.0	# _	1.3	#	0.0		
		UU	0	uu	0	บบ	0	Uυ	1	uυ	0		
								Ι΄					

<sup>\*\*</sup>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

**WEIGHTING** 

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

1.0

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

**Social Science** 

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

<sup>\*\*</sup>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.

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



### 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 Hawaiin/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%.** 

<del> </del>						
	FEMALE	**Total Minority	<u>ASIAN/</u> 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%
DHRM/jc - S:\imcbh's My Documents\EDC\EDC 2012 RAW data\Test Map MA 2012	2 Pctg FEDERAL.	rpt				

College:	BMCC		
Semester/Yea	r: <b>FA</b>	LL, 2015	

AFFIRMATIVE ACTION UNIT:  Communication, Jouranlism and Related Programs/visual and Performing Arts			STITUENT DEF Speech, Com		MENTS: ication and The	atro	e Arta							
EEO CATEGORY:		Job T	lities:											
PROFESSIONAL: PROFESSORIAL			Professor (6) Associate Professor (3) Assistant Professor (13)											
JOB GROUP: PROFESSORIAL														
FACTORS:	Weighting		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. (s).		Black or African American		Hispanic or Latino		duals with	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00		58.2		20.9	T	6.4		6.9		5.3	1		
% of Minorities/Females promotable, transferable, or trainable														
GROUP TOTAL NO.:         22           No. Male:         5         No. Female:         17			Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or African American		Hispanic or Latino		kluals with	
CURRENT UTILIZATION:		#	17	#	4	#	1	#	1	#	2	#	0	
		% _	77.3	%	18.2	%	4.5	%	4.5	%	9.1	%	0.0	
OVERALL AVAILABILITY:		% _	58.2	%	20.9	%	6.4	%	6.9	%	5.3	%	7.0	
UNDERUTILIZATION:		%	NONE 0.0	% #	2.7	%	1.9	% #	<u>2.4</u> 0.5	%	NONE 0.0			
		UU _	0	UU	1	uı		uu	1	υυ	0			

<sup>\*\*</sup>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.

**FALL, 2015** 

**Affirmative Action Unit:** 

Communication, Jouranlism 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)

FACTORS SOURCES

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

US Non-4ST.

WEIGHT 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

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

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

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

New York 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 Hawaiin/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	<u>ASIAN/</u> PAC. ISL.	BLACK NON-HISP.	Hispanic or	AM.IN
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	<u>Latino</u> 8.6%	AL.N/ 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%	0.39
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.99
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.99
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.49
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.39
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.69
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.39
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.29
egal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.39
iberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.49
ibrary 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%
/lulti/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
latural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.79
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%
sychology	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%
cience Technologies/Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
locial Sciences	50.9%	21.8%	7.3%	6.0%	6.9%	0.4%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

College: BMCC		
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE								
		Speech, Corr	imunication, Theat	е —						
Communication, Journalism, and Related		i								
<u></u>										
EEC CATEGORY:		Job Titles:								
		Lecturer (9	۸.							
PROFESSIONAL: NON-PROFESSORIAL	-	Lecturer (a	,							
LECTURER		1								
JOB GROUP:		1								
NON-PROFESSORIAL - LECTURER										
HOIT HOI EGGGINE EEG GREEK										
	1	1	1	Asian or	Net.	Black or	т-		_	
			**Total	Haw. or C		African	1	Hispanic	Individu	
FACTORS:	Waighting	Femules	Minority	Pac. Is	i	American	+-	or Latino	Disub	lities
4 M availability of Minarities Francisco with							ı		!	
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	63.6	26.3	l .	4.5	11.1	ı	8.8	]	
% of Minorities/Females promotable, transferable,	1.00	- 55.5	20.0		7.0		╈	0.0	_	
or trainable		ŀ					ı		l	
GROUP TOTAL NO.: 9				•			_			
			1	T	1		Т			
No, Male: 4 No. Female: 5			**Total	Asian or Hew. or C		Ellack or African		Hispanic	Individu	ıls with
		Females	Minority	Pec. k	l	American		or Latino	Disab	lities
CURRENT UTILIZATION:		# 5	# 5	#	0	# 5	#	0	#	0
		% 55.6	% 55.6	·	0.0	% 55.6	L	0.0	<sub>%</sub> —	0.0
		<sup>7</sup>	<sup>30</sup> — 33.0	70	<u> </u>		70		* —	0.0
OVERALL AVAILABILITY:			<del>                                     </del>	<del> </del>	-		╀		-	
GARIAGE MAINTENET II				l		44.4	ı			
		% <u>63.6</u>	<b>26.3</b>	%	1.5	% <u>11.1</u>	%	8.8	%	7.0
710.							╙			
UNDERUTILIZATION:		% 8.0	% NONE	% 4	1.5	% NONE	%	8.8	i	
		# 0.7	# 0.0	#	).4	# 0.0		8.0	l	
		l <del></del> -		. —	<b></b> - ∣		"		l	
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erTotal Minority Includes Asian or Nat. Haw. or Other Pac. Isl., Am. Ind. JAJ. 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)

FACTORS SOURCES

WEIGHTING

Factor

EDC - BA. 2011-12\* - 4State (CT, NJ, NY, PA) weighted at 50% and US Non-4ST weighted at 50%.

1.0

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

#### Communication, Journalism, and Related Programs

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

<sup>\*\*</sup>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.

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



### 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 Hawaiin/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%.

			ASIAN/	BLACK	<u>Hispanic or</u>	<u>AM.INE</u>
Agriculture Agriculture Operations and Deleted Octor	FEMALE	**Total Minority	PAC. ISL.	NON-HISP.	Latino	AL.NA
Agriculture, Agriculture Operations and Related Sciences	54.2%	15.3%	4.1%	3.8%	5.3%	0.59
Architecture and Related Services	41.7%	31.9%	11.3%	5.9%	12.8%	0.49
Area, Ethnic, Cultural, Gender, and Group Studies	69.9%	47.6%	11.4%	15.5%	16.1%	1.49
Biological and Biomedical Sciences	59.3%	34.9%	17.5%	7.5%	7.8%	0.59
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%	0.49
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%	0.39
Education	79.6%	16.3%	2.2%	6.1%	6.6%	0.5%
Engineering	19.7%	27.9%	14.1%	4.4%	7.6%	0.39
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%
egal Professions and Studies	68.2%	43.4%	5.8%	21.2%	14.6%	0.6%
iberal Arts and Sciences, General Studies and Humanities	62.7%	32.6%	3.8%	15.3%	10.9%	0.9%
ibrary 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%
/ulti/Interdisciplinary Studies	61.6%	30.6%	6.9%	10.6%	11.0%	0.6%
latural Resources and Conservation	48.4%	14.8%	4.9%	2.4%	5.1%	0.7%
arks, Recreation, Leisure and Fitness Studies	43.6%	20.2%	3.5%	8.5%	6.6%	0.4%
ersonal and Culinary Services	53.0%	28.5%	4.5%	13.6%	8.7%	1.0%
hilosophy and Religious Studies	38.0%	23.9%	5.8%	7.5%	8.0%	0.6%
hysical Sciences	40.1%	24.4%	10.8%	5.6%	6.0%	0.5%
recision Production	10.3%	10.3%	3.4%	3.4%	1.7%	0.0%
sychology	77.3%	33.9%	7.0%	12.2%	12.5%	0.5%
ublic Administration and Social Service Professions	82.6%	43.0%	3.6%	23.5%	13.7%	0.7%
cience Technologies/Technicians	47.4%	29.2%	8.7%	5.8%	10.8%	1.2%
ocial Sciences	51.9%	34.7%	8.7%	11.8%	11.9%	0.5%
heology and Religious Vocations	26.9%	12.2%	2.0%	5.7%	3.4%	0.3%
ransportation and Materials Moving	16.8%	36.7%	7.6%	11.0%	15.3%	0.5%
isual and Performing Arts	61.7%	24.9%	6.6%	6.6%	9.3%	0.6%
OTAL ALL FIELDS	57.5%	29.5%	7.7%	10.3%	9.6%	0.5%
						<del>4.4</del> /0

College: BMCC		
Semester/Year:	FALL, 2015	

				·			
AFFIRMATIVE ACTION UNIT:		CONSTITUENT DE		-		-	<u> </u>
Education		7525151 245					
<u> </u>							
EEO CATEGORY:		Job Titles:					
PROFESSIONAL: PROFESSORIAL		Professor Associate Assistant	(2) Professor (2) Professor (5)				
JOB GROUP: PROFESSORIAL							
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with
% availability of Minorities/Females with requisite skills in immediate labor areas.	1.00	67.9	31.7	4.0	19.4	6.8	
% of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.:							
No. Male: 3 No. Female: 5		Femeles	**Total Minority	Asian or Nat. Haw, or Other Pac, Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		#5	#5	#2	# 1	#2	# 0
		% <u>62.5</u>	% 62.5	%25.0	%12.5	%25.0	%0.0
OVERALL AVAILABILITY:		% <u>67.9</u>	%31.7	%4.0	%19.4	%6.8	%7.0
UNDERUTILIZATION:		% 5.4	% NONE	% NONE	% _ 6.9	% NONE	
		#0.4	#0.0	#0.0	#0.6	#0.0	
		vu <u>0</u>	υυ <u> </u>	vv <u> </u>	uu <u>1</u>	nn <u>0</u>	

<sup>\*\*</sup>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)

FACTORS SOURCES

Factor 1

EDC- Ph.D. 2011 - 12\* - 4States (CT, NY, NJ, PA) and

**WEIGHT** 

US Non-4ST.

\* 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**

Individuals with Disabilities	<u>Hispanic</u> or Lati <u>no</u>	Black or African American	Asian or Nat. Haw. or Other Pac. Isl.	**Total <u>Minority</u>	<u>Female</u>
7.0	6.8	19.4	4.0	31.7	67.9

<sup>\*\*</sup>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.



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

New York 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 Hawaiin/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	<u>ASIAN/</u> PAC. ISL.	BLACK NON-HISP.	Hispanic or	AM.IN AL.NA
Agriculture, Agriculture Operations and Related Sciences	45.1%	17.7%	2.9%	5.7%	<u>Latino</u> 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%	0.49
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%	0.39
Education	67.9%	31.7%	4.0%	19.4%	6.8%	0.79
Engineering	25.6%	27.6%	16.4%	4.7%	5.1%	0.39
Engineering Technologies and Engineering-related Fields	58.0%	18.8%	4.7%	8.5%	1.9%	1.99
English Language and Literature/Letters	61.1%	15.9%	3.8%	5.0%	5.5%	0.99
Family and Consumer Sciences/Human Sciences	85.3%	23.5%	7.3%	14.0%	1.1%	0.49
Foreign Languages, Literatures, and Linguistics	61.0%	24.6%	7.2%	2.0%	13.7%	0.39
Health Professions and Related Programs	75.0%	24.6%	9.1%	10.1%	4.3%	0.69
History	45.3%	17.8%	3.7%	7.7%	5.0%	0.39
Homeland Security, Law Enforcement, Firefighting, etc.	46.2%	18.1%	1.2%	7.8%	6.5%	1.29
egal Professions and Studies	61.1%	38.3%	8.8%	18.1%	4.9%	3.3%
iberal Arts and Sciences, General Studies and Humanities	56.3%	16.9%	3.4%	6.8%	2.3%	3.4%
ibrary 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%
/lulti/Interdisciplinary Studies	64.0%	25.6%	6.3%	10.8%	6.5%	0.9%
Vatural Resources and Conservation	48.0%	20.2%	7.1%	6.1%	4.7%	1.79
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%
sychology	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%
cience 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%
heology and Religious Vocations	25.5%	29.6%	9.0%	16.6%	3.6%	0.1%
isual and Performing Arts	49.3%	16.6%	7.7%	3.2%	4.8%	0.2%
OTAL ALL FIELDS PhD and PhD Other	54.9%	25.7%	8.4%	9.8%	6.0%	0.5%

	UTILIZ		LYSIS WOR or Availability	KSHEET		<del></del> -	
				BMCC			
			Semester/Year:	_	FALL, 2015	5	
AFFIRMATIVE ACTION UNIT: ADMINISTRATION I		Constituent Depa	rtments:				
EEO CATEGORY: Executive/Senior Level Official and Managers		Job Titles: E	EXECUTIVE COMPE	ENSATION PLAN T	TLES		
		Dean Administrator	resident / Vice Presid n / Associate Admini	dent / Assistant Vice istrator	President		
JOB GROUP:							
ADMINISTRATION I .							
FACTORS:	Weighting	Females	**Total Kinority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	·
% availability of Minorities/Females with requisite skills in immediate labor areas.	0.40	23.3	11.4	3.0	4.5	3.1	
% of Minorities/Females promotable, transferable, or trainable	0.60	26.2	17.2	5.2	6.4	5.5	
GROUP TOTAL NO.: 16							
No. Male: 10 No. Female: 6		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilites
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>	# 4 % 25.0	# <u>0.0</u>
OVERALL AVAILABILITY:		% <u>49.5</u>	%28.6	%8.2	%10.9	% 8.6	%7.0
UNDERUTILIZATION:		% 12.0 # 1.9 UU 2	% NONE # 0.0 uu 0	% NONE # 0.0 uu 0	% NONE # 0.0 UU 0	% NONE # 0.0 UU 0	

### **FACTOR / SOURCE SHEET**

**FALL, 2015** 

**WEIGHT** 

#### Executive/Senior Level Official and Managers ADMINISTRATION 1:

Executive Compensation PlanTitles

FACTORS SOURCES

President

Senior Vice President / Vice President / Assistant Vice President

Dean

Administrator

Associate Dean / Associate Administrator

0	VERALL AVAILABILITY		49.5	28.6	8.2	10.9	8.6		7.0
									Individuals with Disabilites
	multiply by weight -	0.6	26.2	17.2	5.2	6.4	5.5		
			43.6	28.7	8.7	10.6	9.2		
			1,222	803	243	296	257	2,802	
	Professor		780	468	174	148	141	2,007	
	HEO		442	335	69	148	116	795	
Factor 2:			<u>Female</u>	<b>Minority</b>	Pac. Isl.	American	Latino	Total	
				**Total	Asian or Nat. Haw. or Other	Black or African	Hispanic or		
	muitiply by weight -	0.4	23.3	11.4	3.0	4.5	3.1		
			58.2	28.4	7.5	11.2	7.8		
Factor 1:			<u>Female</u>	<u>Minority</u>	<u>Paç. Isl.</u>	<u>American</u>	<u>or Latino</u>		
				**Total	Asian or Nat. Haw. or Other	Black or African	<u>Hispanic</u>		
	updated biannually.								
	*Note: Use of US Dept of Ed	ucation's	Postseconda	ry Studies [	Division's Earned	d Degrees Co	nferred is		
Factor 2	Promotable, Transferable, T. Survey - selected titles, serv						0.6		
1 40101 1	Groups.	LD0) 00	, - 1 110, 1404, 1	JN 2011-12	tor redefair it	Jiecieu	0.4		
Factor 1	Earned Degrees Conferred (	EDC) US	- PHD MA	RA 2011-12	* for Federal Pro	ntected	0.4		

<sup>\*\*</sup>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 BMCC** College: Semester/Year: **FALL, 2015** AFFIRMATIVE ACTION UNIT: Constituent Departments: ADMINISTRATION II EEO CATEGORY: Job Titles: First/Mid Level Officials and Managers Higher Education Officer (HEO) Higher Education Associate (HEA) **EOC Higher Education Officer EOC Higher Education Associate** \*NOTE: Research Associate is to be placed in Administration II or III depending on salary JOB GROUP: ADMINISTRATION II Asian or Nat. \*\*Total Haw. or Other Black or Hispanic or Latino FACTORS: Weighting Females Minority Pac, Isl. African American 1. % availability of Minorities/Females with 0.40 22.9 11.6 3.3 3.9 3.7 requisite skills in immediate labor areas. 2. % of Minorities/Females promotable, transferable, or trainable 35.2 29.2 6.6 14.5 0.60 8.0 89 GROUP TOTAL NO.: No. Male: 32 No. Female: 57 Asian or Nat. Hispanic or Latino individuals with Disabilities \*\*Total Haw. or Other Black or Minority Pac. Isl. Females African American **CURRENT UTILIZATION: 57** 55 13 27 14 0 64.0 61.8 14.6 30.3 15.7 0.0 **OVERALL AVAILABILITY:** 58.1 40.8 9.9 18.4 11.7 7.0 NONE NONE NONE NONE NONE **UNDERUTILIZATION:** 0.0 0.0 0.0 0.0 0.0 0 0 0 0 lυυ 0

<sup>\*\*</sup>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** 

**WEIGHT** 

0.4

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

**FACTORS** 

Factor 1

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

for Federal Protected Groups.

**SOURCES** 

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

4STATE - Earned Degrees Conferred (EDC) - Bachelors 2011-12\*

	Factor 2	CUNY Surve 2014. *Note: Use	ey - selected title e of US Dept	es, service require	s within contractors or ment and criteria -Soul Postsecondary Stu llly.	rce Spring	0.6 amed		
Factor 1:			<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> <u>African</u> <u>American</u>	<u>Hispanic</u> or <u>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>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> <u>African</u> <u>American</u>	<u>Hispanic</u> <u>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		Individuals with
OVERA	LL		58.1	40.8	9.9	18.4	11.7		Disabilites 7.0

<sup>\*\*</sup>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.

	ITILIZAT	ON ANALYSI Two Factor Avai		EET			
			College:	змсс	· ···		
			Semester/Yea	r: -	FALL, 2015		
AFFIRMATIVE ACTION UNIT:	<u>.</u>	Constituent Departs	ments:				
ADMINISTRATION III							
EEO CATEGORY: Professional Non-Faculty		Assistant to High EOC Higher Edu	n assistant (HEa) ner Education Officer reation Assistant o Higher Education (				
JOB GROUP:		-					
ADMINISTRATION III			Г		<del></del>	<del></del>	
FACTORS:	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. isl.	Black or African American	Hispanic or Latino	
% 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/Fernales promotable, transferable, or trainable	0.30	22.1	18.5	3.9	8.8	5.6	
GROUP TOTAL NO.: 175							
No. Male: 69 No. Female: 106		Fernales	**Totel Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilites
CURRENT UTILIZATION:		#106	#133	#20	#65	#44	#0
		% <u>60.6</u>	%76.0	%11.4	%37.1	%25.1	%0.0
OVERALL AVAILABILITY:		% 62.2	%38.7	%9.7	%15.7	%12.0	%7.0
UNDERUTILIZATION:		%1.6	% NONE	% NONE	% NONE	% NONE	
		# 2.8	# 0.0	#0.0	#0.0	#0.0	
		UU3	UU <u>0</u>	uu <u> </u>	UU0	υυ <u> </u>	

<sup>\*\*</sup>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** 

WEIGHT

# Professional Non-Faculty ADMINISTRATION III:

**FACTORS** 

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

**SOURCES** 

Factor 1	4STATES Earned Degree	es Conferred (E	DC) - Bachelors 20	11-12* for Fede	eral Protected Gr	oups.	0.7		
Factor 2	Promotable, Transferable, titles, service requirement	Trainable empl and criteria -So	loyees within contra ource Spring 2014.	ctors organizati	ion CUNY Sur	vey - selected	0.3		
	*Note: Use of US Depupdated biannually.	ot of Education	n's Postsecond	ary Studies D	ivision's Earr	ed Degrees Cor	ferred is		
Factor 1	: multiply by weight -	0.7	<u>Female</u> 57.3 <b>40.1</b>	**Total Minority 28.9 20.2	Asian or Nat. Haw. or Other Pac. Isl. 8.3 5.8	Black or African American 9.8 <b>6.9</b>	Hispanic or Latino 9.2 6.4		
Factor 2			<u>Fernale</u>	**Total <u>Minority</u>	Asian or Nat. Haw. or Other Pac. Isl.	<u>Black or</u> African American	<u>Hispaniç</u> or Latino	<u>TOTAL</u>	
Colle only)	ege Asst. (holding BA degree or	r higher In title	415	363	104	149	107	662	
Gittle	sons (holding BA degree or highe	r in title only)	425 840 73.6	342 705 61.7	148 13.0	187 336 29.4	107 214 18.7	480 1,142	
	multiply by weight -	0.3	22.1	18.5	3.9	8.8	5.6		<u>Individuals</u> <u>with</u>
	OVERALL AVAILABI	LITY	62.2	38.7	9.7	15.7	12.0		Disabilites 7.0

<sup>\*\*</sup>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.

	UTII	LIZ#			SIS WORK	S	HEET						
NOTE: Please weight depending on the number of employe	es in fields.			Co	illege:	BN	ACC .			_			
and the second s					mester/Year:			F/	LL, 2015	5			
AFFIRMATIVÉ ACTION UNIT:		Con	stituent Departm	nents	:			_		_		_	
ADMINISTRATION IV			HEALTH COMPUTER		SCIENCE				HBROADCASTIN . MNGMNT./ SERV				
EEO CATEGORY:		Job	Titles:				·						
Technical/Paraprofessional			COLLEGE LA	B T	ECHNICIANS (	(CL	Ts)						
					or College Lab ege Lab Tech.	Te	cł						
JOB GROUP: ADMINISTRATION IV	· · · · · · · · · · · · · · · · · · ·												
FACTORS:	Weighting		Female		"Total Minority		Asian or Nat. Haw. or Other Pac. Isl.		Black or Virican American		Hispanic or Latino		
% availability of Minorities/Females with requisite skills in immediate labor areas.	See Factors worksheet		40.1		32.0	T	9.1		8.9	T	11.8		
2. % of Minorities/Females promotable, transferable, or trainable.						Τ		Γ		T		Γ	
GROUP TOTAL NO.: 35				_		_		_		_		T	
No. Male: 22 No. Fernale: 13			Female		"Total Minority		Asian or Nat. Haw, or Other Pac. Isl.	,	Black or Mican American		Hispanic or Latino		dividuals with Disablities
CURRENT UTILIZATION:		#	13	#	29	#	7	#	11	#	11	#	0
		% _	37.1	%	82.9	%	20.0	%	31.4	%	31.4	%	0.0
OVERALL AVAILABILITY:		% _	40.1	%	32.0	%	9.1	%	8.9	%	11.8	%	0.7
UNDERUTILIZATION:		% _	3.0	%	NONE	%	NONE	%	NONE	%	NONE	Γ	
		# _	1.1	#	0.00	#	0.00	#	0.00	#	0.00		
		uu_	1	uu	0	u	0	UU	0	UI	u <b>0</b>		

<sup>\*\*</sup>Total Minority includes Asian or Nat. Haw. or Other Pao, Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Latino, and Two or More Reces.

#### **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. \* ^^ Health Technologist & Technicians
- b. \* \* A Engineering & Related Technologists & Technicians
- c. \* \*\* Science Technicians
- d. \* \*\* Computer Technicians
- e. \* \*\* Broadcasting Equipment / Communications Technicians
- f. \* \* A 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 affeid 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 F2016" worksheet. Assessment of the type of work/area the CLT works in is required. (ax. 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,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. TOTAL # of % of <u>Asian or Nat.</u> Black or tachniclens In # of technicians in Haw. or Other African "Total Hispanjo or individuals with **AREA/FIELD** area/lield Technician bleifusers Minority Male Female Pac. Isl. American Latino Disebilities \* At Health 3 35 9% 0% \* ^ Engineering 35 \* AA Science 10 20% 35 Dotted bordered cells require a number entry in order for the "Current \* AA Computers 35 6% Utilization" on the Tab-IA ADM 4 UAW F2015 to be calculated. 35 49% \* AA Broadcasting/Communications \* ^^ Bus.& Mingmint / Serv. Occupations 35 9% **TOTAL Number of CLTs** 29 Asian or Nat. \*Total Haw, or Other African Hispanic or OVERALL AVAILABILITY: (from TAB - ADM 4 Factors AD F2010.) Pec. Isl. Minority Female American Latino Health 59.2 31.3 74 14.7 7.5 16.3 25.3 5.9 8.8 Engineering 9.0 Science 44.7 27.4 10.4 7.2 6.3 22.9 Computers 36.8 22.6 7.0 5.7 34.4 34 4 7.3 9.4 Proadcasting/Communications 16.0 Bus.& Magmat / 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.

		% of			Agian or Nat.	Black or		
Weighted Overall Availal	bility of	technicians in		⇔Total	Haw. or Other	African	Hispanic or	Individuals with
the areas by % of employ	yees .	area/field	<u>Fernale</u>	Minority	Pac. Isl.	American	Latino	Disabilities
Health	Numbers in this area are computed with the	9%	5.3	2.8	0.7	1.3	0.7	
Engineering	weight and the Occupation. The TOTAL	0%	0.0	0.0	0.0	0.0	0.0	
Science	OA is populated on the UAW sheet and the	29%	13.0	7.9	3.0	2.1	1.8	
Computers	UU is automatically computed.	6%	1.4	2.2	1.4	0.4	0.3	
Broadcasting/Communication	ations	49%	16.9	16.9	3.6	4.6	7.8	
Bus.& Mngmnt / Serv. Oc	ccupations	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

<sup>\*\*</sup>Total Minorify 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.

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

 FACTORS
 SOURCES

 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.

				===0
		Asian or Nat.	Black or	
	**TOTAL	Haw. or Other	<u>African</u>	Hispanic or
		Pac. Isl.	American	Latino
59.2	31.3	7.4	14.7	7.5
	******			tn.
FEMALE				Hispanic or Latino
				9.0
10.0	20.0	0.0	0.0	3.0
		Aelan or Nat	Black or	
	**TOTAL	Haw. or Other		Hispanic or
<u>FEMALE</u>	MINORITY	Pac. Isi.	American	Latino
44.7	27.4	10.4	7.2	6.3
	********	Asian or Nat.	Black or	
FERRALE				Hispanic or
		Pac. Isl.	American	Latino
22.9	36.8	22.6	7.0	5.7
	36.8	22.6	7.0	5.7
22.9	36.8	Asian or Nat.	7.0	5.7
22.9	36.8  **TOTAL MINORITY	Asian or Nat. Haw. or Other Pac. Isl.	8lack or African American	5.7  Hispanic or Latino
22.9	36.8	Asian or Nat.	7.0	5.7
22.9	36.8  **TOTAL MINORITY	Asian or Nat. Haw. or Other Pac. Isl. 7.3	7.0  Black or African American  9.4	5.7  Hispanic or Latino
22.9	36.8  **TOTAL MINORITY	22.6  Asian or Nat. Haw. or Other Pac. Isl.  7.3  Asian or Nat.	Plack or African American  9.4  Black or	5.7  Hispanic or Latino 16.0
22.9	36.8  **TOTAL MINORITY  34.4	Asian or Nat. Haw. or Other Pac. Isl. 7.3	7.0  Black or African American  9.4	5.7  Hispanic or Latino
	44.7	59.2 31.3  FEMALE MINORITY  16.3 25.3  FEMALE MINORITY  44.7 27.4	#**TOTAL MINORITY Pac. Isl.    1	Haw. or Other   Pac. Isl.   African   American

<sup>\*\*</sup>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. OCCUPTIONI CLTs HEALTH TECHNOLOGISTS AND TECH. CLTs Occupations by Federal Groups by Geography

Geography Occupation	TOTAL MINORITY calculated	Black, nH	Latino- Hispanic	Asian / Haw. Pec. Isi.	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 - TECHNICIALS. Occupations by Federal Groups by Geography

Coornelly Counting	TOTAL MINORITY	<b></b>	Latino-	Asian / Haw. Pac.	Native American- Alaska		
Geography Occupation	calculated	Black, nH	Hispanic	isi.	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	1,964	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	566	607	2,193	0	1,522

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

					Native	
	TOTAL			Asian /	American-	
	MINORITY		Latino-	Haw. Paç.	Alaska	
Geography Occupation	calculated	Black, nH	Hispanic	isi.	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	O	6 974

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

	TOTAL MINORITY		Latino-	Asian / Haw. Pac.	Native American- Alaska	
Geography Occupation	calculated	Black, nH	Hispanic	Isl.	Native	Females
NY-NJ-CT-PA 1900 Agricultural and Food Science Technicians	882	170	519	176	17	1,366

College:	BMCC		
Semester/Year:		FALL, 2015	

			Semester/Year:		FALL, 2015		
AFFIRMATIVE ACTION UNIT:		Constituent Departm	jents:				
ACCOUNTANTS - ACCOUNTANT ASSISTANT							
EEO CATEGORY:	-	Job Titles: Finance Acco	untant Assistant				
Technical/Paraprofessional		Assistant Pun					
JOB GROUP:							
Finance Accountant Assistant							
FACTORS:	Weighting	Females	=Total Minority	Asian or Nat. Haw. or Other Pac. (a).	Black or African American	Hispanic or Latino	
% 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 Minoritles/Females promotable, transferable, or trainable.							
GROUP TOTAL NO.: 16			<b>,</b>		<del> </del>		
No. Male: <b>2</b> No. Female: <b>14</b>		Females	**Yotal Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	individ <b>unis</b> with Disabilities
GURRENT UTILIZATION:	- ;	#14	#13	#3	#8	#2	# 0
		%87.5	% <u>81.3</u>	% <u>18.8</u>	%50.0	% <u>12.5</u>	%0.0
OVERALL AVAILABILITY:		%50.8	% 26.7	% <u>11.8</u>	%7.8	%5.9	%7.0
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% NONE	%NONE	
		#0.00	#0.00	#0.00	#0.00	#0.00	
		υυ <u> </u>	UU <u>0</u>	υυ <u> </u>	uu <u> </u>	uu <u>0</u>	

<sup>\*\*</sup>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.

1.0

### **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)

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

<sup>\*\*</sup>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.

College: BMCC	
Semester/Year:	FALL, 2015

							_					
	Ca	natituent Depart	mei	nts:		*				•		
	Jo		nistr	rative Assistant	3							
Weighting		Females		**Total Minority		Asian or Nat, Haw. or Other Pac. Isl.	A	Black or	1	Hispanic or Latino		
			Γ						Ī			***************************************
1.00		91.1		72.2		6.7		39.0		26.0		
		Femules		**Total Minority			Af	Black or rican American		Hispanic or Latino	lr	ndividuals with Disabilities
	#	10	#	8	#	1	#	6	#	1	#	0
	%	90.9	%	<u>72.7</u>	%	9.1	%	54.5	%	9.1	%	0.0
					T				T		Γ	
	%	91.1	%	72.2	%	6.7	%	39.0	%	26.0	%	7.0
	%	0.2	%	NONE	%	NONE	%	NONE	%	16.9		
	#	0.02	#	0.00	#	0.00	#	0.00	#	1.86		
	UU	0	UL	0	UU	0	υu	0	υι	2		
		# % % #	Job Titles:	Job Titles:	# 10 # 8 % 90.9 % 72.7  # 0.02 # 0.00	Job Titles:         CUNY Administrative Assistants  **Total Minority  1.00 91.1 72.2    **Total Minority   * 10 # 8 # % 90.9 % 72.7 %  % 91.1 % 72.2 %  % 90.9 % 72.7 %  % 0.2 % NONE % # 0.02 # 0.00 #	Job Titles: CUNY Administrative Assistants	Job Titles: CUNY Administrative Assistants	Job Titles: CUNY Administrative Assistants	Job Titles: CUNY Administrative Assistants	Job Titles:   CUNY Administrative Assistants	Job Titles: CUNY Administrative Assistants

<sup>\*\*</sup>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.

1.0

### **CUNY ADMINISTRATIVE ASSISTANT**

Secretarial and Clerical

CUNY ADMINISTRATIVE ASSISTANT

**CUNY Administrative Assistants** 

 SOURCE
 WEIGHTING

 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.

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

<sup>\*\*</sup>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.

College: BMCC		
Semester/Year:	FALL, 2015	

			_					-				
AFFIRMATIVE ACTION UNIT:		Constituent Depart	tme	nts:								
COMPUTER SPECIALISTS												
EEO CATEGORY:		Job Titles:										
Technical/Paraprofessional		IT Senior Assor IT Associate IT Assistant IT Support Assi										
JOB GROUP:												
COMPUTER SPECIALISTS												
FACTORS:	Weighting	Fernales		**Total Minority		Asian or Nat. Haw. or Other Pag. isl.		Black or frican American		Hispanic or Latino		
1. % availability of Minorities/Females with			†		T		Ť		T	44000	Т	
requisite skills in immediate labor areas.	1.00	26.4		33.6		19.7		7.1		5.4		
2. % of Minoritiea/Females promotable, transferable, or trainable												
GROUP TOTAL NO.: 43												
No. Male: 37 No. Female: 6		Females		**Total Minority		Asian or Nat. Haw. or Other Pac. Isl.	A	Black or frican American		Hispanic or Latino	fr	ndividuals with Disabilities
CURRENT UTILIZATION:		#6	#	38	#	16	#	10	#	11	#	0
		% <u>14.0</u>	%	88.4	%	37.2	%	23.3	%	25.6	%	0.0
OVERALL AVAILABILITY:		% <u>26.4</u>	%	33.6	%	19.7	%	7.1	%	5.4	%	7.0
UNDERUTILIZATION:		% 12.4	%	NONE	- %	NONE	%	NONE	%	NONE	$\vdash$	
		# 5.35	<u>"</u>		#	0.00	#	0.00		0.00		
		w <u>5.55</u>	UU		uu	0.00	uu	0.00	UU	0.50		
					Ľ		ľ	<u>_</u>	I -		l	

<sup>\*\*</sup>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

**WEIGHTING** 

1.0

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).

<u>Female</u>	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
<u> 26.4</u>	<u>33.6</u>	<u> 19.7</u>	<u>7.1</u>	5.4	<u>7.</u> 0

<sup>\*\*</sup>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.

College:	BMCC		
Semester/Y	ear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		Constituent Depar	rtments:				
CUNY OFFICE/SECRETARIAL ASSISTANT:							
EEO CATEGORY: Secretarial and Clerical	Job Titles: CUNY Offic Clerical Ass EOC Office	ociate	sistant (all levels)				
JOB GROUP:		Ī					
CUNY OFFICE/SECRETARIAL ASSISTAN	Г						
FACTORS:	Weighting	Fernales	**Total Minority	Asian or Nat. Haw. or Other Pac. isi.	Black or African American	Hispanic or Latino	
Savaitability of Minorities/Females with requisite skills in immediate labor areas.	1.00	89.9	26.5	3.7	11.6	9.8	i
2. % of Minorities/Females promotable, transferable, or trainable							
GROUP TOTAL NO.: 93					,	•.	
No. Mate: 10 No. Female: 83		Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		# 83	# 80	# 8	# 34	# 38	# 0
		% 89.2	% 86.0	% 8.6	% 36.6	<b>40.9</b>	% 0.0
OVERALL AVAILABILITY:		% <u>89.9</u>	% <u>26.5</u>	%3.7	% <u>11.6</u>	%9.8	%7.0
UNDERUTILIZATION:		% 0.7	% NONE	% NONE	% NONE	% NONE	
		# 0.61	# 0.00	# 0.00	# 0.00	# 0.00	
	i	w <u>1</u>	uu <u>0</u>	υυ <u> </u>	w <u>0</u>	υυ <u>Ο</u>	
				·	<u> </u>		

<sup>\*\*</sup>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.

### **CUNY OFFICE/SECRETARIAL ASSISTANT**

Secretarial and Clerical

CUNY OFFICE/ SECRETARIAL ASSISTANT:

CUNY Office/Secretarial Assistant (all levels)

Clerical Associate
EOC Office Assistant

SOURCE

WEIGHTING

1.0

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).

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

<sup>\*\*</sup>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.

College: BMCC		
Semester/Year:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		Constituent Departs	ments:		<u></u>		
CAMPUS PEACE/SECURITY OFFICER LEVEL 1							
EEO CATEGORY:		Job Titles:			<u> </u>	<u>.</u>	·
Service/Maintenance		Campus Peac	ce/Security Officer unity Assistant	Level 1			
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	4.00	20.4					
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.: 69		•			<del></del> -		
No. Male: 51 No. Female: 18		Famales	**Total Minority	Asiun or Nat. Haw, or Other Pac. Isl.	Black or African American	Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		#18	# 60	# 11	# 42	# 7	# 0
		% 26.1	% 87.0	% 15.9	%60.9	%10.1	% 0.0
OVERALL AVAILABILITY:							
		% 28.4	% 66.7	%7.1	%28.1	% 29.3	% <u>7.0</u>
UNDERUTILIZATION:		%2.3	% NONE	% NONE	%NONE	% 19.2	
		#1.60	# 0.00	# 0.00	#0.00	# 13.22	
		JU2	ω <u>Ο</u>	<u> </u>	uuO	uu <u>13</u>	

<sup>\*\*</sup>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** 

SOURCE

WEIGHTING

1.0

Factor 1:

2007 - 2011 U.S. Census- American Community Survey (ACS) -

Residence Geography, New York City - Police and Sheriffs Patrol Officer

(3850)

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

<sup>\*\*</sup>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.

College:	ВМСС	<u> </u>	
Semester/Y	<sub>'ear:</sub> Fall,	2015	

					_		
AFFIRMATIVE ACTION UNIT:		Constituent Dep	artments:			•	
CAMPUS PUBLIC SAFETY SERGEANT							
EEO CATEGORY:  Service/Maintenance	Campus P	ublic Safety Serg eace/Security Off ecurity Specialist	ficer Level 3				
CAMPUS PUBLIC SAFETY SERGEANT							
FACTORS: 1. % evailability of Minorities/Females with	Weighting	Females	**Total Minority	Asian or Nat. Haw. or Other Pac. Isl.	Black or African American	Hispanic or Latino	
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	#11	#0	#6	#5	*0
		%25.0	% <u>91.7</u>	%0.0	% <u>50.0</u>	% <u>41.7</u>	% <u> </u>
OVERALL AVAILABILITY:		% <u>23.7</u>	% <u>87.6</u>	%7.4	%55.8	% <u>24.1</u>	%7.0
UNDERUTILIZATION:		% NONE # 0.00	% <u>NONE</u> # 0.00	% <u>7.4</u> # 0.89	% <u>5.8</u> # 0.70	% <u>NONE</u> # 0.00	
		uv0	uu <u>0</u>	uu <u>1</u>	<u> </u>	vu <u>0</u>	

<sup>\*\*</sup>Total Minority includes Asian or Net. Haw. or Other Pac. Isl., Am. Ind./Al. Natives, Black or African American, Hispanic or Letino, and Two or More Races.

## **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** 

SOURCE

4. N/A

**WEIGHTING** 

0.0

Factor 1: N/A

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.

<sup>\*\*</sup>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.

College:	BMCC		
Semester/	fear:	FALL, 2015	

						<del>-</del>		
AFFIRMATIVE ACTION UNIT:		Constituent Depar	rtments:					
CUSTODIAL ASSISTANT								
EEO CATEGORY;		Job Titles: Custodial A	ecietant					
Service/Maintenance		Oddawijaj y t	ooiotant.					
JOB GROUP:								
SOB GROUP.								
CUSTODIAL ASSISTANT								
FACTORS:	Data la bála a	F	**Total		Asian or Nat. Haw. or Other	Black or	Hispanic or	
1. % availability of Minorities/Females with	Weighting	Females	Minority	+	Pac, isi.	African American	Latino	
requisite skills in immediate labor areas.	1.00	27.3	48.9	ə	2.8	15.6	28.8	
2. % of Minorities/Females promotable, transferable, or trainable								
GROUP TOTAL NO.: 60						<u> </u>	<u> </u>	
No. Male: No. Fermale:		Females	** Total Minority		Asian or Nat. Haw, or Other Pac. Isl.	Black or African American	Hispanic or Latino	individuals with Disabilities
CURRENT UTILIZATION:		#21	#57	<u>'</u>  #	2	# 21	# 34	# 0
		% 35.0	% <u>95.</u> (	<u> </u>	3.3	%35.0	%56.7	%
OVERALL AVAILABILITY:		% 27.3	% 48.9	3 %	2.8	% 15.6	% 28.8	% 7.0
				4			20.0	7.5
UNDERUTILIZATION:		% NONE	% NONE	- 1	NONE	% NONE	% NONE	%7.0
		#0.00	#0.00	-	0.00	#0.00	#0.00	# 4.20
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		l	i .	ı	*		l	I

<sup>\*\*</sup>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.

1.0

## **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)

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

<sup>\*\*</sup>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.

College:	BMCC		
Semester/Y	fear:	FALL, 2015	

AFFIRMATIVE ACTION UNIT:		Constituent Depar	rtments:				
CUSTODIAL SUPERVISORY							
EED CATEGORY: Service/Maintenance		Custodial As	rincipal Superviso ssistant Principal enior Supervisor upervisor				-
JOB GROUP:		1					
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.: 13							
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	individuale with Disabilities
CURRENT UTILIZATION:		#2	#13	#1	#10	#2	# 0
		% <u>15.4</u>	%100.0	% <u>7.7</u>	%76.9	% <u>15.4</u>	%0.0
OVERALL AVAILABILITY:					i -		
		%29.0	% <u>40.0</u>	%2.4	%13.8	% <u>22.1</u>	%7.0
UNDERUTILIZATION:		% 13.6	% NONE	% NONE	% NONE	%6.7	
		# 1.77	# 0.00	# 0.00	# 0.00	# 0.87	
		vu <u>2</u>	vu <u> </u>	w <u> </u>	w <u> </u>	w <u>1</u>	

<sup>\*\*</sup>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.

1.0

#### **CUSTODIAL SUPERVISORY**

Service/Maintenance

CUSTODIAL SUPERVISORY:

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

<u>SOURCE</u> <u>WEIGHTING</u>

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

Asian or Nat. Black or Individuals \*\*Total Haw. or Other <u>African</u> Hispanic or <u>with</u> <u>Female</u> **Minority** Pac. Isl. <u>American</u> <u>Latino</u> **Disabilities** 29.0 40.0 13.8 2.4 <u>22.</u>1 7.0

<sup>\*\*</sup>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.

College: BMCC		
Semester/Year:	FALL, 2015	

			Gettlebett Lent	•		0.0		
AFFIRMATIVE ACTION UNIT:		Constituent Departm	nents:					
MEDIA SERVICES / PRINT SHOP TITLES								
EEO CATEGORY:	•	Job Titles:						
Technical/Paraprofessional								
*,		Print Shop Assoc Print Shop Assis Graphic Designe	tant					
JOB GROUP:		1						
MEDIA SERVICES / PRINT SHOP TITLES								
FACTORS:  1. % availability of Minorities/Females with	Weighting	Females	**Total Minority	Asian or Na Haw. or Oth Pac. Isi.			Hispanic or Latino	
% 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 Minoritiee/Fernales promotable, transferable, or trainable								
GROUP TOTAL NO.:				Asian or Na				·
No. Male: 4 No. Female: 5		Females	**Tota! Minority	Haw. or Other			Hispanic or Latino	Individuals with Disabilities
CURRENT UTILIZATION:		#5	#8	#2	#	2	*4	# 0
		% <u>55.6</u>	% <u>88.9</u>	<b>%</b> <u>22.2</u>	% <u>2</u>	22.2	% <u>44.4</u>	% <u>0.0</u>
OVERALL AVAILABILITY:								
		% <u>28.9</u>	% <u>33.9</u>	% <u>6.5</u>	·  %	9.0	% <u>16.6</u>	%7.0
UNDERUTILIZATION:		% NONE	% NONE	% NONE	% <u>NC</u>	<u>NE</u>	% NONE	
		# 0.00	# 0.00	#0.00	#	0.00	# 0.00	
		w <u> </u>	uu <u> </u>	w <u> </u>		0	ω <u> </u>	

<sup>\*\*</sup>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.

## **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

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

<sup>\*\*</sup>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.

College:	BMCC		
Semester/	/ear:	FALL, 2015	

				_											
AFFIRMATIVE ACTION UNIT:		Constituent Departments:													
MAIL / MESSAGE SERVICES WORKER															
EEO CATEGORY:		Job Titles:							_						
Secretarial/Clerical			Mail Messa	ge	Services Wo	10									
JOB GROUP:															
MAIL / MESSAGE SERVICES WORKER															
FACTORS:	Weighting		Females			™Total Haw. or (		Asian or Nat. Haw. or Other Pac. isi.					Hispanic or Latino		
1. % availability of Minorities/Females with	1.00	Г	41.5		42.7	Г	4.9	Γ	19.2	Ī	16.9	Т			
requisite skills in immediate labor areas.  2. % of Minoritiea/Females promotable, transferable, or trainable	1.00	t	41.0	<del> -</del>	42.1	t	4.5	t	13.2	t	10.5	t			
GROUP TOTAL NO.: 7		_						_				_			
No. Mele: 7 No. Female: 0			Females		**Total Minority		Asian or Nat. law. or Other Pac. isi.	Afi	Black or rican American		Hispanic or Latino	in	dividuals with Disabilities		
CURRENT UTILIZATION:		#	0	#	7	#	1	*	2	#	4	#	0		
9		%	0.0	%	100.0	%	14.3	%	28.6	%	57.1	%	0.0		
OVERALL AVAILABILITY:		Γ		T				r	-	T		Γ			
		%	41.5	%	42.7	%	4.9	%	19.2	%	16.9	%	7.0		
UNDERUTILIZATION:		%	41.5	%	NONE	%	NONE	%	NONE	%	NONE				
		#	2.91	#	0.00	#	0.00	#	0.00	#	0.00				
		սս	3	uu	0	vu	0	uu	. 0	UU	0				
						1		_		ட					

<sup>\*\*</sup>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> WEIGHTING

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

<sup>\*\*</sup>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.

College:	BMCC	
Semester/	fear:	FALL, 2015

				ш									
AFFIRMATIVE ACTION UNIT:		Co	Constituent Departments:										
SKILLED TRADES/CRAFTS			i ,										
EEO CATEGORY:		Jo	Job Titles:										
Skilled Crafts			Carpenter Thermostat Repairer Laborer Stationary Engineer Electrician Helper Locksmith Oiler Painter Plumber Helper										
JOB GROUP:		1											
SKILLED TRADES/CRAFTS													
FACTORS:	Weighting		Females		**Total Asian or Nat.  **Total Haw. or Other Minority Pac. Isl.		law. or Other				Hispanic or Latino		
1. % availability of Minorities/Females with		1		ĺ		ı		11					
requisite skills in immediate labor areas.	1.00	l	2.5		29.7	l	2.6	.6 7.0		18.7			
2. % of Minorities/Fernales promotable, transferable, or trainable													
GROUP TOTAL NO.: 53	If Group To	otal	is 4 or less,	th	en Job Grou	p is	too small to	) & N	alyze			Г	
No. Male: 53 No. Female: 0			Females		**Total Minority		Asian or Nat, law. or Other Pac. Isl.	Afı	Black or ican American		Hispanic or Latino		dividuals with Disabilities
CURRENT UTILIZATION:		#	0	#	20	#	3	#	6	#	11	#	0
		<b>%</b>	0.0	%		%	5.7	 %	11.3	%	20.8	%	0.0
		70	0.0	70		"	<u>J.7</u>	~	11.5	70	20.0	70	
OVERALL AVAILABILITY:		%	2.5	%	i <u>29.7</u>	%	2.6	%	7.0	%	18.7	%	7.0
UNDERUTILIZATION:		%	2.5	%	NONE	%	NONE	%	NONE	%	NONE	Γ	
		#	1.33	#	0.00	#	0.00	#		#	0.00		
		luu	1	Juu	0	uu	0	UU.		 Vu	0		
		٦	<u>_</u>	100		lan		I		lo <sub>u</sub>			

<sup>\*\*</sup>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 Laborer Electrician Electrician Helper

Locksmith Oiler **Painter** 

Plumber

Plumber Helper Thermostat Repairer Stationary Engineer

#### 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

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

<sup>\*\*</sup>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

	TOTAL		TOTAL			
Job Group	EES	Female	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	55 <u>1</u>	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	П	0	Т	1 (+1)
Academic Literacy & Linguistics-Inst.	10	$\neg$	2 (+1)	Т	0 (-1)	Г	1 (+1)	T	0 (-1)	Г	O
Accounting - Prof.	18		3	Г	0		0	T	Ō	Ĺ	0
Allied Health-Prof	6		3	Г	1	Г	1 (+1)	Г	0	Т	0
Business - Prof.	19		0	П	0		0	Г	0		0
Center for Ethnic Studies-Prof	8	╗	2 (+2)		0		0 (-1)	Г	0		0
Computer Information Sys Prof.	16	7	0		0		0		1		0
Counseling - Prof.	5		0		0		0	Г	0	Г	0
Developmental Skills- Instructor	5		0		0		0	Г	0	Г	0
English - Prof.	54		0		0		0		0		0
English - Lecturer	10	$\neg$	0		Ó		0	П	0 (-1)		0
EOC - Lecturer	13	$\neg$	1		0		1	Г	0	П	0
Health Ed- Prof	10	T	1		0		1	Г	0		0
Library - Prof.	14	T	0		0		0	П	0		0
Mathematics - Prof.	41	╗	0		0		0	П	0	П	1 (+1)
Mathematics - Lecturer	15	$\neg$	2 (+2)		0		0	П	0		0
Math-Instructor	12	٦	2		0		0		0	П	0
Media Arts and Technology- Prof.	14	T	0		0		0 (-1)		0		0 (-1)
Modern Languages - Prof.	31	٦	0		0		1 (+1)		1		0
Music & Art - Prof.	23	T	0	,	0 (-1)		0 (-1)		0		0
Nursing - Prof.	22	Т	0		0		0	П	0		0
Science - Prof.	60	Т	0		0		0	T	0 (-1)		0
Social Science - Prof.	59		0		0		0		0		0
Social Science - Instructor	10	T	2		0		0	$\neg$	1		0
Speech Communications Theatre - Prof.	22		0		1 (+1)		0	٦	1 (+1)	$\Box$	0
Speech Communications Theatre - Lect.	9		1 (+1)		0		0 (-1)	П	0		1
Teacher Education - Prof.	8		0		0		0		1 (+1)		0
Admin. (	16		2 (-1)		0		0		0		0
Admin. If	89		0		0		0	]	0		0
Admin. III	179		3(+3)		0		0	$\Box$	0		0
Admin. IV	35		1 (-3)		0		0		0		0
Accountant Asst./Purchasing Agent	16	$\perp$	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	T	0	$\Box$	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	4	0	$\perp$	0		1		1 (+1)	J	0
Campus Peace/Sec. Officer Lev. 1	69		2		0	ot	0	$\perp$	0		13(-1)
Media/ Print Shopt titles	9		0	$\perp$	0		0		0	$\bot$	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

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	White
1	1	1	1	0	0	0
3	1	1	1	. 0	0	2
4	2	4	1	2	1	0
2	1	1	0	0	1	1
2	0	1	0	1	0	1
2	2	1	0	0	0	1
2	2	1	1	0	0	1
2	2	0	0	0	0	2
1	1	0	0	0	0	1
3	3	3	0	2	1	0
2	2	1	0	1	0	1
1	1	1	0	0	1	0
2	1.	1	0	1	0	1
4	2	2	1	1	0	2
2	2	1	1	0	0	1
1	1	1	1	0	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	2
3	0	3	2	1	0	0
4	0	4	4	0	0	0
1,	0	0	0	0	0	1
3	2	3	3	0	0	0
1	0	1	0	1	0	0
1	0	0	Ö	0	1	0
1	0	1	1	0	0	0
1	1	1	1	0	0	0
1	0	1	0	0	1	0
1	0	0	0	0	1	0
1	1	1	1	0	0	0
1	1	1	0	1	0	0
1	0	0	0	0	0	1
3	0	1	1	0	0	2

# D.RESULTS OF UTILIZATION ANALYSIS AND ANNUAL PLACEMENT GOALS

2015 Results of Unite - If the AAU / Job Group has UU for a specific protected minority group, indicate the sthnic category and number in parenthesis.
TM=Total Minority; B=Black; H=Hispanic; APi=Aaian or Nat. Haw. or Other Pac. Isl. - Enter as many lines as needed or delete lines as unwanted. ( ) = number of person(s) needed to eliminate under-utilization.

1. EXECUTIVE / ADMINISTRATIVE / MANAGERIAL Administration III 80.6% 82.2% yr 80.6% 82.2% yr FACII TV. £11 Professoridal Interior	-	*	Yearlio	for Famelas % (#)	Farmele New Hires (# cf Total)	Promotions (For Total)	Opportunity (# of Tetal)	Femala Opportunity	Achieved - Female (Yes or No)	Tribal Manontly Incumhency %	Arabahity %	Establish Geel? Yes/No	TM % (#) and indicate if there is UU in a	How Hires	Promoteons (# of Total)	Opportunity III	Manority Oppositunity	Achieved- Menomy (Yes or No)
deninistration   SS, deninistr	E/MAA	AGERI	7														_	
Maniminated on III SG.	37.5%	49.5%	yes	49.5%(2)						R2 594	28 694	8				_		
FACULTY & Line	80.8%	B2.2%		62.2%(3)						76.0%	38.7%	2 2				$\dagger$		
FACILITY E11 Brother codes   Inclination of the codes	+	$\mid \mid$																
FACILITY & 11 Broduc order	-																	
FACILITY-511 Product order																	+	
PACINITY AND Brodges autol	+																	
	frenchi	and La	r. burge															
SA CACITY COOKER SON																		
A TANON I PROTECTION OF	H	100.15																
Secondinal grant and a second a	+	44.9%	$\neg$	44.9%(3)	+	$\dagger$	+	1		55.8%	35.5%	2						
nnic Studies	33.3%	75.0% 86.1%	sek s	75.0%(3)	+	$\dagger$				18.7%	24.6%	yes	24.6%(1)A/PI-8.1%(1)					
	+		$\neg$	(c) (c)	+	$\dagger$	1	1		100.0%	45.4%	2					_	
	+	73.C%	2 E	(1)%(1)	$\dagger$	+	+			50.0%	24.8%	2	API-9.1%(1)					
	+	20.00	2		$\dagger$	†	+			51.6%	24,6%	9	B-2.0%(1)				_	
	+	4 to 1	e	+	+	+	+			35.0%	18.5%	9	B-3.3%(2)		_		_	
	+	68.2%	2			1				18.2%	20.9%	yes	20.9% (1), B-6.9%(1)					
formion Education 62.5%	+	67.9%	2		+					62.5%	31.7%	no	B-19.4%(1)					Π
	+	1	1														$\vdash$	
	+		1															
	+	1	1														+	Γ
	$\dashv$		1															
	+	_	$\dashv$		+													
	+	1																
	+	1	$\dashv$	$\dagger$	1		-											
	+	$\dagger$	$\dagger$	+	+	+											$\vdash$	
	+	+	+		$\dagger$	+	1	1									-	
	+	+	$\dagger$	$\dagger$	$\dagger$	+												
	+	$\dagger$	+	+	$\dagger$	+	$\dagger$										H	
28 FACILITY INSTRUCTOR																		
25 Co.		⊩		10 cm /cm	r													
	+	+	$\top$	4U.878(Z)	+	+	+	1		83.3%	30.5%	QL					L	
70.0%	+	25.6%	2	+	$\dagger$	+				20.0%	33.7%	90	B-12.9%(1)					
	+	$\dagger$	$\dagger$	+	+	$\dagger$	+										-	
	+	+	+	+	$\dagger$	+		1										
	+	$\dagger$	$\dagger$	+	$\dagger$	+	$\dagger$	+	1	1								
	+	$\dagger$	+	+	$\dagger$		+	+									$\dashv$	

"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=Hispenic; API=Asian or Nat. Haw. or Other Pac. Ist. - Enter as many lines as needed or delete lines as unwanted. ( ) = n

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SEPACHIYY LECTIVERY   STATE	Affirm. the Action Unite Iwithin EEOB Cungery	Female Incumbancy	Female Availability %	Establish Goal? Yeallto	Establish H Yes, Goal Coal? for Fermins Yes/Hit. % (#)	Formula New Horse (5 of Totals)	Female Frumctions (f of Total)	Ferrale Opportunity (8 of Total)	% of Femals Opportunity	Goal Achleved - Female (Yes or No)	Total Minerity (Insumbancy %	Tobal Minority As establity	Ests Jank Goel? Yes/No	If Yes, Goal for Total Minorrheat TM % (8) and indexats If time to UU in a Specific group % (8)	Total Minority New Hires (# of Total)	Total Minority Premotions (# of Total)	Total Minerity Opportunity (# of Total)	% of Menerity Opportunity	Ocei Achieved Ellority (Yes or Ro)
SSOWALI NON FACALTY  SSOWALL SOLW NAT CLEGREAL	AC. FACULTY: LECTURER																		
51.5%   61.5%   71.5	Developmental 3Idile	50.0%	69.4%		69.4%(2)						20.0%	24.2%	2	A/PL4 7%(1)					
SENON-LI (NON FACOLTY  SENON-LI (NON FACOLTY  AREA / CLERCAL  10 CRA-T8  E MAINTENANCE  E MAINTENANCE  E MAINTENANCE  16 65% 12 80 9% 10 10 10 10 10 10 10 10 10 10 10 10 10	MEOC	61.5%	69.4%		69.4%(1)						84.694	26.26	: 1	CATALLY ILLY					
### STONAL / NON FACULTY  ***AREAL / CLERICAL**  ***AREAL / CLERICAL	Spesch	55.6%	63.6%		63.6%(1)						55.6%	26.3%	2 2	H-8.8%(1)					
### 125/CN-1_/ NON FACULTY  ### 200% 61:1% no			T																
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CRAFTS  CRATTS  UCRATTS  ail Memerger Worker	960'0	41.5%	$\neg$	41.5%(3)						100.0%	42.7%	00							
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14.0% 28.4% yes 28.4%(5)	Administration IV	37.1%	40.1%		40.1%(1)						82.9%	32.0%	2						
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EMAINTEMANCE  To CRAFTS  To CRAFT							+												
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25.0% 23.7% no 87.0% 68.7% no 100.0% 40.0% no	7. SERVICE MAINTENANCE					1													
25.0% 29.7% no 81.7% 87.6% no 16.4% 29.0% yes 28.0%(2) 100.0% 40.0% no	Campus Pasce Officer	26.1%	28.4%		28.4%(2)						87.0%	68.7%	8	H-20 302/431					
15.4% 29.0% yes 28.0%(2) 100.0% 40.0% no	Campus Sergeant	25.0%	23.7%	2		-		-			81.7%	876%	Т	7.4%(1), B.56.8%(1)		+			T
	Custodial Supervisory	15.4%	29.0%		28.0%(2)	П					100.0%	40.0%	Т	H-22.1%(1)				-	T
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# E. PROGRESS REPORT-HISTORICAL UNDERUTILIZATION 2011 – 2015

# PROGRESS REPORT - HISTORICAL UNDERUTILIZATION - FALL 2011-2018 | TOTAL |

AAU: Busine	ess and Commerce  Non-Professorial/Lecturer	_ 2011	TOTAL #	<u>won</u> #	MEN uu O	TOTAL MINORITY Black Hop. As./F Alind/Al/Al and #	finct.	BLA #	<u>CK</u> uu 0	#	ANIC uu 0	ASI/ PAC. #	
Constituent Dept.	Business Management	2012		3	0	5	0	3		_	<del>-</del>	1	
	Job group too small to analyze in 2009	2013			0	6	ō	4	ō		ō	1	<del>_</del>
	Lecturer	2014	5	3	0	5	0	3	0	1	0	1	0
	Too small to analyze (2015)	2015											
AAU: Busines	s & Commerce	_/;	<u>FOTAL</u>	<u>wow</u> #	<u>IEN</u> uu	TOTAL MINORITY Black Hiso. As A: More Repos	(incl. sc.lsl two.or	BLA	<u>CK</u> uu	HISP	ANIC uu	ASIA PAC.I	
JOB GROUP:	Professorial	2011	15	8	0	8	0	3	0	2	0	3	0
Constituent Dept.	Business Management	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	n and English Literature Non-Professorist/instructor		TOTAL #	<u>wом</u> #	<u>IEN</u> uu	TOTAL MINORITY Black Hiso, As,P Alind JAI, Nel. and 1 More Recesi	(incl. sc.lst. 'wo or	<u>BLA(</u> #	<u> </u>	<u>HISP</u> #	ANIC uu	ASIA PAC.I	
Constituent Dept.	English	- 2011 2012	6	5	0	3	0	3	0	0	0	0	
Consulter to Dept.	Job group too small to analyze in 2009 - 2011	- 2012 2013			_		<del>-</del>	3		<u>-</u> -	씍		0
		- 2013 2014			_	_	$\dashv$	-	_		$\dashv$		
	Job group too small to analyze in 2013-2014  Job group too small to analyze in 2015	_			-		$\dashv$						
	Soo group too sinaii to analyze in 2015	_ 2015				_							_
JOB GROUP:	and English Literature  Non-Professoriel/Lecturer	_ 	# 8	<u>wом</u> #	uu O	3	O Moa.	BLAC	υυ Ο	HISP/ #	uu 0	ASIA PAC.IS	uu 0
		2012	# 8 8	# 7 7	0	MINORITY Black Histo, As /Pe Al. Ind JAL Net. und 1 More Recent # 3	0 In	1 1	0 0	# 1 1	ии О О	# 1 1	0 0
JOB GROUP:	Non-Professorial/Lecturer	2012 2013	# 8 8 6	# 7 7 5	0 0	MINORITY Black Histo, As Per Alind AN Net und T More Recen) # 3 3	11U 0	# 1 1 0	υυ 0 0 1	# 1 1 0	0 0 1	# 1 1 1	0 0
JOB GROUP:	Non-Professorial/Lecturer	2012	# 8 8 6 6	# 7 7 5	0 0	MINORITY Black Hise, As Pa Al Ind AN INE. Inp. T More Recen) #  3  3  2	0 0 0	1 1	0 0 1 1	# 1 1	ии О О	# 1 1	0 0
JOB GROUP:	Non-Professorial/Lecturer	2012 2013	# 8 8 6	# 7 7 5	0 0	MINORITY Black Histo, As Per Alind AN Net und T More Recen) # 3 3	11U 0	# 1 1 0	υυ 0 0 1	# 1 1 0	0 0 1	# 1 1 1	0 0
JOB GROUP: Constituent Dept	Non-Professorial/Lecturer	2012 2013 2014	# 8 8 6 6	# 7 7 5	0 0 0	MINORITY Back Has As Pe A Ind MAN et Has As Pe More Recent #  TOTAL MINORITY Black Hiss As Pe A Ind MAN et Has As Pe Minority Black Hiss As Pe Minority All of Man & Brid T More Recent	0 0 0 0	# 1 1 0 0 1	1 1 0	# 1 0 0	0 0 1 1 0 0	# 1 1 1 2 ASIAN PACIS	61 uu 0 0 0 0 0
JOB GROUP: Constituent Dept	Non-Professorial/Lecturer English	2012 2013 2014	# 8 6 6 10	# 7 7 5 5 5 8 WOM	0 0 0 0	MINORITY Back Has As Pe A Ind MAN et Has As Pe More Recent #  TOTAL MINORITY Black Hiss As Pe A Ind MAN et Has As Pe Minority Black Hiss As Pe Minority All of Man & Brid T More Recent	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 0 0 1	0 0 1 1 0	# 1 1 0 0 1 1 HISPA	0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 1 2 ASIAN PACIS	0 0 0 0 0
JOB GROUP: Constituent Dept.  AAU: English	Non-Professoriel/Lecturer English and English Literature	2012 2013 2014 2015	# 8 8 6 6 10 TOTAL #	# 7 7 5 5 8 8 WOM! #	0 0 0 0	MINORITY Back Hise As Pe A Ind MANE HE MORE Recent #  3  3  2  4  TOTAL MINORITY Black Hise As Pe A Ind MANE Recent MINORITY More Recent #  #  #  **  **  **  **  **  **  **  *	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 0 0 1	0 0 1 1 0	# 1 1 0 0 1 1 HISPA #	0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 1 1 1 2 2 ASIAN PAC.IS #	0 0 0 0 0
JOB GROUP: Constituent Dept  AAU: English JOB GROUP:	Non-Professorial/Lecturer English and English Literature Non-Professorial/Lecturer	2012 2013 2014 2015	# 8 6 6 10	# 7 7 7 5 5 8 8 WOM # 9	0 0 0 0 0	MINORITY Back Hise As rice More Recent #  3  3  2  2  4  TOTAL MINORITY Black Hise As rice Minor Recent #  Item All Note Recen	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 0 0 1 *	0 0 1 1 0	# 1 1 0 0 1 1 HISPA # 2	0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PAC.IS # 1 1 1 2 ASIAN PAC.IS # 0	0 0 0 0 0
JOB GROUP: Constituent Dept  AAU: English JOB GROUP:	Non-Professorial/Lecturer English and English Literature Non-Professorial/Lecturer	2012 2013 2014 2015 2015	# 8 8 6 6 10 TOTAL # 13 13	# 7 7 5 5 8 8 WOM! # 9 8	0 0 0 0 0 0	MINORITY Back Hise As re  I More Recent  3  3  2  2  4  I OTAL MINORITY Metal Hise As re  I OTAL Minor Recent  4  I OTAL MINORITY Metal Hise As re  I I I I I I I I I I I I I I I I I I I	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 0 0 0 1 1	0 0 1 1 0 0 0 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9	# 1 1 0 0 1 1 HISPA # 2 2	0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PAC.IS # 1 1 1 2  ASIAN PAC.IS # 0 0	0 0 0 0 0 0
JOB GROUP: Constituent Dept  AAU: English JOB GROUP:	Non-Professorial/Lecturer English and English Literature Non-Professorial/Lecturer	2012 2013 2014 2015 2015 2011 2012 2012	# 8 6 6 10 13 13 13	# 7 7 5 5 8 8 WOM! # 9 8 8 8	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	MINORITY Back Hise As are 1 More Recent #  TOTAL MINORITY Back Hise As Are 1  TOTAL MINORITY Back Hise As Are 2  Al Ind JAN Not. and 1  More Recent #  11  11	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 0 0 0 1 1 BLAC # 9 9 9	0 0 1 1 0 0	# 1 1 0 0 1 1 HISPA # 2 2 2 2	0 0 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PAC.IS # 1 1 1 2  ASIAN PAC.IS # 0 0	0 0 0 0 0 0
JOB GROUP: Constituent Dept  AAU: English JOB GROUP:	Non-Professorial/Lecturer English and English Literature Non-Professorial/Lecturer	2012 2013 2014 2015 2015 2011 2012 2012 2013 2014	# 8 6 6 10 13 13 13 13	# 7 7 7 5 5 8 8 WOM! # 9 8 8 8 8	0 0 0 0 0 0 0	MINORITY Back Hea As re  I More Recent #  I OTAL MINORITY Back Hea As re I OTAL MINORITY Back Hea As re I OTAL I OTAL MINORITY I DESCRIPTION #  11  11  11	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 0 0 0 1 1	0 0 1 1 0 0 0 0 0 0 0 0 0 0	# 1 1 0 0 0 1 1 HISP# # 2 2 2 2 2	0 0 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ASIAN PAC.IS #  O O O	0 0 0 0 0 0
JOB GROUP:  AAU: English JOB GROUP:  Constituent Dept.	Non-Professorial/Lecturer English and English Literature Non-Professorial/Lecturer	2012 2013 2014 2015 2015 2011 2012 2012 2013 2014	# 8 6 6 10 13 13 13 13	# 7 7 7 5 5 8 8 8 8 8 8 8 8 8	0 0 0 0 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1	MINORITY Back Hise Asker  3 3 3 2 4 TOTAL MINORITY Black Hise Asker  4 11 11 11 11 11 11 11 11 11 11 11 11	C Ed. 200 C C C C C C C C C C C C C C C C C C	# 1 1 0 0 0 1 1	0 0 1 1 0 0 0 0 0 0	# 1 1 0 0 0 1 1 HISP# # 2 2 2 2 2	0 0 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ASIAN PAC.IS	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
JOB GROUP:  Constituent Dept  AAU: English JOB GROUP:  Constituent Dept  AAU: Health I JOB GROUP.	And English Literature  Non-Professorial/Lecturer  EOC  Professions  Professorial	2012 2013 2014 2015 2015 2011 2012 2013 2014 2015 2011 2012 2013	# 8 8 6 6 10 10 13 13 13 13 13 13 13 13 13 13 13 13 13	# 7 7 7 5 5 8 8 8 8 8 8 8 8 8 6 6 6	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	MINORITY Back Hise Ask right More Recent #  TOTAL MINORITY Back Hise Ask right More Recent #  11  11  11  11  11  11  11  11  11	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 1 1 0 0 0 1 1 # 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	0 0 1 1 1 0 0 0 0 0 0 0	# 1 1 1 0 0 1 1 HISPA # 2 2 2 2 2 2 1 HISPA # 0 1 1 1 1	0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ASIAN PAC.IS # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

AAU: JOB GROUP: Constituent Dept.	Library Professorial Library	2011 2012 2013 2014 2015	12 11 10 11 14	# un 8 0 7 0 7 0 8 0 11 0 0	# uu 6 0 6 0 5 0 6 0	_	# uu 1 0 1 0 1 0 1 0 1 0 1 0	ASIAN/ PAC.ISL. # uu 3 0 3 0 2 0 2 0 3 0
AAU: JOB GROUP: Constituent Dept.	Nathematics & Computer Science  Non-Professorial/Instructor  Mathematics  Job group too small to analyze in 2010 & 2011  Job group too small to enalyze in 2013 & 2014	2011 2012 2013 2014 2015	TOTAL # 5	# ut	TOTAL MINORITY  First, Rieck, Hire, An-Precisi, All and All Nest, and Two or New  R. 1084  U U U  O 3 C	BLACK # uu		
AAU: JOB GROUP: Constituent Dept	Mathematics & Computer Science  Non-Professoriel/Lecturer  Mathematics	2011 2012 2013 2014 2015	TOTAL # 13 14 12 12 15	WOMEN # ut 5 1 7 0 5 0 5 0 5 2	10 0 11 0 10 0 9 0		HISPANIC # uu 1 0 0 0 1 0 1 0	ASIAN/ PAC ISL # uu 1 0 2 0 2 0 2 0 3 0
AAU: JOB GROUP: Constituent Dept.	Education  Professorial  Teacher Education	2011 2012 2013 2014 2015	TOTAL # 7 8 7 8 8	# 100 5 0 6 0 5 0 6 0 5 0	3 0 4 0 3 0 3 0	1	HISPANIC  # uu  1 0  1 0  1 0  1 0  2 0	# uu 1 0 2 0 1 0 2 0 1 0 2 0
AAU: JOB GROUP: Constituent Dept.	Communication, Journalism, and Related Programs  Non-Professorial/Lecturer  Speech, Communications & Theatre Arts	2011 _ 2012 _ 2013 _ 2014 _ 2015 _	** 8 8 7 7 9	# uu 5 1 5 0 4 0 5 1	5 0 5 0 5 0	BLACK # uu 5 0 5 0 5 0 5 0	HISPANIC # uu 0 0 0 1 0 1 0 1 0 1	# uu 0 0 0 1 0 1 0 1 0 0
College A AAU: JOB GROUP: Conetituent Dept.	Administration and Staff Administration  Administration i  President, Senior Vice President, Vice President, Assistant Vice President, Dean, Associate Dean, Administrator, Assistant Administrator	2011 _ 2012 _ 2013 _ 2014 _ 2015 _	10TAL # 14 15 16 17 16	# uu 4 3 5 2 6 2 6 3 6 2	TOTAL MINORITY   (rect Block Hips Ampents   Aund ANN and Two or More Process)   # uu	# uu 5 0 5 0 5 0 4 0 3 0	HISPANIC # uu 3 0 3 0 3 0 3 0 3 0 4 0	ASIAN/ PAC.ISL. # uu 2 0 3 0 3 0 3 0 3 0

				<u>TOTAL</u>	<u>wo</u>	<u>MEN</u>	TOTAL M. (met Black, High All not All Not are Rage	p. As./Pac.lal. d Two or Mora		<u>ack</u>	HISE	PANIC PANIC		IAN/ CISL
AAU:	Mail Message	Service Worker		#	#	uu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Mail/Massage Services Worker	2011	5	0	2	5	0	2	0	2	0	1	0
Constituent Dept.		EOC Mail/Message Services Worker	2012						-					
		Job group too small to analyze in 2008 & 2012 & 2013	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
	Okillad Tandon	10		<u>TOTAL</u>		MEN	TOTAL MI find. Black, Higg Al. Ind. /Al. Not. and Figure	. As/Pecisi. Two or More		<u>ACK</u>	HISP	<u>'ANIC</u>	ASI PAC	<u>AN/</u> .ISL.
AAU:	Skilled Trades		-	#	#	иu	#	uu	#	uu	#	uu	#	uu
JOB GROUP:		Carpenter, Locksmith, Laborer, Electrician, Electrician's I	2011_	35	0	1	10	3	4	0	4	3	2	0
Constituent Dept.		Elevator Mechanic, Maintenance Worker, Oiler, Painter, I	2012	43	0	1	14	2	6	0	6	3	2	0
		Plumber Helper, Stationary Engineer	2013	60	0	2	19	3	7	0	9	4	3	0
			2014	63	0	2	21	0	7	0	11	1	3	0
		· - <del></del>	2015	53	0	1	20	0	6	0	11	0	3	0

# PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2015

AFFIRMATIVE ACTION UNIT (AAU): Businesess & Corr

	2011	1	2012	1	2013	ı	2014	i	2015
AAU: Busines	s & Commerce	AAU: Bu	siness & Commerce	AAU:	Businese & Commerce	AAU: E	Sueinaes & Commerce	AAU: B	lusiness & Commerce
JOB GROUP:	Professorial		Professorial	JOB GROUP:	Professorial	JOB GROUP:	Professorial	JOB GROUP:	Professorial
Constituent Dept.	Accounting	-	Accounting	Constituent Dept		Consiliuent Dept.	Accounting		Accounting
(list depts.)		(list depts.)	4-9911119	(list depts.)	rworming	(list depts.)	recontinue	(list depts.)	Associating
		-							
		-							
	# UU		# UU		# UU		# UU		<b>#</b> 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 BLACK	Y 8 0 4 0	TOTAL MINORITY_ BLACK	8 0 4 0	TOTAL MINORIT BLACK	Y 11 0 5 0	TOTAL MINORITY BLACK		TOTAL MINORITY	
HISPANIC	2 0	HISPANIC -	2 0	HISPANIC	3 0	HISPANIC	<u>5</u> 0	BLACK	3 0
ASIAN/PAC.ISL.	2 0	ASIAN/PACJISL.	2 0	ASIAN/PAC.ISL.	3 0	ASIAN/PACJISL.	2 0	ASIAN/PACJISL	-3 0
							_		
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.	
(list depts.)		(list depts.)		(list depts.)		(list depts.)		(lat depts.)	
		_							
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		-				- 1	<del></del>		
	# UU	- 1	# 400		# UU		# UU		# UU
TOTAL		TOTAL _		TOTAL		TOTAL		TOTAL	
WOMEN		WOMEN _		WOMEN		WOMEN		WOMEN	
TOTAL MINORITY	/64	TOTAL MINORITY	<u> </u>	TOTAL MINORIT	Y'''	TOTAL MINORITY		TOTAL MINORITY	**
BLACK		BLACK _		BLACK		BLACK		BLACK .	
HISPANIC ASIAN/PAC.ISL.		HISPANIC ASIAN/PAC.ISL,		HISPANIC ASIAN/PAC.ISL.		HISPANIC		HISPANIC	
AGING AGIGE.		NOTHER PLACE.		MOINIWF NO. IOL.		ASIAN/PAC.ISL.	<del></del>	ASIAN/PAC.ISL.	
JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:		JOB GROUP:	
Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.		Constituent Dept.	
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# = Total number of individuals within unit	AAU = Affirmative Action Unit	"Total Minority (incl. Black, Hisp. As./Pac.lel. Al.Ind./Al.Nel. and Two or More Races)						
UU = Underuttization	Constituent Departments = List all Departments in AAU.							
JOB GRQUP = Profreserial; Non-Professeorial-Instructor; Non-Profreseorial-Instructor; Non-Profreseorial-Instructor; Non-Profreseorial-Instructor; Non-Profreseorial-Instructor; Non-Profreseorial-Instructor; Non-Profrese								

### PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2018

	2011	1	2012	1	2013	1	2014	1	2015
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\*\* Total Minority (incl. Black, Hisp. As./Psc.ist. Al.Ind./Al.Nat. and Two or More Races)

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

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AAU:	2011 Pechology	AAU:	2012 Psychology	AAU:	2013 Pyechongy	AAU:	2014	AAU:	2015
JOZ GROUP.	Professional	JOS GROUP:	Professional	/OE GROUP.	Professorial	ZOE GROUP.	Professorial	KOB ORGUP.	Pysthickey Professored
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# = Yetal member of individuals within unit	AAU - Afirmative Action Unit	** Total Minority (incl. Black, Hisp. As /Peo.let. Al.Ind /Al.Net. and Two or More Reces)
UU = Undeputitionica	Constituent Departments = List of Departments in AAU.	
JOB GROUP = Professorial; Non-Professorial-Instructor; Non-Professorial-Lacturer; A	iminimization Groups; and Cl. salled Groups	

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

	2011	1	2012	- 1	2013	- 1	2014		2015
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# = Total number of individuals within unit	AAU = Affirmative Action Link	"Total Minority (inci. Eleck, Map. As./Par. lel. Al. Ind. Al. Nat. until Text or More Races)
UU = Underutification	Constituent Departments = List all Departments in AAU.	
JOB GROUP = Prof. soriel: Non-Professoriel-Instructor; Non-Profi	rodal-Lecturer; Administration Groups; and Classified Groups	

## PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2018

NAU:	2011 English & English Literature	AAU:	2012 English & Gaglish (Annahum	AAU:	2013 English & English Literature	AAU:	2014	AAU:	2015 English & English Latensium
e group.	Professional	JOB GROUP.	Professorial	JOB GROUP.	Profestorial	109 GROUP.		JOB GROUP.	Profes mai
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JOB GROUP = Professoriel-Instructor; Non-Professoriel-Leature; Administration Groups; and Christifled Groups

# PROGRESS REPORT - HISTORICAL UNDERLITILIZATION FALL, 2011 - 2018

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Constant Crys										
Cod depts   Cod depts   Def Code   Def Cod									JOB GROUP.	
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Conditional Day   Conditional Day   Conditional Day   Conditional Day   Conditional Day   Conditional Day	ASSAMPAC ISL		ASIAKANG ISL		ASWUPAGIEL		AMMERIC IQL		ASVANIPACIEL	
Conditional Dept	JOB GROUP		KOB GROUP.		JOB GROUP.		/OB BROUP.		LIGHT CHROLIP	
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6 = Total number of includes within enit AAU = Attimative Action Unit "Total Ministry (and . Black, Hap, As./Pos. Int. Al. Ind. And Two or More Reces)
UII = Underestignation
Coastitue of Departments in AAU.
LOB GROUP = Professories', Non-Professories'-Instructor, Non-Professo

## PROGRESS REPORT - HISYORICAL UNDERUTILIZATION FALL, 2011 - 2815

APPRILATIVE ACTO	ON UNIT (NALL): Communication	, Jours							
	2011	1	2012	1	2013	I	2014	1	2015
AAU:	Fine, Applied Arts & Mode	AAU;	Pire, Appled Arts & Medie	AAU:	Fine, Applied Arte & Medie	AAU:	Fine, Applied Arts & Marie	AAU: On	munication, Journal on & Refried Studies
JOS GROUP.	Professional	JOB GROUP	Profe model	JOB GROUP.	Professore	JOB GROUP.	Professorial	JOB GROUP.	Professorial
Comblum! Dept	Medie Arts & Tocheology	Considerat Days	Media Arts & Technology	Constituent Days	Media Arts & Technology	Constituent Days	Media Arts & Technology	Constituent Dept	Media Arts & Technology
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JOB GROUP.		JOB DROUP.		JDB GROUP.		JOH GROUP.		JOB CROUP.	
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		ASSAUPAC ISL		ALLENDACIN		ASIAMPACISI			
ASIANPACISL		PROBUSTYCE IOL.		AGUARDPRC RAL		PLEASURE DE L		ASUMBPAC ISI.	
JOH GROUP.		JOB BROUP.		JOB ORGUP.		JOB GROUP.		JOE GROUP.	
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TOTAL MINORITY		TOTAL MINORITY		TOTAL MINURITY		TOTAL MINORITY		TOTAL MINORETY"	
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ni/wet		HISPANIC		HISPANIC		HISPANIC	_	HISPANIC	
ASUMPAC ISL		ASSAUFAG (SL		ASSAMPAC ISL		ASARPAC III.		AMANFAC ISL.	
		JOS SHOUP.						1	
JOB GROUP.	_	1	-	JOB GROUP.		JOB GROUP		JOB GROUP.	
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HELPANIC		HISPANIC		HEPANIC	_	HISPANIC		HIRPANG	
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file Total number of Individuals middle unit

AU = Attinumber of AU = Attinumber of Individuals middle unit

AU = Attinumber Autor Recess)

AU = Undertification

Constituent Departments in AAU.

JOB GROUP = Professories', Non-Professories' Lendures, Non-Professories' Lendures, Administration Groups; and Clausified Groups

Total Minority (incl. Bland, Hisp. As. Proc. M. At Ind.AN. Ind. and Two or More Recess)

LOS GROUP = Professories', Non-Professories' Lendures, Administration Groups; and Clausified Groups

### PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2018

AFFIRMATIVE ACT	ON UNIT (AAU): Fortign Lungunge								
	2011	1	2012	1	2013	1	2014	1	2015
AAU:	Foreign Language	AAU:	Fore ye Language	AAU:	Fore ye Lampunge	AAU:	Fortign Language	AAU:	Faterijn Language
JOB GROUP.	Prof Jonni	JOB GROUP.	Professorial	JOB SROUP:	Profe acuse!	JOB SHOUP.	Professorial	JOB GROUP:	Product orial
Countilizani Depi	Modern Lunguage	Constituent Dept	Modern Language	Corollinet Dept	Modern Language	Corellment Dept	Modern Language	Countional Days	Modern Language
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TOTAL	_20	TOTAL	18	TOTAL		TOTAL	<u>25</u>	TOTAL	
WOMEN	13 0	WICE/	<u>11 0</u>	MOMEN	16 0	MONEN	<u>20</u> 0	WOWEN	<u> 25 D</u>
TOTAL MINORITY**	12 0	TOTAL MINDRITY	10 0	TOTAL BONDATY	13 0	TOTAL MICORTY	130	TOTAL MINORITY**	16 0
BLACK	<u> </u>	BLACK	<u>D 1</u>	BLACK	0 1	BLACK	_0_1_	BLACK	0 1
HISPANIC	9 D	HUSPAGIC	9 0	HISPANIC	12 0	HISPANIC	11 0	HISPANIC	15 0
ASIAN PAC BL	3 0	ASAMPACISI.	1 0	ASSAUPTIC ISL	1 0	ASMARACIS.	2 0	ASSAUGAC ISL	1 1
180000		JOB GROUP.		JOB BROUP.	-	JOB GROUP:		JOB EROUP.	
Constituent Days		Combined Dept	1	Considerat Dept		Considered Dopi		Constituent Days	
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BLACK	-	BLACE		BLACK	-	BLACE	-	BINCK	
HESPANIC		HISPANIC		HISPANIC	-	HISPANIC		HISPANIC	
ASIAMPACIAL		AMANUFAC ISL		ASAMPACIAL		ASMANE AC ISL		ASIAN PACIES.	
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JOB GROUP.		JOB BROUP.		AGE GROUP:		JOB GROUP:		IDB GROUP.	
Constituent Dept		Constituent Days		Country and Dupt		Genelalased Doyl.		Constituent Copt.	
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TOTAL MEGRITY		TOTAL VINCATY		TOTAL MOIGRITY**		TOTAL MINGRITY**		TOTAL MINURITY	
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BLACK		BLACK		BLACK		BLACK		BLACK	
HURPANIC		HERPANIC	-	HISPANIC		HISPANIC		HAPMING	
AGUANIPAC INL		ABUNDACIAL		ASUMUPAC ISL.		ASSAMPAC IN		AS-AMEPACHEL	
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IDE GROUP:		JOB GROUP.		JOE GROUP.		JOB SROUP		JOH GROWP.	
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TOTAL PROPETY**		TETAL UNIQUETY*		TOTAL BINORITY		TOTAL MINORTY**		TOTAL HINGRITY**	
NAT.		BLACK		E.ACK		BLACK		BLACK	
OF STREET		HEFANC		HUEPHING		HISPANIC		HESPANC	
ASIANIPIIC ISL		AMAN PAC ISL		ASUMMPAC ISL		ASIAN PAC ISI.	<del></del>	ASSAMPAC IN	
		Partie Di.		p-remains the life		PARTOTO DL		probablisher (Q)	

# = Total number of individuals within unit	AAU = Affrontive Action Unit	"Total Minority (not. Black, Hisp. As./Pac.(st. Al.Ind./Al.Nat. and Two or More Races)
UU = Underutilization	Constituent Departments > List all Departments in AAU.	•
LOS GSCHIP a Professorial Mon-Professorial Instructor Mon-Professorial Instructor	Administration Groups and Classified Groups	

# PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2016

AFFIRMATIVE ACT	ON UNIT (AAU): Firm, Applied A	rts & W							
	2011	l	2012	1	2013	1	2014	1	2015
AAU:	Fixe, Applied Arts & Mode	AAU:	Fine, Applied Arts & Media	AAU:	Firm, Applied Arts & Modes	AAU:	Fine, Applied Arts & Media	AAU:	Fine, Applied Arte & Medie
JOS GROUP:	Professorial	JOB GROUP.	Profee consi	JOB BROUP.	Polestarial	JOB GROUP.	Prof = scarel	JOB GROUP.	Profe-sonel
Constituent Orgi.	Music & Art	Considered Dept.	Moreo & Art	Corollegest Dept.	Music & Art	Counthwest Dept.	Houto & Art	Censidouril Dept	Huma & Art.
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TOTAL PINORITY**	2 0	TOTAL MINURITY	2 0	TOTAL MINORTY	2 0	TOTAL NINGRITY	3 1	NOMEN TOTAL MINORITY	5 0
BACK	1 0	BLACK	1 0	BLACK	1 0	BLACK	1 0	BACK	2 0
HISPANIC	0 0	HIBFFMIC	0 1	HEPANIC	0 1	HIEFMOC	1 0	MERANIC	1 0
ASIAH PACISI	1 0	ASIMHPAGISL	1 0	ASSAURAC ISL.	1 0	ARAMPACIAL	1 1	AMANIPACISI.	2 0
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Considered Days	_	Committee or 1. Clogal		Constituent Dept	_	Corelituent Dept		Constituent Dept	-
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TOTAL MINORITY		TOTAL MINORITY		TOTAL MINORITY		TOTAL MINORITY		TOTAL NIMOHTY	
BLACK		BLACK		BLACK		BLACK		BLACK	
1296		HEFANIC		HISPANIC		HISPWING		HISPAURC	
ASSAMPAC ISL		ASIANIPAC ISL		ASWMPAC ISL	· · · · · · · · · · · · · · · · · · ·	ARANIPACIRI.		ABAMPACISL.	7
JOS GROUP.		JOB EROUP.		308 GROUP.		JOE GROUP.		JOB GROUP.	-
Considers Dept		Considered Dept	-	Genebbeent Dept		Constituent Dept		Committeeprit Dayer	_
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BLACK		HISPANIC		BLACK HIBPANIC		BLACK		BLACK	
ASSAMPAC BL.		ASSAUPAG ISL	-	ABARPACISI.		HISPANIC AMAMPACIM,	-	HISPWING MEMBRAC IN	
		JOB GROUP.		JOB BROUP.					
JOB ORDUP						JOS SINCUP.		AGE ORGUP.	
Constituent Dept		Considerat Days		Constituent Days.				Connettuent Dept	
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200		BLACK		BLACK		BLACK		BLACK	
mar.		нівримс		HISPANIC		HISPANIC		MSPANIC	
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Uti = Undervillazion

Contituent Departments in AAU.

USE GROUP = Professorid; Non-Professorid; Non

# PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2016

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KOUP: mail Dayl	Prof. month	Considerat Copi	Professional	JOS GROUP. Careffuert Dept.	Professional	JOS GROUP: Combined Dark	Professorial	JOB GROUP.	Professoral
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MINOSITY"	15 0	TOTAL MINORITY	20 0	TOTAL WHORITY	15 0	TOTAL HINORTY	16 D	TETAL MINORITY**	16 0
	10 0	BLACE	15 0	BLACK	11 0	BLACK	12 0	BLADE	12 0
	1 0	HISPANIC	1 D	HISPANIC	1 0	1	1 0		
	4 0		4 0		3 0	HISPWAIC		REPARIC	1 0
PAC III.	4 0	- ABANFACISL	- · ·	ASIAMPAC ISL	3 U	ARIAMPACIGI.	3 0	ABARKFAC IBL.	3 0
nicie:		JOB SROUP.		JUS GROUP.		JOB GROUP:		JOB GROUP:	
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BROUP		JOB GROUP.		XXIII GROUP:		JOS GROUP.		JOB GROUP.	
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PHORITY"								BLACK	
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. WINCHITY**		BLACK		BLACK KIRPANG		BLACK HEPANEC		HISPANIC	
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NIC PACISIL		HIBPANIC Amanapac Ini.		KEPANG ABANGAG ISL		HEPMBC REARRING ISL		HISPANIC ASSAUS AC ISL	
PAG ISIL		HISPANIC AMANAPIC INL UOB ERCUP.		ABANFAGISI.		MERMOC MEMMENG ISL JOB GROUP:		HISPANIC ASIANS ACIEL JOB BROUP:	
PAG ISIL ROUP.		HISPANIC AMMUNICIAL  JOB ERCUP  Considered Dept		KSSFANIC  ABANAFAG ISL  JOSE SPROUP.  Constituted Dept.		ASSAMENT SSL  AGE GROUP: Combined Dept		HISPANIC ASSAUS AC ISL	
PAC ISIL.		HISPANIC AMANAPIC INL UOB ERCUP.		ABANFAGISI.		MERMOC MEMMENG ISL JOB GROUP:		HISPANIC ASIANS ACIEL JOB BROUP:	
PAC ISIL.		HISPANIC AMMAPPICIBL  JOB ERCUP: Compliant Days (bit days )		KSSFANIC  ABANAFAG ISL  JOSE SPROUP.  Constituted Dept.		ASSAMENT SSL  AGE GROUP: Combined Dept		HISPANIC ASSAUPAC ISL  JOB SROUP: Combband Dept	
IC MAC ISIL ISIUP.		HISPANIC AMMUNICIAL  JOB ERCUP  Considered Dept		KSSFANIC  ABANAFAG ISL  JOSE SPROUP.  Constituted Dept.		ASSAMENT SSL  AGE GROUP: Combined Dept		HISPANIC ASSAUPAC ISL  JOB SROUP: Combband Dept	
IIC PAG ISIL KSUP.		HISPANIC AMMAPPICIBL  JOB ERCUP: Compliant Days (bit days )		KSSFANIC  ABANAFAG ISL  JOSE SPROUP.  Constituted Dept.		ASSAMENT SSL  AGE GROUP: Combined Dept		HISPANIC ASSAUPAC ISL  JOB SROUP: Combband Dept	
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JOB GROUP = Professories; Non-Professories-Instructor, Non-Professories-Instruc

### PROGRESS REPORT - MISTORICAL UNDERUTILIZATION FALL, 2011 - 2015

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## PROGRESS REPORT - HISTORICAL UNDERUTILIZATION FALL, 2011 - 2018

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6 = Total number of Individuals within and
UL = Undertilization
ULU = Undertilization
UD = Professorial; Non-Professorial-Instructor

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

AFFERNATIVE ACTION UNIT (AALI): Communication, Journalism & Raislad Program/Visual and Parlorming Arts AAU; 2011 2012 2013 2014 First, Applied Arts & Media 2016 Fine, Applied Arts & Mada AAU: Fire, Appled Aris & Media Fine, Applied Arte & Medic JOB GROUP. Spench, Commun & Thesire Arts Speech, Commun & Treams Arts (Not depte ) υυ uп 16 20 22 0 0 0 0\_ MONEN 12 13 15 17 0 0 2 1\_\_ 3 0 TOTAL MINUR 0 D 0 0 0 0 BLACK 0 2 0 0 0 0 \_\_1 HISPAUC 0 D 0 **#81804** Combluent Dept (fiel depte (ME (sph.) UU UU UU υu Wu TOTAL 842 ASIANIPAC IS UU VU TOTAL MONEN TOTAL MINDRITY -JOB GROUP ш W TOTAL ROWEN 8.60

# = Total number of individuals within mill AAL = Affirmative Action Unit "Total Minority (not. Black, Hisp. As.Pos.lat. ALInd.IAL and Tisc or More Receipt
UU = Undernalization Crushward Departments = List all Departments in AAU.

JOB GROUP = Proteocrisi; Nos-Proteocris-Instructor, Non-Prot-receipt-Lecturer, Administration Groups, and Clearified Groups

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

2015 PERSONNEL ACTIVITY TABLE (page 1 of 2)

COLLEGE: BMCC

\*\*\*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.

REMINDER:
\*Unknowns are subtracted from all totals.
\*\*Total Non-Minority is equal to White including Italian American.

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

COLLEGE	COLLEGE: BMCC				A C102	ZUIS AFFEILANI	DAIA - KE	DATA - KECKUITMENT DOCUMENTATION (page 2 of 2)	NI DOCE	MENIA	ION (page	2 of 2)	회	eriod Cove	Period Covered: 7/1/14	/14 to	6/30/15	15				
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Applicants @	7386	12027	19413	1727	3476	1276 21	106 71	719 1047	7 17	24	16	17	3755 6	6670 10	10425 2	2092 2	2738   1	1531 26	2612 20	2002 27	2738 4830	Ş
Interviews	477	685	1162	110	184	99	78	71 90	-	-	0	•	+		_	+	÷	+	<del> </del>	$\top$		3 8
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\*\*\*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.

<sup>\*</sup>Unknowns are subtracted from all totals.

# G. IMPACT RATIO ANALYSIS WORKSHEETS

# IMPACT ANALYSIS WORKSHEETS

AND MINORITIES

FEMALES

COLLEGE NAME:

BMCC

BMCC HIRES ANALYSIS
October 13, 2015

**PART A** 

108			MINORITY	RITY					FEMALE	ALE						
AREAS/			HIRES	ES					HIRES	ËS			_	PERCENTAG	PERCENTAGE OF HIRES	
CATEGORY	NON	NON MIN	MIN	Z	TOTAL	AL	MALE	3	FEMALE	ALE	TOTAL	'AL	% of non-min			% of female
	APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES	APPL	HIRES	hires	% of min hires	% of male hires	hires
TOTAL	4830	97	10425	175	15255	272	7386	138	7857	119	15255	272	2.0%	1.7%	1.9%	1.5%
Exec./Adm./Mngrl.	1194	11	1815	13	3008	24	1658	14	1351	10	3008	24	0.9%	0.7%	0.8%	0.7%
Faculty	1150	26	1394	63	2544	119	1560	55	984	28	2544	119	4.9%	4.5%	3.5%	6.5%
Professional/Non-Fac.	2260	16	6717	45	2268	61	2687	31	5280	8	8977	20	0.7%	0.7%	0.8%	0.6%
Secretarial/Clerical	ന	-	19	15	22	16	80	-	Error	Епо	22	16	33.3%	78.9%	12.5%	Error
echn./Paraprofessional	183	S.	378	14	571	19	345	6	226	0,	571	19	2.6%	3.7%	2.6%	4.4%
Skilled Trades	7	5	4	6	11	80	13	8	Епог	Error	1		71.4%	75.0%	61.5%	Error
Service/Maintenance	23	က	98	22	121	25	105	20	16	ıΩ	121	25	13.0%	22.4%	19.0%	31.3%
TOTAL	4830	26	10425	175	15255	272	7386	138	7857	119	15255	272	2%	2%	2%	2%

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_	AREAS/	RATE FOR	FOR	RATE FOR	FOR		OVER	ON	ONLY IF IRA UNDER 0.8	JNDER 0.1		DE YAL PERSON				FIS	<b>FISHER TEST</b>			_
_	CATEGORY						ALL	EXDECT	ACTI	100	8T0	- IRA LEBS THAN O.S AND	J.S.AND	FISHER'S	NON-MIN	diam'r	4 200		FISHER TEST REGULT	_
_		UNFAV. GROUP	GROUP	FAV. GROUP	400F	\$	RATE			5	DEV	STO DEVA-2		VALUE	APPLICANTS	MON-WIN TIKED	MIN APPLICAMIS	MIN MINGED	NOTE	_
_	¥	25.		9				-	9	-	-		ž	_	2	æ	۰		٥	_
_	Exec./Adm./Mngrl.	ALRICATION	0.7%	NON-MIN	0.9%	0.78	0.8%	14	13	-	0.62			N/A						_
	2 Faculty	MINORITY	4.6%	MON-MIN	4.9%	0.93						-								_
	3 Professional/Non-Fac.	MINORITY	0.7%	NON-MIN	0.7%	0.95				1										_
	4 Secretarial/Clerical	NDW-MIN	33.3%	MONORITY	78.9%															_
$\Box$	5 Techn./Paraprofessional	NOM-MIN	2.6%	MINORITY	3.7%															_
	6 Skilled Trades	NON-MIN	71.4%	MINDRITY	76.0%				-											_
_	7 Service/Maintenance	NON-MIN	13.0%	MINORITY	22.4%															_
_	TOTAL							14	13	7										

October 13, 2015						IRA W(	JRKSHE	ET FOF	MALE	IRA WORKSHEET FOR MALE VS FEMALE % OF HIRES	ALE % (	OF HIRE	S					
JOB AREAS/	RATE	RATE FOR	RATE FOR	FOR	,	OVER	NO.	LY IF IRA	ONLY IF IRA UNDER 0.8		DIF >=1 PERSON	B AND			FISH	FISHER'S TEST		
CATEGORY	UNFAV	UNFAV. GROUP	FAV. GROUP	ROUP	R	ALL	EXPECT	ACTL	DIF	ato	* IRA LESS THAN 0.8 AND STD DEV >= 2	NA AND	FISHER'S	male app	male bires	dde ajewaj	famale hires	FIGHER TEST RESULT
* A			0		۵	_	L.		Ī	-	-	¥	-	3	-	Ī		
1 Exec./Adm./Mngrl.	FEMALE	0.7%	MALE	0.8%	0.88													
2 Faculty	MALE	3.5%	PEMALE	6.6%														
3 Professional/Non-Fac.	FEMALE	99.0	MALE	0.6%	0.68	0.7%	33.5	30	40	1.63			N/A					
4 Secretarial/Clerical	MALE	12.5%	FEMALE	Emor														
5 Techn./Paraprofessional	MALE	2.6%	FEMALE	4.4%														
8 Skilled Trades	MALE	61.5%	PEMALE	Emor														
7 Service/Maintenance	MALE	19.0%	FEMALE	31.3%														
TOTAL:				[   			35	30	40									

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JOB			MINORITY	RITY					FER	FEMALE						
AREAS/			PROM	PROMOTION					PROMOTION	NOITC				PERCENTAGE	PERCENTAGE OF PROMOTION	
CATEGORY	NON	NON MIN	\$	MIN	TO.	TOTAL	AM.	MALE	FEMALE	ALE	TOTAL	AL.				
	INCUMBENT	Эвстионы	INCUMBENT	PROMOTED	MCLAMBENT	PROMOTED	INCLINBENT	и эномотер	DACKMARINT	Рясмотер	MCLAMBENT	PROMOTED	% of non-min PROMOTED	% of min promoted	% OF MEN	% OF FEMALE promoted
TOTAL	473	11	835	19	1308	36	629	14	629	22	1308	36	4%	2%	2%	36%
Exec./Adm./Mngrl.	43	0	70	5	113	5	25	0	83	2	113	ĸ	%0	7%	0%	B%
	314	16	282	10	576	26	247	£	329	5	576	98	2%	4%	4%	785
3 Professional/Non-Fac.	40	0	139	1	179	-	7.1		901	-	179	-	%	*	360	26.5
4 Secretarial/Clerical	7	0	100	0	111	0	18	٥	æ		11		%0	%	%0	%0
5 Techn./Paraprofessional	9	-	89	က	105	4	99	က	39	-	105	4	%9	3%	2%	3%
Skilled Trades	8	0	22	0	56	0	56	0	0	٥	56	0	%0	%0	%0	%0
7 Service/Maintenance	5	0	153	0	168	0	121	0	47	0	168	0	%0	9%0	%0	%0
TOTAL	473	17	835	19	1308	36	629	14	629	22	1308	36	4%	2%	2%	200

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JOB										ľ	IRA LESS THAN 0.8 AND	DAVD						
AREAS/	RATE FOR	FOR	RATE FOR	FOR		OVER	O	LY IF IRA	ONLY IF IRA UNDER 0.8		DIF >=1 PERSON				HSH	<b>FISHER TEST</b>		
CATEGORY						4	EXPECT	ACTI	ä	GT8	* IRA LESS THAN 0.8 AND	NA &	FISHER'S	1000				FIGHER TEST RESULT
	UNFAV.	UNFAV. GROUP	FAV. GROUP	ROUP	<u> </u>	RATE			i	DEV	STD DEVA-2		VALUE	NON-MIN INCOM	NON-MIN INCOM NON-MIN PARK	MIN INCOM	MIN PROMT	MOTE
≪	П		10		0	a	<b>L</b>		=	-	-	_		5	۰	ŀ		
1 Exec./Adm./Mngrl.	NON-MIN	0.00%	MINORITY	7.14%														
2 Faculty	MINORBITY	3.82%	NON-selec	5.10%	0.75	4.61%	7	9	-	0.74	*		N/A					
3 Professional/Non-Fac.	NON-MIN	0.00%	MINORUTY	0.72%							-							
4 Secretarial/Clerical	MA		MA															
5 Techn./Paraprofessional	MINCHELLY	3.37%	MON-MIN	6,28%	0.54	3.81%	en	m	•	0.65			WA					
6 Skilled Trades	INA		NA															
7 Service/Maintenance	MA		NGA															
TOTAL							14	13	-									

NOILO		
IRA WORKSHEET FOR MALE VS FEMALE % OF PROM		CONTROL OF STATE OF S
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AREAS    RATE FOR	200000000000000000000000000000000000000																			_
RATE FOR   RATE FOR   RATE FOR   ALL   EXPECT   ACTL   DIF   STD   FIALESS THAN 66 MD   FISHERYS   Made Incourt   Manage In	JOB										-	IRA LESS THANG	DA AND							Т
UNFAV. GROUP         FAV. GROUP         IRA         ALL RATE         EXPECT         ACTL         DIF OPV STD GROUP         FIGHTERS THAN 66 MO IN THATE IS THATE IS	AREAS/	RATE	FOR	RATE	FOR		OVER	NO	LY IF IRA	UNDER 0.		DIF Y PERSON				FIS	<b>JER TEST</b>			
UNFAV. GROUP   FAV. GROUP   IKA   RATE   Care   C	CATEGORY						ALL	EVDECT	F-24	١	Г	" IRA LESS THAN	O.B.AND	FISHER'S					PISHER TEST RESULT	_
MALE         D.O%         FEMALE         7.5%         D         F         O         H         I         J         K         L         H		UNFAV.	GROUP	FAV. G	ROUP	¥	RATE		1	5		STD DEV5-2		VALUE	шаде Інопіш	male prmt	female Incum	female prmt	HOTE	_
NALE   D.0% FENALE   7.9%	<:	2	20	o		0		L	0	-	-	-	1	-	ļ			ļ	al Si	-
HALE   4.5% FEBALE   4.6%	Exec./Adm./Mngrl.	MALE	20.0	FEMALE	7.8%									,	E	E			a l	_
HIA   COPK FEBALE   COSK   FEBALE   COSK		MALE	4.5%	PEMALE	4.6%															_
NIA   NIA	3 Professional/Non-Fac.	MALE	0.0%	FEMALE	4.9%															1
nal         Februare         2.6%         MALE         A.D.         0.864         3.8%         1         1         0         0.61           NA         NA         NA         NA         1         1         0         0.61	4 Secretarial/Clerical	WA		86A																_
nde Ma sua 1 1 0	5 Techn./Paraprofessional	FEMALE	2.6%	MALE	4.5%	0.564	3.8%	-	-	0	0.61			M/A						_
WA	Skilled Trades	MA		MIA																_
TOTAL 7 1 0	Service/Maintenance	MA		IUA																_
	TOTAL							-	-	0										-

% OF FEMALE
TERMINATED 14% 14% 15% %

14%

% % % 4 % %

17%

15% 16% 12% 14%

15% 13%

14%

14%

15%

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October 13, 2015

PERCENTAGE OF TERMINATION % of min % OF MEN
TERMINATED 13% 11% 14% 13% 5% 8% 13% 86 % of non-min TERMINATED 15% 19% 15% 24% 10% % 27% % TERMINATED 185 16 98 7 0 13 17 o, TOTAL 1308 113 576 179 1308 55 111 ß FEMALE TERMINATION 85 28 18 G 0 ~ က FEMALE NCLMBENT 629 စ္ 329 108 93 39 679 47 TERMINATED 8 5 5 8 0 60 Ø 90 MALE INCLAMBENT 629 247 S<sub>2</sub> 8 8 2 629 20 71 TERMINATED 185 96 9 5 185 16 24 க 17 TOTAL INCUMBENT 1308 1308 576 11 105 56 168 113 179 TERMINATED MINORITY
TERMINATION 112 112 49 20 7 5 o) 00 Z INCUMBENT 835 262 138 100 89 2 5 835 2 TERMINATED 73 47 2 œ प 00 NON MIN INCLAMBENT 314 473 473 **₽** Ξ 9 8 10 8 Techn./Paraprofessional Professional/Non-Fac. 2 Professional/Non-Fac 4 Secretarial/Clerical 5 Techn./Paraprofessio Service/Maintenance JOB AREAS/ CATEGORY TOTAL Exec./Adm./Mngrl. TOTAL 6 Skilled Trades Faculty

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October 13, 2015					=		- C				TOTAL STATE OF THE		2					
JOB AREAS/	RATE	RATE FOR	RATE	RATE FOR		OVER	o No	ONLY IF IRA UNDER 0.8	UNDER 0.		"IRA LESS THAN 0.8 AND DIF >~1 PERSON	18 AND			FIST	FISHER TEST		
CATEGORY	UNFAV	UNFAV. GROUP	FAV.	FAV. GROUP	IRA	ALL	EXPECT	ACTL	F C	STD DEV	" (RA LESS THAN 0.5 AND STD DEV>=2	O.B.AND	FISHER'S	min incumb	min terminahed	min incumb min terminated non-min incumb	non-min terminated	FISHER TEST REBULT
*		8		0	٩	3	u.	0	×	-	-	×	,	3	2	0		100
1 Exec./Adm./Mngrl.	NOR-10M	18.8%	MINORITY	11.4%														
2 Faculty	MINDRITY	18.7%	NOM-MIN	16.0%	0.800													
3 Professional/Non-Fac.	WINORITY	14.4%	MCM-MIN	10.0%	0.695	13.4%	18	22	2	0.72	*		N/A					
4 Secretarial/Clerical	NON-NIN	9.1%	MINORETY	8.0%														
5 Techn./Paraprofessional	MANORITY	13.5%	NON-MIN	6.3%	0.464	12.4%	11	12	-	0.81	4		NA					
6 Skilled Trades	NOM-MIN	23.5%	MANOSTTY	4.5%														
7 Service/Maintenance	MIN-MIN	26.7%	MINOSELY	8.5%														
TOTAL							29	32	6	1								

# IRA WORKSHEET FOR MALE VS FEMALE % OF TERMINATION

October 13, 2015					:				1			CALIBANIA	2					
JOB AREAS/	RATE	RATE FOR	RATE	RATE FOR		OVER	Ō	ONLY IF IRA UNDER 0.8	UNDER		TRALESS THAN Q.S.AND DIF >= T PERSON				FIST	FISHER TEST		
CATEGORY	UNFAV	UNFAY. GROUP	FAV.	FAV. GROUP	R	ALL	EXPECT	ACTL	DIF	STO STO	FIRA LESS TRAMICUS AND STO DEVS=2	OME	FISHER'S	female Incumb	famale	male Incumb	male incumb mate terminated	FISHER TEST RESULT
A. A.						_	-				-		The same					NOTE
1 Exec./Adm./Mngrl.	FEMALE	14.3%	MALE	14.0%	0.980							-				٥		a
2 Facuity	FEMALE	17.6%	MALE	15.4%	0.873													
3 Professional/Non-Fac.	FEMALE	14.8%	NALE	11.3%	0.761	13.4%	14	16	2	0.681			N/A					
4 Secretarial/Clerical	MALE	16.7%	FEMALE	7.5%									5					
5 Techn/Paraprofessional	MALE	15.2%	FEMALE	7.7%								+						
8 Skilled Trades	MALE	16.1%	FEMALE	%0.0								+					†	
7 Service/Maintenance	MALE	12.4%	FEMALE	4.3%							-	-						
TOTAL							14	16	2									

# H. TENURE ELIGIBILITY SURVEY

Eligible for Tenure, Effective: September 1, 2014

	Su	Sub-Tota	ota			ITALIAI	IAN	ASIAN	ASIAN/ NAT.	AM. IND.	ND./							TWC	TWO OR
	۳	Gender	fer	WHITE	ITE	AMERIC	RICAN	HAW./	HAW./ OTHER	ALSK. NAT	NAT.	BLACK	Š	HISP,	HISPANIC	PUERTC	PUERTO RICAN	ž	RACES
D.	TOTAL	Σ	ш	Σ	щ	Σ	ш	Σ	ш	Σ	ш	Σ	L	Σ	ш	Σ		Σ	L
Professor	0	Ы	Ь	D	Р	P	b	P	Ь	Þ	Þ	þ	Þ	þ	þ	P	Þ	Б	P
Ssociate Prof.	0	6	Ь	0	0	P	О	0	Ь	О	D	О	Р	P	P	D	0	0	P
Assistant Prof.	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ecturer (CCE)	τ-	Ь	Ь	Б	I		P	P	P	P	P	Þ	Þ	P	P	P	Þ	Þ	P
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	l°
TOTAL	က	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective:

September 1, 2014

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

		Sub-Tota	Tota			ITALIAN	IAN	ASIA	ASIAN/ NAT.	AM.	AM. IND./							TWC	TWO OR
		Gen	Gender	×	WHITE	AMERICA	SICAN	HAW.	HAW./ OTHER	-	ALSK. NAT.	814	BLACK	HISP,	HISPANIC	PUERTO RICAN MORE RACES	RICAN	MORE	RACES
	TOTAL	Σ	ш	Σ	u.	Σ	u.	Σ	<u>.</u>	Σ	ш	Σ	щ	Σ	щ	Σ	4	Σ	щ
Professor	0	Þ	Þ	P	<u></u>	Б	þ		P	P	P	Б	P	b	P	P	P	Б	
Associate Prof.	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	O	
Assistant Prof.	2	0	7	P	2	0	0	٥	0	0	0	0	0	Р	P	0	0	C	
Lecturer (CCE)	-	0	П	0	1	0	0		0	P	0	0	0	6	0	0	6	0	
CLT's	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	C		
TOTAL	က	D	~	P	3	b	þ		F	Ē		F	E		F	-	-		

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**DEPARTMENT:** Business

Eligible for Tenure, Effective: September 1, 2014

		Sub-Tota	ota			ITALIA	IAN	ASIAN/ NAT.	/ NAT.	AM. IND./	ND./							TWO OR	OR
		Gender	der	AH.	WHITE	AMERI	Z AN	HAW./ OTHER	OTHER	ALSK. NAT.	NAT.	BLACK	X	HISPANIC		PUERTO RICAN	RICAN	Σ	SACES
	TOTAL	Σ	4	Σ	Œ.	Σ		Σ	ıL	Σ	L	Σ	L	Σ	ш	Σ	ш	Σ	ш
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	þ
Lecturer (CCE)	1	T	0	0	0	0	0	0	0	0	0	П	0	0	0	o	О	0	þ
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective:

September 1, 2014

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

	S)	Sub-Tota	ota			ITALIAN	IAN	ASIAN	ASIAN/ NAT.	AM. IND.	ND./							TWC	TWO OR
		Gender	der	WHITE	ITE	AMER	AMERICAN	HAW./	HAW./ OTHER	ALSK.	ALSK. NAT.	BLACK	Ç	HISPANIC		PUERTO	PUERTO RICAN	MORE	<b>MORE RACES</b>
	TOTAL	Σ	u.	Σ	F	Z	u.	Σ	u.	Σ	ш	Σ	ı	Σ	-	Σ	<b>L</b>	Σ	<u>_</u>
Professor	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	
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	ľ
Lecturer (CCE)	1	T	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	П	T	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	C	

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COLLEGE:

**DEPARTMENT:** English

Eligible for Tenure, Effective: September 1, 2014

		Sub-Tota	otal			ITALI	IAN	ASIAN,	ASIAN/ NAT.	AM. IND./	ND./							TWO OR	OR
		Gende	der	WHITE	ITE	AMERI	ICAN	HAW./OTHER	OTHER	ALSK. NAT.	NAT.	BLACK	K	HISP	HISPANIC	PUERTO	RICAN	PUERTO RICAN MORE RACES	RACES
	TOTAL	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	4	Σ	ш	Σ	щ.
Professor	0	О	О	O	0	0	0	0	Ь	0	0	0	0		O	0	0	P	þ
Associate Prof.	0	0	0	O.	0	О	0	О	0	О	b	Б	P		P	b	Ь	Б	þ
Assistant Prof.	2	0	2	0	T	O	ı	Ь	0	Ь	Ь	р	0		Р	b	Р	P	þ
Lecturer (CCE)	2	0	7	Ь	Н	D	0	Ь	T	О	D	b	P		P	b	Р	О	þ
CLT's	0	0	0	D	0	O	0	О	0	0	0	b	0		0	0	О	О	þ
TOTAL	4	0	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0

Number Recommended for Tenure, Effective: September 1, 2014

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

		Sub-	ub-Total			ITA	ITALIAN	ASIA	ASIAN/ NAT.		AM. IND./							JWT.	TWO OR
		Ger	Gender	₹	WHITE	AMERICA	RICAN	HAW	HAW./ OTHER		ALSK. NAT.		BLACK	HISP.	HISPANIC	PUERTC	PUERTO RICAN	MORE RACES	RACES
	TOTAL	Σ	ш.	Σ	ш	Σ	L.	Σ	<b>L</b>	Σ	<u>"</u>	Σ	4	Σ	L	Σ	<u></u>	Σ	ш
rofessor	0	6	0			0	0		0	0	0	0	0	0	P	0	О	0	
ssociate Prof.	0	0	0	٥		0	2	0	0	C	0	0	0	0	0	0	0	0	
ssistant Prof.	2	0	2			1			0		0	0	0	C					
ecturer (CCE)	2	0	7			1 0	0		0	0	0	0	0	0			)		
CLT's	0	0	0			0	2		0		0	0	0	0		C	) C		
TOTAL	4	0	4			2 0	-		0		0	0	0				0		

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COLLEGE:

DEPARTMENT:

**Ethnic Studies** 

Eligible for Tenure, Effective: September 1, 2014

		Sub-Tota	ota			ITALIA	LIAN	ASIA	ASIAN/ NAT.	AM.	AM. IND./							TWO OR	OR
		Gender	der	×	WHITE	AMERIC	RICAN	HAW.	HAW./ OTHER		ALSK. NAT.	BLACK	Ç	HISP	HISPANIC	PUERTC	RICAN	PUERTO RICAN MORE RACES	<b>ACES</b>
	TOTAL	Σ	u.	Σ	ш.	Σ	ш	Σ	4	Σ	щ	Σ	4	Σ	4	Σ	L	Σ	L
Professor	0	0	6	0	٥	0	0		0	0	0	0	0	0	P	0	0	О	0
Associate Prof.	f. 1	1	0	0	0	0	0		0	0	0	0	0	0	0	0	C	0	C
Assistant Prof.	0	0	6	P		0	0		0	0	0	0	0	0	P	0	0		þ
Lecturer (CCE)	0	0	0	0		0	0		0	0	0	0	0	0	0	0	C	c	
CLT's	Ь	Þ	þ	P		P	Р		P	P	P	P	P	P	P	P	P	<b> </b>	`  
TOTAL	1	1	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	P

Number Recommended for Tenure, Effective: September 1, 2014

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

		Sub-Tota	ota			È	ITALIAN	ASIAI	ASIAN/ NAT.	AM.	AM. IND./							IMC	TWO OR
		Gender	der	WHITE	里	AMI	<b>AMERICAN</b>	HAW.	HAW./ OTHER		ALSK, NAT.	79	BLACK	HISP	HISPANIC	PUERT(	PUERTO RICAN	MORE RACES	RACES
-	TOTAL	Σ	ш	Σ	ш	Σ	<u>.</u>	Σ	<b>L</b>	Σ	11	Σ	L	Σ	<u>.</u>	Σ	4	Σ	<b>"</b>
Professor	0	0	0	0	0		2		0	0	0	P	2	0		0		C	
Associate Prof.	T	1	0	0	0	Ĺ	0	-	0	0	0	0		0		C			
Assistant Prof.	0	0	þ	0	0	Ĺ	0		0	ľ	0	0		0				C	
Lecturer (CCE)	0	0	to	0	0		0		0	0	0	0					0		
CLT's	0	0	0	0	0		0		0	P	0	0		0			0		
TOTAL	1	1	0	0	0	Ĺ	0		0	O	0	0	0	0		C	0	0	

COLLEGE:

DEPARTMENT:

Library

Eligible for Tenure, Effective: September 1, 2014

		Sub-Total	ota			ITALIA	LIAN	ASIAN	ASIAN/ NAT.	AM.	AM. IND./							TWL	TWO OR
		Gender	der	Ś	WHITE	AMERI	RICAN	HAW.	HAW./ OTHER		ALSK. NAT.	BLA	BLACK	HISP	HISPANIC	PUERTC	PUERTO RICAN MORE RACES	MORF	RACES
	TOTAL	Σ	ш	Σ	<u>.</u>	Σ	ш	Σ	ш		L	Σ	11	Σ	Т	Σ	ш	2	
Professor	0	0	0	0	0	0	0	0	0		0	O	0	0		Ċ			-
Associate Prof.	0	0	0	0	0	0	0	0	0		0	0	C				٥		
Assistant Prof.	Н	0	1	P	1	P		P	0						ء اد		2 0		
Lecturer (CCE)	0	0	0	P	0	0	0	°	0						0	0	0	0	
CLT's	0	0	0	0	0	0	0	0	0			0			P				
TOTAL	П	0	П	P	1	0	0	°	0				C						

Number Recommended for Tenure, Effective: September 1, 2014

NOTE: Please record Early Tenure in Parenthesis; example (

		Sub-Tota	Tota			ITA	ITALIAN	AS	ASIAN/ NAT.	IAT.	AM. IND./	ND./							M	TWOOR
		Gender	der	Š	WHITE	AME	<b>AMERICAN</b>	HA	HAW./ OTHER	HER	ALSK.	ALSK. NAT.	BLA	BLACK	HISP	HISPANIC	PUERTO RICAN MORE RACES	RICAN	MORE	RACES
	TOTAL	Σ	ш	Σ	L	Σ	4	Σ	_	<u>.</u>	Σ	Ŀ	Σ	L.	Σ	1	Σ	ц	Σ	L.
Professor	0	0	6	P	٦	٥	0		0	0	0	0	0	0	P		0			·
Associate Prof.	0	0	0	ľ°	0		0		0	0	0	0	0	0	0			0	2	<u>'</u>
Assistant Prof.	1	0	-	0	-		0		0	0	70	C	c	0			) C			
Lecturer (CCE)	0	0	0	0	0		0		0	6	C						0 0			
CLT's	0	0	0	ľ	0	ľ	P		0	1	0		0				0			
TOTAL	1	0	F	P			ľ	Ļ	-	c	C	)	3 C	0			2 0			<b>]</b>

COLLEGE:

**DEPARTMENT:** Mathematics

Eligible for Tenure, Effective: September 1, 2014

PUERTO RICAN MORE RACES TWO OR Σ ш Σ 0 HISPANIC 0 Σ BLACK Σ ALSK. NAT. щ AM. IND./ Σ HAW./ OTHER 90 ASIAN/ NAT. Σ **AMERICAN** ITALIAN 0 0 Σ WHITE Σ **Sub-Total** Gender щ Σ 0 TOTAL 0 3 Associate Prof. Assistant Prof. Lecturer (CCE) TOTAL Professor

CLT'S

Number Recommended for Tenure, Effective:

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

		Sub-Tota	Total			ITALIAN	IAN	ASIAN	ASIAN/ NAT.	AM.	AM. IND./							TWC	TWO OR
		Gender	der	Š	WHITE	AMERIC/	SICAN	HAW.	HAW./ OTHER		ALSK. NAT.	BLACK	Ç	HISP/	HISPANIC	PUERTO RICAN MORE RACES	RICAN	MORE	RACES
-	TOTAL	Σ	ш	Σ	ъ.	Σ	4	Σ	ш	Σ	<u>.</u>	Σ	ш	Σ	ш	Σ	4	Σ	ш
Professor	T	F	Þ	P		P	Þ	I	Þ	P	P	Þ	Þ	P	P	Ь	þ	Þ	
Sociate Prof.	1	ı	0	P	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
Assistant Prof.	0	0	0	P	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ecturer (CCE)	1	0	Ţ	0	-	0	0	0	0	0	0	0	0	0	0	0	0	O	
CLT's	0	0	Þ	P	٥	P	D	0	D	P	D	О	Þ	Б	Б	Þ	P	P	
TOTAL	ന	2	1	0		0	0	1		0	0	0	0	-	C	C			

COLLEGE:

DEDAG

Nursing

Eligible for Tenure, Effective: September 1, 2014

		Sub-Tota	<b>Total</b>			ITALIA	IIAN	ASIAN	ASIAN/ NAT.	AM. IND.	ND./							TWO OR	S
		Gender	der	₹	WHITE	AMERIC	RICAN	HAW./	HAW./ OTHER		NAT.	BLACK	Ç	HISP	HISPANIC	PUERTO	PUERTO RICAN	Σ	SACES
	TOTAL	Σ	щ	Σ	ı	Σ	ш	Σ	4	Σ	ш	Σ	ш	Σ	ш	Σ	ш	Σ	ц.
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	О	P	0	0	0	0	0	P	0	0	0	0	þ
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	0	1	0	0	0	0	0	0
TOTAL	2	0	7	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	b

Number Recommended for Tenure, Effective:

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

		<b>Sub-Total</b>	otal			ITA	ITALIAN	ASIA	ASIAN/ NAT.	AM. IND./	ND./							MT.	TWO OR
		Gender	der	Š	WHITE	AMERICA	RICAN	HAW.	HAW./ OTHER		ALSK. NAT.	BLACK	CK	HISP/	HISPANIC	<b>PUERTO RICAN</b>	RICAN		MORE RACES
	TOTAL	Σ	ш,	Σ	Ŀ	Σ	ч	Σ	ш	Σ	ш	Σ	ш	Σ	ч	Σ	ц		u.
Professor	0	0	0	0	٦	0	0		0	0	0	0	0	0	0	0	0	0	
Associate Prof.	0	0	0	0	٦	0	0		0	0	0	0	0	0	0	0	0	0	
Assistant Prof.	⊣	0	1	0	ر	0	0		0	0	0	0	0	0	1	0	0	0	
Lecturer (CCE)	0	0	0	°	٥	0	0		0	0	0	0	0	0	0				
CLT's	П	0	1	0	٦	0	0		0	0	0	0		0	0		0		
TOTAL	2	0	2				_		0	C	C		-		-		1		

BS

COLLEGE:

BMCC

DEPARTMENT:

Science

Eligible for Tenure, Effective: September 1, 2014

		Sub-Total	otal			ITALIA	IAN	ASIAN	ASIAN/ NAT.	AM. IND./	ND./							TWC	TWO OR
		Gender	der	WHITE	ITE	AMERIC	SICAN	HAW.	HAW./ OTHER	ALSK. NAT.	NAT.	BLACK	č	HISP	HISPANIC	PUERTC	PUERTO RICAN	Ž	RACES
	TOTAL	Σ	щ	Σ	ч	Σ	ı.	Σ	L	1	ш	Σ	ш	Σ		Σ	ц	Σ	
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	C					
Associate Prof.	m	2		2	T	0	0	0	0	О	О	0	P			) C		) C	
Assistant Prof.	1	0	T	0	1	0	0	0	0	0	0	C		0			)	0	
Lecturer (CCE)	0	0	0	0	0	0	0	ľ	0		C	0		C					
CLT's	I	0	П	0	I	0	0	P	0	P	6	0	0	0		) [	2 0	5 6	
TOTAL	2	7	ന	2	m	0	0	0	0	Ь	0	0	0	0					

Number Recommended for Tenure, Effective:

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

Gender         WHITE         AMERICAN         HAW-/OTHER         ALSK. NAT.         BLACK         HISPANIC         PUERTO RICAN         M           story         0			Sub	Sub-Total			ITA	ITALIAN	ASIAI	ASIAN/ NAT.	AM. IND.	ND./	:						TWC	TWO OR
TOTAL         M         F <th></th> <th></th> <th>Gei</th> <th>nder</th> <th>WH</th> <th>IITE</th> <th>AME</th> <th>RICAN</th> <th>HAW.</th> <th>/ OTHER</th> <th></th> <th>NAT.</th> <th>BLA</th> <th>č</th> <th>HISP,</th> <th>ANIC</th> <th>PUERTO</th> <th>RICAN</th> <th>MORE</th> <th>RACES</th>			Gei	nder	WH	IITE	AME	RICAN	HAW.	/ OTHER		NAT.	BLA	č	HISP,	ANIC	PUERTO	RICAN	MORE	RACES
Ssort         0 <th></th> <th>TOTAL</th> <th>Σ</th> <th>ш</th> <th>Σ</th> <th>ш</th> <th>Σ</th> <th>ш.</th> <th>Σ</th> <th><u>.</u></th> <th>Σ</th> <th>ш</th> <th>Σ</th> <th>L.</th> <th>Σ</th> <th><u>.</u></th> <th>Σ</th> <th>L</th> <th>Σ</th> <th>L</th>		TOTAL	Σ	ш	Σ	ш	Σ	ш.	Σ	<u>.</u>	Σ	ш	Σ	L.	Σ	<u>.</u>	Σ	L	Σ	L
late Prof. 3 2 1 2 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Professor	°	0	0	0	0		7		0	0	0	0	0	0	0	C	c		
rer (ccr)         1         0         1         0         1         0	Associate Prof.	m	1 2	1	2	1		2		0	0	C	-							
rer (ccr) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assistant Prof.			-	C											>	2	2	5	
rer (cct) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		<u> </u>	1	'	,	1		(			2	Ď	0	o	0	0	0	0	0	J
TAL 5 3 3 3 3 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Lecturer (CCE)	٥	0	0	0	0	_			0	0	0	0	0	0	0	0	C	0	
5 3 3 3 0 0 0 0 0 0 0 0 0 0	Q.T's		0	1	0	1		0		0	0	0	0		-	0	0		0 0	
	TOTAL	5	m	က	m	3		0			0	0	C		C				0	

COLLEGE:

**DEPARTMENT:** Social Science

Eligible for Tenure, Effective: September 1, 2014

TOTAL Professor 0	Gender				TALI/	NA	ASIAN,	ASIAN/ NAT.	AM. IND./	ND./							TWO OR	OR
		Je.	WHITE	<b>U</b>	AMERIC	CAN	HAW.	HAW./ OTHER	ALSK. NAT.	NAT.	BLACK	X	HISP,	HISPANIC	PUERTO RICAN	RICAN	Σ	RACES
Professor 0	Σ	<u>.</u>	Σ	L.	Σ	u.	Σ	u.	Σ	L.	Σ	L	Σ	ш	Σ	<b>L</b>	Σ	ıL
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Associate Prof. 3	2	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Assistant Prof. 3	1	7	1	0	0	0	0	П	0	0	0	ō	0	1	0	0	0	0
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	Ь	b	О	0	0	О	þ	О	P
CLT's 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
TOTAL 6	m	8	2	1	0	0	0	1	0	0	b	0	1	1	0	0	0	P

Number Recommended for Tenure, Effective:

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

		<b>Sub-Total</b>	otal			ITALIAN	IAN	ASIAN	ASIAN/ NAT.	AM. IND./	ND./							M	TWO OR
		Gender	der	NH.	WHITE	AMERICA	ICAN	HAW./	HAW./ OTHER	ALSK. NAT.	NAT.	BLACK	Š	HISP/	HISPANIC	PUERTO	PUERTO RICAN		MORE RACES
	TOTAL	Σ	ш	Σ	ш	Σ	ч	Σ	4	Σ	L.	Σ	L.	Σ		Σ	ц	Σ	L
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Associate Prof.	3	2	1	1	7	0	0	0	0	O	0	0	0	1	0	0	0	0	C
Assistant Prof.	æ	₩	2	1	0	0	0	0	1	0	0	0	0	0	1	0	0	0	
Lecturer (CCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	o
TOTAL	9	ന	3	2	1	0	0	0	П	0	0	0	0	1	1	0	0	0	0

Eligible for Tenure, Effective: September 1, 2014

		Sub-Total	otal			ITALI/	LIAN	ASIAN	ASIAN/ NAT.	AM. IND./	ND./							TWO	TWO OR
		Gender	der	WHITE	世	AMERI	RICAN	HAW./	HAW./ OTHER	ALSK. NAT.	NAT.	BLACK	CK	HISP,	HISPANIC	PUERTO	PUERTO RICAN	MORE RACES	RACES
İ	TOTAL	Σ	ш	Σ	ш	Σ	ч	Σ	<u>.</u>	Σ	ш	Σ	L	Σ	L	Σ	4	Σ	ш
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>]</b>
Associate Prof.	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	τï	0	0	0
Assistant Prof.	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	0	Н	0	0	0

Number Recommended for Tenure, Effective:

September 1, 2014

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

		Sub-Total	otal			ITALIA	IAN	ASIAN	ASIAN/ NAT.	/'UNI 'WY	\D./							TWC	TWO OR
		Gender	er	WHITE	<u> </u>	<b>AMERICAN</b>	ICAN	HAW./	HAW./ OTHER	ALSK. NAT.	NAT.	BLACK	X	HISP,	HISPANIC	<b>PUERTO RICAN</b>	RICAN	MORE RACES	RACES
	TOTAL	Σ	ш	Σ	ш	Σ	ш	Σ	u.	Σ		Σ	ш	Σ	ш	Σ	ш	Σ	ш
Professor	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	
Assistant Prof.	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	
CLT's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	1	0	Т	0	0	0	0	0	0	0	0	0	0	0	1	0	O	0	

**TENURE ELIGIBILITY SURVEY** 

COLLEGE: BMCC

COLLEGE TOTALS

27

PUERTO RICAN MORE RACES Σ HISPANIC Σ BLACK Σ Eligible for Tenure, Effective:September 1, 2014 AM. IND./ ALSK. NAT. M F HAW./ OTHER ASIAN/ NAT. Σ **AMERICAN** ITALIAN Σ WHITE Σ Sub-Total Gender Σ

TWO OR

Σ

Number Recommended for Tenure, Effective:

200

TOTAL CLT's

TOTAL

Professor

9 2 5

Associate Prof. Assistant Prof. Lecturer (CCE)

September 1, 2014

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

		Sub-Total	Fotal			ITA	FALIAN	ASIAN/ NAT.	NAT.	AM. IND./	ND./							ac cwr	00
		Gender	der	¥	WHITE	AME	<b>AMERICAN</b>	HAW./ OTHER	<b>OTHER</b>	ALSK. NAT.	NAT	BLACK	ž	HISP	HISPANIC	PLIFETO	PLIEBTO BICAN MODE BACES	MODE	PACES
	TOTAL	Σ	щ	Σ	<u>.</u>	Σ	ч	Σ	ш	Σ	4	Σ	ш	Σ		2		2 2	ביין
Professor	=	1	0	0	0	0	C				٦		.	-			-11		-
					1	1			2	2	2	2	>	>	5	>	>	0	0
Associate Prof.	9	9	m	m	2	0	0	_	0	H	0	0	0	2	1	0	c	0	
Accietant Drof	10	-	a	1	_	٥	7			ľ	ľ	ľ	1			1		7	
Name and Aller	3	1		1	<u> </u>	٥	T		I	<b>O</b>	5	0	<u></u>	0	2	0	0	0	0
Lecturer (CCE)	5	I	4	0	ന	0	0		0 1	0	0	H	C	C	C	0			
CLT's	2	0	7	0	1	0	0		0	С		·   C	-	0		0	1		) K
TOTAL	77	a	ä	V	44					,		7	1	2	2	2	5	5	כ כ
	1	,	2	r	11	2	T		7 7	7	5	Η	Η	2	m	b	6	 	E

## 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	u					•	Total # Professoriate	ssoriate	576	
	;					P.	PART A:										
	nts/ ) with Underutilization	Total Incumbents		FEMALES	<b>10</b>	Total P	Ainorities	Total Minoritles and Bask, Hap. As Pracies, Almandal and Two or More Recest		ın/Pacific	Asian/PacMc Islanders		Biacks	S	E	panics/ L	Hispanics/ Latinos (as)
ı	(nn)	in AAU	nn#	% Overall Avallability	NR (No Representation)	nn#	% Overall Availability (	NR (No Representation)	nn#	% Overall Availability	NR (No Representation)	#	% Overall Availability	NR (No Representation)	<b>1</b>	% Overall Availability	NR (No Representation)
	1 Accounting	18	E	44.9		×			×			×			Ļ		
	2 Academic Literary and Linguistics	30 ×	×			×			×			×				5.5	
	3 Allied Health	Đ.	33	75		-	24.6		1	9.1	no Representation	×			×		No representation
1	4 Computer Information Systems	16 X	×			×			×				1 5.8	5.8 No representar	×		
	5 Ethnic Studies	90	2	66.1		×			×			×			×		
_	6 Health Education	10	1	75		×			г	9.1	9.1 No RepresentalX	×			×		
	7 Modern Language	31 X	×			×			1	7.2			1 2	2 No representat			
	8 Science	× 09	×			×			×				2 3.3	3.3 No representation	×		
	9 Speech	X ZZ	×			1	20.9		×				1 6.9		×		
ឥ	30 Teacher Education	80	×			×			×				7		×		
11																	
2												L			Ļ		
13															L		
14																	
15																	
19																	
17																	
138															L.		
13															L		
2																	
73	21 TOTAL	_	6		0	2		0	E		7	2 6		ě	н		11
																_	

<sup>\*</sup>Professorial = Einstein Professor, Distinguished Professor, Professor, Associate Professor, and Assistant Professor (including all EOC titles as appropriate).

# of UU AAUs		Total # of	AAUs	19
	PAR	# of UU	AAUs	10

## J. Utilization Analysis: Hiring Benchmark Goal for Veterans

#### **Protected Veterans Utilization Analysis**

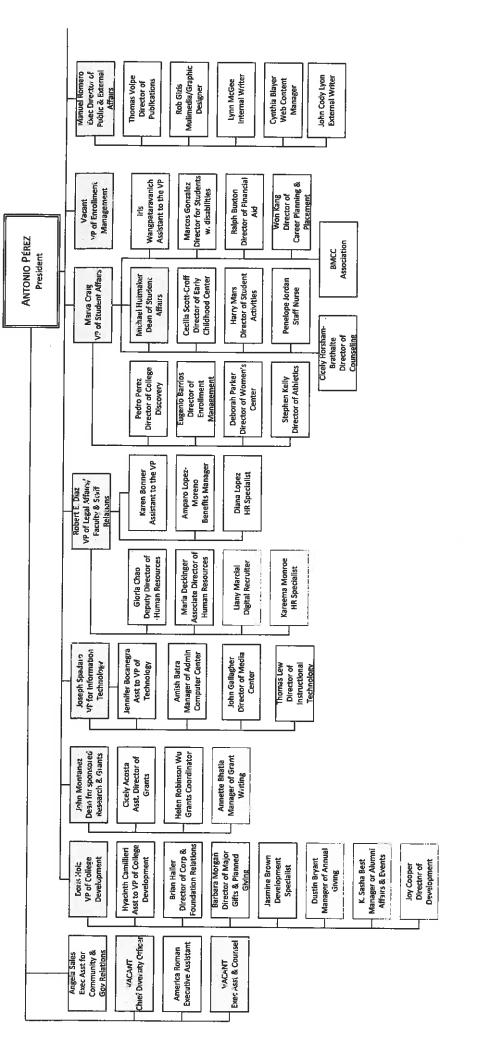
# Hiring Benchmark and Utilization Goal July 1 2014 - June 30 2015 For Protected Veterans

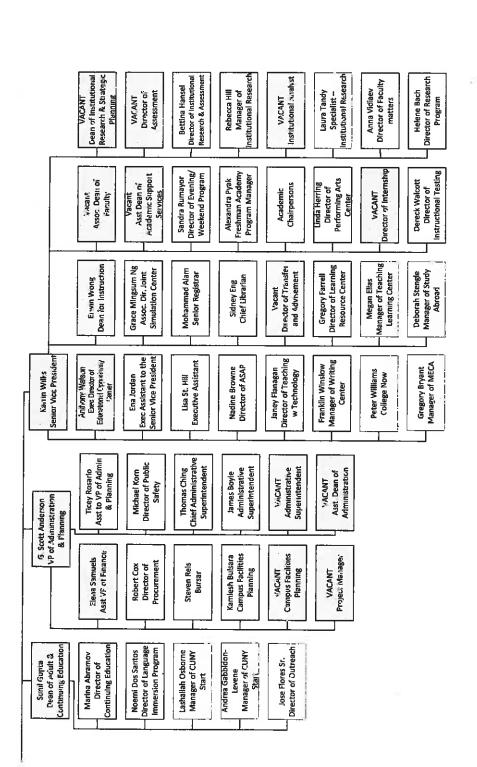
				National Benchmark	Indicate Y/N Below
Total # of Employees:	1308	- =	0.9%	7%	Me
Total # of Veterans:	12		0.5/6	170	No

Enter number in cell E/F 16 and E/F17 to calcuation 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





## L. COMPENSATION REVIEW



Office of Human Resources Management Recruitment and Diversity
205 East 42<sup>nd</sup> Street, 10<sup>th</sup> 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,

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

TYPE OF REPORTING ORGANIZATION (Check one or both,

RETURN COMPLETED REPORT TO: VETS-100 Submission VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS) Service Center

In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200) 14120 Newbrook Drive Chantilly, VA 20151

TYPE OF FORM (Check only one)

NY

6

3

EMPLOYER ID

(IRS TAX No.)

10007

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ATTN: Human Resource/EEO Department	as applicable)  Prime Contractor Subcontractor	0000	Single Estab Multiple Esta Multiple Esta Multiple Esta (specify num	ablishmer ablishmer ablishmer aber of loo	t-Hiring t-State	Loca Consc	tion olidated	MSC)
COMPANY IDENTIFICATION INFORMATION (Omit items pre	<del>'                                    </del>		ation Below	<u>}</u>		1		_
COMPANY No:	TWELVE MONTH PERIOD END	ING		lola	1011	2	0	1 <b> </b> 4
T131733				мм		$\bot$		
NAME OF PARENT COMPANY: The City University of New York	ADDRESS (NUMBER AND STRE 205 East 42 Street - 10th I	,						
CITY: New York					<i>ZIP</i> (		E:	
NAME OF COMPANY CONTACT: Jean Chen	TELEPHONE FOR CONTACT: 6466643301	EMAI Jear	n.Chen@	mail.d	uny.	edu	ı	·
NAME OF HIRING LOCATION: Borough of Manhattan Community College	ADDRESS (NUMBER AND STRE 199 Chambers Street	EET):						
CITY	COUNTY:		STATE:		ZIP (	COD	E:	

Manhattan

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#### INFORMATION ON EMPLOYEES

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**New York** 

NAICS:

			N	UMBER OF EM	PLOYEES		NEW HIRES (PREVIOUS 12 MONTHS)						
JOB CATEGORIES	Ì	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 PROTECED 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	в	0	0	0	0	110	0	0	0	0	17		
CRAFT WORKERS	7	0	3	0	0	64	0	0	0	0	0		
OPERATIVES	В	0	0	0	0	0	0	0	0	0	0		
ABORERS/HELPERS	9	0	0	0	0	0	0	0	0	0	0		
BERVICE 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