

# **2023 – 2024 AFFIRMATIVE ACTION PLANS**

## **CITY UNIVERSITY OF NEW YORK-HOSTOS COMMUNITY COLLEGE**

### **Covering Minorities and Women (Executive Order 11246), Individuals with Disabilities (Section 503) and Protected Veterans (VEVRAA)**

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Please contact the person listed above if you need assistance with reading this document due to a disability.

This plan is available for review at: [Affirmative Action Plans - Hostos Community College \(cuny.edu\)](https://www.cuny.edu/affirmative-action-plans-hostos-community-college).  
It is also available for review in Room A-336 at 475 Grand Concourse.



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## **PART ONE: INTRODUCTION AND BACKGROUND**

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) oversees affirmative action requirements for federal contractors. This plan reflects requirements for implementing: Presidential Executive Order (EO) 11246, addressing gender and federally protected racial/ethnic groups; the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans, and Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities. Some aspects of this plan also reflect state and local regulations, guidelines for public entities, CUNY trustees’ resolutions, and CUNY policy.

The employee census date is June 1, 2023. The previous reporting year was June 1, 2022 – May 31, 2023. The program year for this plan is September 1, 2023 – August 31, 2024.

This plan is available for public review as described on the title page.

### **Overview of the College**

Eugenio María de Hostos Community College (“Hostos”) is a comprehensive two-year public institution specifically established for those who have traditionally been excluded from higher education. Hostos was opened in the South Bronx and remains steadfast in its dedication to provide higher education and redress the historical pattern of linguistic and national origin discrimination. Hostos also continues to improve the quality of life in the South Bronx and the neighboring communities.

Hostos offers Associate in Arts (A.A.) and Associate in Science (A.S.) degree programs that prepare students for transfer to four-year colleges upon graduation. Hostos also offers Associate in Applied Science (A.A.S.) degree programs that prepare students for specific careers, as well as certificate programs in Administrative Assistant, Community Health, and Practical Nursing (LPN) studies. Hostos is governed by the Board of Trustees of CUNY, currently serves the needs of its diverse students, who not only reside in the Bronx and Upper Manhattan but increasingly from all of New York City’s boroughs.

Hostos offers twenty-eight associate degree programs and two certificate programs that facilitate transfer to The City University of New York (CUNY) four-year colleges or baccalaureate studies at other institutions. Hostos has an award-winning Division of Continuing Education & Workforce Development that offers professional development courses and certificate-bearing workforce training programs. The Hostos Center for the Arts & Culture (HCAC) is one of the pre-eminent Latino arts centers of the northeast. The HCAC has distinguished itself for showcasing traditional art forms as well as emerging and internationally renowned artists.

Hostos Community College is accredited by the Middle States Association of Colleges and Schools and the Board of Regents of the University of the State of New York. Hostos career programs are accredited by the New York State Education Department, the Joint Review Committee on Education in Radiologic Technology, and the American Dental Association. The Allied Health programs are accredited by the appropriate agencies, including the Dental Association and the New York City Department of Health. Hostos is a member of the American Association of Community and Junior Colleges, the American Committee on Education, the Hispanic Association of Colleges and Universities, the American Education Research Association, the National Association for Bilingual Education, and other professional and learned organizations devoted to the advancement of education. In 2022 Hostos was selected as one of 10 finalists for the Aspen Prize for Community College Excellence. Additionally, in summer of 2021 Hostos was gifted 15 million dollars by

renowned philanthropist Mackenzie Scott.

Hostos Community College is located at 149th Street and the Grand Concourse in the Bronx. The east and west side of the College are linked by a pedestrian bridge that has become an icon for the College, as well as a major public space for students to gather. The College consists of several facilities. The “A” Building at 475 Grand Concourse houses administrative offices, academic classrooms and science labs. An addition to the building was constructed in 1990 and dedicated as: The Shirley J. Hinds Allied Health and Sciences Building; the expanded building contains a modern library with an on-line bibliographic system, state-of-the-art laboratories for the College’s programs in Radiologic Technology, Chemistry, Biology, Physics, and Nursing. The Hostos Children’s Center, licensed by the State of New York, is also located in the “A” Building.

The “B” Building at 500 Grand Concourse contains classrooms, academic and administrative offices, the administrative computing center, Academic Computing Center, the Dental Hygiene Program, and the Admissions Office. Directly adjacent to the B Building and linked at the 4th and 5th floors, is the East Academic Complex at 450 Grand Concourse. Built in 1994, the “C” Building, as it is commonly referred to, is home to the College’s two theatres, athletic facilities – including a collegiate-size swimming pool and gymnasium, student organizations and club offices, the Counseling Center, the College’s cafeteria, a museum-grade art gallery, academic offices, classrooms, and computers labs, including a state-of-the-art Sound Studio. The Savoy Manor building, the “D” Building, located at 120 East 149th Street, houses the Offices of the Registrar, Bursar, Financial Aid, the Business Office, the Accessibility Resource Center (ARC) and Career Services.

In 2012, a facilities master plan amendment was developed and approved by the Board of Trustees of CUNY. The master plan serves as a guide to for future development of the Hostos Community College campus; it identified a constant pressure for space and the need to renovate and reorganize existing facilities. In an immediate response to the need for space, the College has expanded further west, renting property at the Bronx Terminal Market since 2013 for the CUNY Language Immersion Program (CLIP).

In the Spring of 2022, a college advisement center, which hosts several programs, including the ASAP and the Student Success Coaching Unit, opened a rental space at 429 Grand Concourse. In addition, planning for the College’s new Allied Health and Sciences Building Complex, which will expand the College’s footprint and make a significant dent in the College’s space deficit, has begun.

On March 30, 2023, the Hostos Community College Research Center (HRC) opened its doors, bringing to the campus a dynamic new learning laboratory for students and enhancing the college’s capacity to produce academic and community-based research. Funded in part by the generous \$15 million gift from MacKenzie Scott, the HRC has a range of goals focused on improving student success. The new research center aims to promote research on teaching that advances high-impact educational practices and increase students’ access to professional experiential activities. Established in 2022 as an innovative and collaborative community-focused research endeavor, the center is also meant to have an impact beyond the Hostos campus by bringing together faculty of all levels to collaborate on projects that serve the South Bronx.

## **History**

Eugenio María de Hostos Community College, established in 1968 when a diverse group of community advocates demanded the creation of a higher-education space in the South Bronx, is a college with character, a college with a conscience. Hostos was founded with the visionary ideals of justice and equity for all; it is a place where people who speak languages other than English at home and maintain strong ties with homelands outside the continental U.S. can belong.

In September 1970, Hostos admitted a charter class of 623 students at the site of a former factory located at 475 Grand Concourse. By June of 1974, the enrollment had increased to over 2,000 students. To ease an increasing space shortage, the State Legislature passed a special bill to acquire the “500 Building” on the Grand Concourse across from the original site. On June 9, 1976, the State Legislature guaranteed the existence of the College with passage of the Landes Higher Education Act.

Initially when Hostos first opened in 1968, classes were held in a renovated tire factory at 475 Grand Concourse. The College’s growing enrollment led to the purchase and renovation of an office building at 500 Grand Concourse. In the mid-1980s, a facilities master plan was developed, resulting in the construction of 450 Grand Concourse and the renovation and expansion of the original structure at 475 Grand Concourse.

Fast forward through the tough, Bronx is Burning days of the ‘70s, through the rebuilding that began in the ‘80s and now, today--walking through the South Bronx, the boom of construction is apparent. Most notably the Yankee Stadium Redevelopment Project (2), just a few blocks from Hostos, revitalized Macombs Dam Park, Mill Pond Park, River Avenue Park and the Rupert Plaza, and the 157th Street Pedestrian Promenade. Today, the Bronx is still burning, only now it is with the energy of baseball players, teens in the local skateboard park, ideas germinating at Pregones Theater (3), and, of course, in the people with fiery dreams of higher education and professional success.

Hostos has flourished and grown along with the South Bronx. In 1970, Hostos’ nascent campus consisted of a single building--an abandoned tire factory. In 1976, NY State Legislature included a guarantee of Hostos’ existence in the Landes Higher Education Act, and, along with the blossoming South Bronx community, the campus continued to grow.

More than five decades later, Hostos now has six buildings, including science, writing, and computer labs; physical education facilities (including a fitness room, a gym with basketball courts, and an indoor swimming pool); and three theaters. Hostos now has five divisions which are adeptly led by President, Dr. Daisy Cocco De Filippis. The Hostos Center for the Arts & Culture (HCAC), which showcases traditional art forms as well as emerging and internationally renowned artists, is one of the pre-eminent Latino arts centers of the Northeast. Enrollment also expanded quickly: the college’s charter class had 623 students. By June 1974, more than 2000 students were enrolled. Today, Hostos’ headcount enrollment is approximately 6,000 students.

As the college and the South Bronx have flourished and grown, the college has continued to deepen its roots within the surrounding community. The Division of Continuing Education and Workforce Development (CEWD) offers approximately 200 professional-development courses and 70 certificate bearing training programs, with nine offering non-credit to credit articulations into six Hostos degree programs, many of them through community partnerships. In 2020 the President created a Community Advisory Council through which community members serve to help identify partnership opportunities between Hostos and the community.

At its core, Hostos’ mission has always been about social justice, equity, diversity, inclusion and success for students who often get left behind. The elements of Hostos’ social justice and equity approach to higher education were distilled and refined a decade ago. Today Hostos’ six mission pillars remain strong:

- Provide access to higher education
- Develop linguistic, mathematical, technological, and critical-thinking proficiencies
- Foster intellectual growth and lifelong learning
- Facilitate socio-economic mobility
- Celebrate diversity and multiculturalism

- Serve as a community resource

### **Mission**

Consistent with the mission of CUNY to provide access to higher education for all who seek it, the mission of Hostos is to offer access to higher education leading to intellectual growth and socio-economic mobility through the development of linguistic, mathematical, technological, and critical thinking proficiencies needed for lifelong learning and for success in a variety of programs.

Hostos takes pride in its historical role in educating students from diverse ethnic, racial, cultural, and linguistic backgrounds. An integral part of fulfilling its mission is to provide transitional language instruction for all students learning English as a second language along with offerings to foster a multi-cultural environment for all students. The College is determined to be a resource to the South Bronx and the other communities served by the College by providing continuing education and cultural events for the further development of the communities it serves.

**Appendix A** displays an organization chart.

### **Policies**

As a unit of The City University of New York (CUNY), we adhere to federal, state, and city laws and regulations on non-discrimination and affirmative action, including: 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, the Age Discrimination Act of 1975, New York State Human Rights Law and New York City Human Rights Law.

Protected groups identified in Executive Order 11246 are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and Women. CUNY's Chancellor designated Italian Americans as a protected group in 1976 and we produce a separate plan for Italian Americans.

CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website.

**Appendix B** provides the text of the major policies.

Management reaffirms its non-discrimination policies annually. **Appendix C** contains the most recent reaffirmation letter, issued August 31st, 2022.

<https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/>

### **Responsibilities**

The entire community participates in promoting diversity and inclusion. Additionally, we have assigned certain specific responsibilities.

### **The President**

The President, Daisy Cocco De Filippis, PhD. oversees affirmative action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations and university policies. The President designates personnel to manage affirmative action, compliance and diversity programs. Personnel include the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator. The President ensures they have authority, staffing, and other resources to fulfill their assigned responsibilities. The President communicates commitment to equal employment opportunity, including an annual reaffirmation, and issues required reports, including this affirmative action plan.

### **Chief Diversity Officer**

The President has designated Philip Oliveri, Esq. as Chief Diversity Officer (CDO) and Responsible Official who:

- Provides confidential consultation for, investigates, and resolves discrimination/harassment complaints
- Distributes new and revised policies and notices, integrating them into training programs, search committee orientations, websites, and other communications
- Evaluates affirmative action programs and initiatives
- Prepares and communicates affirmative action plan reports
- Consults with hiring teams and managers on recruitment and selection, overseeing recruitment plans and effective recruitment/selection strategies
- Participates in CUNY initiatives promoting diversity and inclusion.

The Chief Diversity Officer (or designee) completed the OFCCP's on-line certification of compliance with affirmative action program requirements prior to June 30, 2023.

### **College Officials**

Executives, department chairpersons, managers, and supervisors are critical partners in equal employment and affirmative action programs. They help ensure compliance with regulations and policies, foster an inclusive environment, and help develop and implement affirmative action programs.

### **Committee(s) on Diversity and Inclusion**

A standing committee advises the President on diversity and affirmative action, reviews the impact of policies on the governance plan, develops and implements strategic diversity plans, and promotes programs to reflect pluralistic values and goals.

Members of the Affirmative Action, Diversity, Equity & Inclusion Committee in this past year were:

- Nancy Genova, Behavioral and Social Sciences
- Stacey Cooper, Behavioral and Social Sciences
- Charles Rice-Gonzalez, English
- Hector Soto, Behavioral and Social Sciences
- Elys Vasquez-Isca, Education
- Emmanuel Alberto Velayos Larabure, Humanities
- Elbagina Bonilla, Student Development and Enrollment Division
- Philip Oliveri, Chief Diversity Officer

Beginning in Spring 2022, Hostos began the process of creating a strategic plan for 2023-2028. As a part of that process, working group #2 was created to develop a plan to understand where the college stood and where the college is going surrounding issues of ethnic, racial, cultural and linguistic diversity and



multiculturalism.

Committee members in this past year were:

- Heidi Bollinger, Co-Chair, English
- Toya Pigford, Co-Chair, Financial Aid
- Jacinta Patrice-George, Office of Academic Affairs
- Clara Neito-Wire, Mathematics
- Raymond Perez, Director-Accessibility Resources
- Eugena Griffin, Behavioral and Social Sciences
- Wendy Small-Taylor, Office of Academic Affairs
- Victor Torres-Velez, Humanities
- Jose Garcia, Public Relations
- Helen Chang, Behavioral and Social Sciences
- Elbagina Bonilla, Student Development and Enrollment Management

**University Management**

CUNY's University Office of Recruitment and Diversity (ORD) within the University Human Resources unit establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs described in this plan and maintains systems for data collection (including self-identification) and job postings.

## **PART TWO: DATA AND ANALYSIS**

### **Collecting Employee Data**

In early July 2023, we extracted data on full-time and part-time employees active as of June 1, 2023 from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical leave and fellowship/ sabbatical leave. We do not include personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or people employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. We last conducted a system-wide self-identification canvas in 2023. On April 24, 2023, Hostos contacted employees via email and invited all employees to update their personal information providing them with the opportunity to self-identify. Included in that email was an FAQ document explaining the reasons for collecting this data, and stressed that providing this information is voluntary. We also invite job applicants to self-identify on the job application portal.

Of 1,238 employees (which includes both full-time and part-time employees), 5 employees did not identify a gender and 3 employees did not identify a valid race/ethnicity category. Anyone who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group. 1,224 employees did not identify a veteran status and 1,201 did not identify a disability status.

### **Self-Identification Categories**

We use the following categories to evaluate representation by race/ethnicity for the federal affirmative action plan:

- Total Minorities (all groups other than White, reported as a single category)
- Asian (consolidates Asian, Hawaiian, and Other Pacific Islander)
- Black/African American
- Hispanic/Latino
- White (not a protected group).

We record a person identifying as both Hispanic/Latino and some another group as Hispanic/Latino, and not as Two or More Races. American Indian/Alaska Native and Two or More Races are included under Total Minorities but not separately reported.

Consistent with long-standing agreements, we ask employees to self-identify Italian American status, and create a separate Italian American affirmative action plan. We also invite employees to optionally provide data on their ancestries from a list of approximately sixty categories.

CUNY provides for six categories of gender identification, but we must use federally-mandated categories for purposes of this plan ("male" and "female"). Currently, only persons specifically identifying as "female" are included in the federally-protected gender category.

The federal government is in the process of preparing new standards for self-identification expected to impact future Affirmative Action plans.

## **Analyzing Data**

We analyze workforce data as mandated to promote a complete assessment, covering:

- Workforce Analysis (Evaluating employment within organizational units/departments)
- Job Group Analysis (Analysis of job groups and academic disciplines)
- Utilization Analysis (Comparisons with labor market availability measures)
- Transaction Analysis (Reviews of Personnel Actions, Recruitment and Hiring, and Compensation).

We rely on methods provided by the US Department of Labor's Office of Contract Compliance Programs (OFCCP), in particular, the *Educational Institutions Technical Assistance Guide (2019)*.

## **Workforce Analysis**

Workforce Analysis is a review of employees' organizational placement (i.e., by their assigned division and department). We review the data organized by job title in order of rank or salary grade.

Due to length, Workforce Analysis charts are not included here. The next two charts summarize the composition of the workforce by job group and by tenure status (for faculty).

## Workforce by Job Group and Category (excludes Chief Executive)

June 1, 2023

Hostos CC

Total Appointments: 1,237

### Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	17	11	64.7%	12	70.6%
Admin 2: Managerial	65	36	55.4%	51	78.5%
Admin 2: Managerial Adjunct	64	35	54.7%	44	68.8%
Managerial: Facilities	2	0	0.0%	1	50.0%
Managerial: Info Tech	1	0	0.0%	1	100.0%
Managerial: Security	3	2	66.7%	2	66.7%

### Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	132	71	53.8%	73	55.3%
Faculty: Librarian	10	8	80.0%	6	60.0%
Faculty: Instructor	1	0	0.0%	1	100.0%
Faculty: Lecturer	36	19	52.8%	28	77.8%
Faculty: Lecturer Adjunct	161	75	46.6%	119	73.9%
Faculty: Professoriate Adjunct	151	87	57.6%	88	58.3%
Faculty: Developmental	15	10	66.7%	10	66.7%
Faculty: Developmental Adjunct	4	4	100.0%	3	75.0%
Faculty: Continuing Education	44	22	50.0%	38	86.4%

### Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 3: Professional	117	89	76.1%	105	89.7%
Disability Accommodation Specl Adjunct	7	4	57.1%	7	100.0%
Info Tech: Professional	13	3	23.1%	13	100.0%
Info Tech: Professional Adjunct	2	0	0.0%	2	100.0%
Nurse	1	1	100.0%	1	100.0%

### Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	1	1	100.0%	1	100.0%
Administrative Assistant	7	5	71.4%	7	100.0%
Office Assistant	40	33	82.5%	36	90.0%
Office Assistant Adjunct	216	134	62.0%	211	97.7%
Mail Services Worker	4	1	25.0%	4	100.0%

### Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician	12	6	50.0%	9	75.0%
Admin 4: College Lab Technician Adjunct	8	2	25.0%	7	87.5%
Broadcast-Media Adjunct	20	3	15.0%	5	25.0%
Info Tech: Technician	4	1	25.0%	4	100.0%
Info Tech: Technician Adjunct	3	0	0.0%	3	100.0%

### Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
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## Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	2	0	0.0%	0	0.0%
Skilled Trades: Not Supervisory	9	0	0.0%	5	55.6%
Laborers and Helpers	6	0	0.0%	5	83.3%
Basic Crafts-Buildings and Grounds	7	0	0.0%	4	57.1%

## Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	7	1	14.3%	7	100.0%
Campus Peace Officer	13	2	15.4%	12	92.3%
Campus Security Assistant	5	2	40.0%	4	80.0%
Custodial: Supervisory	6	0	0.0%	6	100.0%
Custodial: Assistant	21	9	42.9%	21	100.0%

## Full-Time Faculty by Title and Tenure Status

June 1, 2023

### Hostos CC

**Total Faculty: 194**

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2022-2023 academic year (effective 9/1/2023)

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
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#### Faculty: Developmental

CLIP Instructor	7	4	57.1%	5	71.4%
Instructors and others PSC	7	4	57.1%	5	71.4%
CUNY Start Instructor	8	6	75.0%	5	62.5%
Instructors and others PSC	7	5	71.4%	4	57.1%
Substitute >=6 Mo Or Prior Ben	1	1	100.0%	1	100.0%

#### Faculty: Instructor

Instructor	1	0	0.0%	1	100.0%
Instructors and others PSC	1	0	0.0%	1	100.0%

#### Faculty: Lecturer

Lecturer	32	18	56.3%	25	78.1%
CCE Certificate Continuous Emp	18	9	50.0%	15	83.3%
Lecturer track CCE	9	7	77.8%	6	66.7%
Substitute >=6 Mo Or Prior Ben	5	2	40.0%	4	80.0%
Lecturer Doc Sch	4	1	25.0%	3	75.0%
CCE Certificate Continuous Emp	1	0	0.0%	0	0.0%
Lecturer track CCE	1	1	100.0%	1	100.0%
Substitute >=6 Mo Or Prior Ben	2	0	0.0%	2	100.0%

#### Faculty: Librarian

Asst Professor-Librarian	5	4	80.0%	4	80.0%
Tenured	4	3	75.0%	4	100.0%
Track Tenure	1	1	100.0%	0	0.0%
Assc Professor-Librarian	3	2	66.7%	1	33.3%
Tenured	3	2	66.7%	1	33.3%
Professor-Librarian	2	2	100.0%	1	50.0%
Tenured	2	2	100.0%	1	50.0%

#### Faculty: Professoriate

Asst Professor	46	25	54.3%	32	69.6%
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**Full-Time Faculty by Title and Tenure Status****June 1, 2023****Hostos CC****Total Faculty: 194**

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2022-2023 academic year (effective 9/1/2023)

<b>Title</b>	<b>Ttl Empls</b>	<b>Female #</b>	<b>Female %</b>	<b>Minority #</b>	<b>Minority %</b>
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**Faculty: Professoriate**

Asst Professor	46	25	54.3%	32	69.6%
Tenured	12	4	33.3%	8	66.7%
Track Tenure	34	21	61.8%	24	70.6%
Assc Professor	44	25	56.8%	21	47.7%
Tenured	44	25	56.8%	21	47.7%
Professor	42	21	50.0%	20	47.6%
Tenured	42	21	50.0%	20	47.6%

## Job Group Analysis

Job Group Analysis is a review by job function, evaluating employee data according to groups of jobs with similar duties and qualifications. A major input is the federal Standard Occupational Classification (SOC) coding system. Job Groups are organized into categories based on the federal EEO-1 coding system.

CUNY also reviews faculty by academic discipline. CUNY assigns most faculty departments to disciplines as per the US Department of Education's Classification of Instructional Programs (CIP). CUNY analyzes data about College Laboratory Technicians by assigning departments to one of two categories: Scientific/Engineering/Technical or a General (non-scientific) category.

The Utilization Analysis (see next section) provides detail on job groups and academic disciplines.

## Utilization Analysis

We compare CUNY's workforce with an estimate of the general labor market by job group. We evaluate utilization for females, major federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Minorities (adding American Indian/Alaska Native and Two or More Races)).

### **Labor Market Source Data**

Labor Market Availability is an estimate used to benchmark staffing of persons in protected groups by job group. It represents the proportion of each group available for employment in the labor market for jobs CUNY fills. This information is based upon an external labor market in a reasonable geographic area, and an internal labor market of personnel at CUNY eligible to be advanced into certain jobs.

- For external candidates except some faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (IPUMS). Data is extracted based on a combination of geography, labor force participation, occupation, and educational attainment, depending on job group.
- For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2022 time period and consulted with CUNY's Director of Civil Service Operations. Internal demographics are based on the last plan census date (June 1, 2022).
- For faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data, 2020-2021 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

It is not possible to determine a highly exact estimate of the labor market for a given job group. For one thing, all calculations are based on historical data. It is important to consider both the calculations and the resulting findings to be general indicators.

We calculate underutilization for groups with a minimum of five incumbents, with the caveat that analyzing groups of less than 30 employees may generate less reliable results.

The President's position reports outside of our establishment and is not included in any job group.

We report underutilization where the percent of personnel belonging to a protected group is less than 80% below the labor market estimate, and the difference is equal to at least one full-time equivalent employee.



The following illustration may help explain this calculation:

*Illustration: Utilization and Underutilization*

If a job group has 10 personnel and 50% of the available Labor Market is female, we expect 50% of personnel in that job group to be female.



In our example, there are 3 females in the job group (less than 4). Therefore, females are underutilized as compared with the Labor Market.



Underutilization is based on females represented at 80% of the job group or more; in this case, four or more.



**Appendix D** details utilization/underutilization in each category (job group and/or academic discipline). Where there is underutilization, we prioritize that job group for setting placement goals and conducting outreach when there are hiring or advancement opportunities.

Year-to-year variations in underutilization arise from a combination of changes in availability, hires, advancements, and separations. It is usually not possible to pinpoint a single, direct cause of most changes, particularly in the smaller job groups.

The following pages summarize staffing and underutilization for each job group.

Hostos CC

This is a summary of underutilization of protected groups by Job Group and Discipline in faculty ranks. We report combinations of Job Group and Discipline only in the years each has five or more incumbents.

This summary reports underutilization as follows:

- 2020 - 2021 Plan (as of 6/1/2020)
- 2021 - 2022 Plan (as of 6/1/2021)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2023 - 2024 Plan (this plan, as of 6/1/2023)

In 2023, we updated Labor Market Availability estimates for the 2023 Plan Year, which could impact results. See the Narrative for details.

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

**Faculty: Professoriate**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
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Biological and Biomedical Sciences AND Physical Sciences

2023	19			1	
2022	20			1	
2021	20			1	
2020	20			1	

Business, Management, Marketing and Support

2020	6	1			
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Education

2023	15		1		
2022	16		1		
2021	15		1		
2020	19		1		

English Language and Literature/Letters

2023	21			1	
2022	21			1	
2021	24			1	
2020	24			1	

Health Professions and Related Programs

2023	25				
2022	23				
2021	23				
2020	25				

Liberal Arts and Sciences, General Studies & Humanities

2023	16		1	2	
2022	16		1		
2021	18		1		

**Faculty: Professoriate**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
-------------	--------	----------------	--------------------	--------------------	------------------

Liberal Arts and Sciences, General Studies & Humanities

2020	19		1		
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Mathematics and Statistics

2023	16				
2022	15				
2021	14				
2020	16				

Social Sciences

2023	17				
2022	18				
2021	18				
2020	18				

**Faculty: Librarian**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
-------------	--------	----------------	--------------------	--------------------	------------------

Library (Librarians/Non-Teaching)

2023	10				
2022	10				
2021	10				
2020	10				

**Faculty: Lecturer**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
-------------	--------	----------------	--------------------	--------------------	------------------

Education

2023	6	2			
2022	6				
2021	6				
2020	6				

English Language and Literature/Letters

2023	6	1			1
2022	5	2			1
2020	5	2			1

Liberal Arts and Sciences, General Studies & Humanities

2023	6	1		1	
2022	5	1		1	
2020	5	1		1	

Mathematics and Statistics

2023	6		1		
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**Faculty: Lecturer**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
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Mathematics and Statistics

2020

7	1		1		
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**Faculty: Developmental**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
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Education - Developmental

2023

15			1		
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2022

17					
----	--	--	--	--	--

2021

17					
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2020

17					
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Hostos CC

This is a summary of underutilization of protected groups for staff Job Group and EEO Category. We report Job Groups only in the years each has five or more incumbents.

This summary reports underutilization as follows:

- 2020 - 2021 Plan (as of 6/1/2020)
- 2021 - 2022 Plan (as of 6/1/2021)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2023 - 2024 Plan (this plan, as of 6/1/2023)

In 2023, we updated Labor Market Availability estimates for the 2023 Plan Year, which could impact results. See the Narrative for details.

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

**Executive/Administrative/Managerial**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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Admin 1: Executive

2023	17				
2022	15				
2021	15				
2020	13				

Admin 2: Managerial

2023	65		4		
2022	63		3		
2021	62		5		
2020	71		5		

**Professional Non-Faculty**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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Admin 3: Professional

2023	117		15		
2022	134		10		
2021	141		11		
2020	142		10		

Info Tech: Professional

2023	13	2	1	1	
2022	13	3		1	
2021	14	3	1	1	
2020	16	4	1	1	

**Administrative Support Workers**

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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### Administrative Support Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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Administrative Assistant

2023	7	1		1		
2022	7	1		1		
2021	7	1		1		
2020	8			1		

Office Assistant

2023	40			5		
2022	44			2		
2021	42			1		
2020	46			2		

### Technicians

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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Admin 4: College Lab Technician

*College Lab Tech: Science, Tech, Eng.*

2023	8			1		
2022	8			2		
2021	8			2		
2020	8			2		

Info Tech: Technician

2021	5				1	
2020	5				1	

### Craft Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
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Basic Crafts-Buildings and Grounds

2023	7	1		1		1
2022	7		2	1		1
2021	6		2	1		2
2020	8		2	1		2

Laborers and Helpers

2023	6	1				
2022	6	1				
2021	6	1				
2020	6	1				

Skilled Trades: Not Supervisory

2023	9					
2022	11					
2021	11					
2020	10					

**Service Workers**

Campus Peace Officer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2023	13	2		1	4	
2022	18					
2021	18					
2020	18					

Campus Public Safety Sergeant

2023	7	1			1	
2022	6				2	
2021	6				2	
2020	6				1	

Campus Security Assistant

2023	5					
2022	5					
2021	6					
2020	6					

Custodial: Assistant

2023	21			1		
2022	25			1		
2021	24	2		1		
2020	31			2		

Custodial: Supervisory

2023	6	2				
2022	8	1				
2021	7					
2020	7					

## Utilization, Underutilization, and Placement Goals

Hostos Community College continues to be exemplary in the employment, promotion, and retention of a diverse and multi-cultural workforce. Women and minorities continue to represent a majority of the College's fulltime employees.

At the end of 2022-23 Reporting Year (June 1, 2022–May 31, 2023), Hostos had a total of 558 full-time, permanent employees. Of that total number, 430 (77%) were members of a protected ethnic/racial group and 312 (56%) were women. Of the College's 194 full-time employed faculty, 118 are members of a protected ethnic/racial group and 108 are women. We note that more than half of the faculty are members of a protected class, and more than half are women.

Hostos had a total of 630 part-time employees. Of that total number, 527 (76%) were members of a protected ethnic/racial group and 366 (54%) were women. Of the College's 360 part time/adjunct faculty, 248 are members of a protected ethnic/racial group and 188 are women. We note that more than half of the part time/adjunct faculty are members of a protected class, and more than half are women.

Faculty Affirmative Action Units ("AAUs") are broken out into several groupings across the academic disciplines. There are fourteen AAUs in total.

The Faculty groupings are:

- Faculty-Developmental
- Faculty-Lecturer
- Faculty-Librarian
- Faculty-Professorial

The Academic Disciplines are:

- Biological and Biomedical Sciences and Physical Sciences
- Business, Management, Marketing and Support Services
- Education
- Education-Developmental
- English Language and Literature/Letters
- Health Professions and Related Programs
- Liberal Arts and Sciences, General Studies and Humanities
- Librarian
- Mathematics and Statistics
- Social Sciences

For the Faculty-Professorial group, Hostos has continued to have no underutilization in the Health Professions and Related Programs, Mathematics and Statistics, and Social Sciences Affirmative Action Units (AAUs).

For the Faculty – Lecturers group there is some underutilization, but there is no underutilization greater than two in any of these AAUs. There was also a reduction and/or elimination of underutilization in three AAUs in this faculty group.

As was the case last year, there continues to be no underutilization in the Faculty Librarian AAU.



While Hostos did not have any underutilization in the Faculty – Developmental group/AAU last plan year (Fall 2022), this year there has been an increase of underutilization of Asians in this faculty group/AAU.

In the majority of the College’s Faculty - Professorial AAUs where underutilization exists, self-identified Asians and Blacks are the affected minority groups. The College continues to make good faith efforts to recruit a diverse applicant pool. The lack of representation reflects the low availability rate in these disciplines. It is important to note that the underutilization is not greater than 1 in any of these categories.

The diverse and multi-cultural workforce can also be seen in the College’s full-time staff where women and minorities continue to represent a major portion of the College’s employees. Overall, the College has 364 full-time staff employees, 312 (85.7%) of whom are members of a protected ethnic/racial group. In addition to the 364 full-time staff, 204 (56%) are women. This data demonstrates that Hostos continues to have and embraces a truly diverse and multi-cultural workforce.

During the 2019-2020 reporting period, underutilization of Blacks was eliminated in two of the Administrative AAUs. That elimination remains. The underutilization for Blacks has been eliminated in most Staff AAUs. Blacks continue to be underutilized by 1 in the IT Computer Professional AAU. Underutilization of Blacks decreased by 1 in the Campus Safety Sergeant AAU, and increased by 4 in the Campus Peace Officer AAU. Underutilization of Blacks was eliminated in the Skilled Trades- Non-Supervisory AAU.

During this reporting period there was an increase in the underutilization of women in the Basic Crafts-Building and Grounds AAU. The underutilization of Hispanics in Basic Crafts-Building and Grounds remains unchanged. There continues to be no underutilization of females in the Custodial Assistant AAU. The Underutilization of females increased by 1 in the Custodial Supervisory AAU.

Underutilization exists in the other AAUs. The AAU of Administration 3 remains underutilized in Asians, which are underutilized by 15 in that category. This is an increase by 5 compared to last reporting period. The Administration 2 AAU is also underutilized in Asians by 4. This is an increase by 1 as compared to the last reporting period. Due to changes to the Labor Market Availability for this year’s Affirmative Action Plan, the Market Availability for Asians in the Administration 3 AAU has increased to 16.5%, and the Market Availability for Asians in the Administration 2 AAU has increased to 14.2%.

A number of concurrent factors may influence changes in underutilization and it is not always possible to pinpoint an exact cause. The fact that the University updated job groupings and Labor Market Availability for this plan year might influence findings for some groups, although typically these changes are not major. Employee turnover and opportunities to hire may also influence findings, especially with smaller groups, as will the actual date of the hires.

In reviewing the results of this year’s utilization analysis (2023) as compared with last year’s analysis (2022), we observed the following differences:

### **Staff**

#### **Administration II**

Underutilization of Asians increased from 3 to 4. There continues to be no additional underutilization.

#### **Administration III**

Underutilization of Asians increased from 10 to 15. There continues to be no additional underutilization.

### **IT Computer Professional**

Underutilization of Asians increased by 1. Underutilization of Females decreased by 1.

### **Office Assistant**

Underutilization of Asians increased from 2 to 5. There continues to be no additional underutilization.

### **Basic Crafts-Building and Grounds**

Underutilization of Females increased by 1. Underutilization of Total Minority was eliminated.

### **Custodial Assistant**

Asians are underutilized by 1. This remains unchanged from last year's AAP.

### **Custodian Supervisory**

Underutilization of females increased from 1 to 2. Underutilization for Asians was eliminated.

### **Campus Public Safety Sergeant**

Underutilization for Females increased from 0 to 1. Underutilization for Blacks decreased from 2 to 1. There continues to be no additional underutilization.

### **Campus Peace Officer**

Underutilization of Females increased from none to 2. Underutilization of Blacks increased from none to 4. Underutilization of Asians increased from 0 to 1.

### **College Laboratory Technicians (Administration 4)**

Underutilization of Asians decreased from 2 to 1.

President Daisy Cocco De Filippis meets regularly with the CDO and has made clear that diversity and inclusion will continue to be a priority at Hostos and that she will ensure Hostos continues to consider underrepresented groups when filling open positions in the College.

## **Transaction-Based Analyses**

### **Personnel Activity**

We review personnel actions for adverse impact. This means that we compare rates of hiring, promotion and termination of employees by gender and ethnicity and note material differences. We review activity for all job groups and report the results here for groups with a material number of actions and/or applicants.

**Appendix E** summarizes job actions, including tenure, by Gender and Ethnicity.

Given system limitations, we produce an estimate of net changes by job group. We compare employee title changes between two reference dates (June 1, 2022 and June 1, 2023). This method produces a reasonable estimate but may leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations. Employees who change job groups and/or transfer between CUNY units are reported as separated from the first job and appointed to the second job. Federal guidelines state adverse selection may occur when any one group (protected or not) has a rate of hire, advancement or separation less than 80% of the rate of the most-selected group.

Tenure is a permanent status granted to professorial faculty and College Laboratory Technicians. Lecturers are eligible for a similar status, Certificate of Continuous Employment (CCE). Lecturers and College Laboratory Technicians are eligible after meeting service requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President.

Table 4: Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Protected Ethnicities	Tenure Awards Denied
Professors	N/A	N/A	N/A	N/A
Associate Professors	3	2	3	N/A
Assistant Professors	2	0	2	N/A
Lecturers	1	1	1	N/A

Additionally, 0 College Faculty were either appointed or continued in the rank of Distinguished Professor, an award of merit recognizing extraordinary academic achievement. 0 Distinguished Professors are female and 0 Distinguished Professors are members of protected ethnicities.

No applications for early tenure were submitted for Academic Year (AY) 2022-23.

**Recruiting Activity**

CUNY is committed to equitable practices to recruit a diverse and highly qualified workforce. The Chief Diversity Officer reviews applicant data and recruiting outcomes to determine if there is a need to adjust recruiting and outreach plans.

Prior to posting a job vacancy, the Chief Diversity Officer reviews the physical and mental qualifications and the posting language in general. They also review recruiting plans for intended outreach. We post open positions on our Careers page, <https://cuny.jobs> and open Civil Service examinations on the CUNY Civil Service web page, <https://www.cuny.edu/about/administration/offices/hr/classified-civil-service/notice-of-exams-noe/>.

We invite candidates to voluntarily self-identify gender, race/ethnicity, disability status, and veteran status.

We conduct most faculty and administrative hiring by appointing a diverse Search Committee for initial screening. The Chief Diversity Officer provides an orientation, or “charge”, to committee members on effective selection practices, including practices aimed at reducing potential for bias. The Chief Diversity Officer reviews applicant pools for sufficient representation and certifies pools prior to committee review, and reviews selections again as searches near completion. Committees refer finalist candidates to the hiring manager(s) for a final selection.

**Appendix F** summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2022 and May 31, 2023.

As per federal guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, is considered, and does not withdraw. We analyze applicant pools and selection rates for

interviews, offers, and hires.

We report all searches resulting in an offer during the previous plan year. For some searches, there is a time gap between offer and start dates. To avoid a lag in reporting, we include searches based on date of accepted job offer, even if the employee has not started work by June 1. This explains differences between the total hires in personal activity reports and completed searches in recruitment reports.

Over the course of the year, the college made 1 exception to the search process, known as a search waiver. The waiver process involves a review by the Chief Diversity Officer and a second review at CUNY’s System Office. A waiver may be granted in situations where it is highly unlikely we could fill the position competitively (such as unique qualification requirements). We also grant waivers for positions representing a transfer of funding sources.

Of 1 total waiver, 0 were awarded to females and 0 were awarded to members of protected ethnicities. 0 waivers represented initial hires. 1 waiver represented advancement of current personnel. 0 waivers represented transfers of funding and other reasons.

*Table 5: Search Waivers/Exceptions*

<b>Employee Group</b>	<b>Total Waivers</b>	<b>Waivers to Females</b>	<b>Waivers to Protected Ethnicities</b>
Executives (Admin 1 Job Group)	1	0	0
Higher Education Officer Series (Admin 2 and Admin 3 Job Groups)	0	0	0
Faculty (Professorial and Lecturer Group Groups)	0	0	0
Other (Describe)	0	0	0

**Civil Service Hiring**

We participated in 6 university-wide hiring pools for Classified Civil Service vacancies. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations. We report applicants expressing an interest in our unit at the hiring pools. CUNY’s Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam scores. The following is a list of pools and number of hires by group:

- Exam 2069 (CUNY Office Assistant- Office Assistant Job Group)- 6 Hires
- Exam 2064 (IT Support Assistant – Information Technology-Professional Job Group) – 7 Hires
- Exam 2059 (Campus Security Assistant – Campus Security Assistant Job Group) – 1 Hire
- Exam 2066 (Custodial Supervisor – Custodial: Supervisory Job Group) – 4 Hires
- Exam 2060 (Campus Peace Officer – Campus Peace Officer Job Group) – 1 Hire
- Exam 0794 (Maintenance Worker – Basic Crafts: Buildings and Grounds Job Group) – 1 Hire.

**Compensation**

We develop pay schedules according to bargaining unit contracts, Civil Service regulations, New York City Section 220 Prevailing Wage determinations, and university policies. Plans include the Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Plan, Classified Civil Service Plans

for Managerial and Non-Managerial Personnel, and Prevailing Wage schedules for Skilled Trades. CUNY's Trustees review and approve all pay plans.

The Chief Diversity Officer reviews overall practices such as:

- Setting of Starting Salaries
- Performance-Based Pay
- Pay Increases Upon Promotion
- Tracking of Compensation Decisions
- Document Retention
- Assignment of Overtime/Additional Assignments

The Chief Diversity Officer and Human Resources Director discussed compensation best practices and areas of risk with management on September 14, 2023.

## PART THREE: ACTION-ORIENTED PROGRAMS

This section provides a qualitative assessment of prior-year goal attainment and details efforts aimed at achieving next year's goals.

### 2022-2023 Prior Year Programs

Last year, we undertook the following to support affirmative action and create a climate of inclusion:

**The Black, Race and Ethnic Studies Initiative (BRESI)**- In March of 2022 CUNY established a Black, Race and Ethnic Studies Initiative with the goal of reimagining and transforming University Programs in Black, Race and Ethnic studies. During this reporting period, four Hostos professors were awarded Black, Race and Ethnic Studies Initiative (BRESI) Research Faculty Fellowships on behalf of the BRES Collaboration Hub at the CUNY Graduate Center: Dr. Eugena Griffin (Associate Professor, BSS) has received support for her project, "Race, Representation, and Cultural Studies."

Dr. Linda Ridley (Lecturer, BUS) has received support for her project, "A Symptomatic Study of the Relationship of Chattel Slavery to the Teaching of Business and Management."

Emmanuel A. Velayos Larrabure (Assistant Professor, Latin American & Caribbean Studies).

Víctor M. Torres-Vélez (Assistant Professor, Latin American & Caribbean Studies).

**Dominican Studies Association (DSA), X Biennial Dominican Studies Association Conference**- Hostos hosted this conference on December 1-3, 2022. The theme of the conference was *Reencuentro: Dominican Diversities and Identities*. This conference gathered international and well-known members of governments, organizational leaders, journalists, authors, artist and community leaders. The three-day conference attracted over 500 attendees representing 13 Countries, 92 Universities, and 28 cultural centers and professional institutions. DSA's mission is to support the diffusion of intellectual production by providing Dominican Studies scholars the opportunity to create supportive networks, cultivate alternative agendas beyond their respective institutions and address polemic issues impacting the homeland, local, and global Dominican diasporic communities. This year's conference theme celebrated the diversity in the Dominican culture and Dominican identities.

**The Center for Arts and Culture at Hostos ("The Center")** has distinguished itself as the College's centerpiece for promoting diversity and celebrating cultural traditions. The Center achieves this by showcasing the cultural traditions of the communities that the College serves, by presenting premiere festivals and concert series, live music concerts, art and photography exhibits, dance concerts, film presentations, and lectures.

The Center itself consists of a museum-grade art gallery, a 367-seat theater, and a 907-seat concert hall which produces and presents dance, painting, sculpture, drama and literary arts, from folk traditions to emerging artists.

A typical season includes a visual arts exhibition; periodic festivals featuring different cultural traditions; the Hostos Repertory Company; and an individual artists' program consisting of commissions and residencies.

The following is a sampling of events/performances held during the 2022 – 2023 season:

- Hostos Repertory Company presents A Tale of Two Spectators– November 16, 2022- November 18, 2022.
- Jane Bunnette & Maqueque Live at Hostos- November 17, 2022.
- 13th Annual South Bronx Folk Festival Finale Danza Fiesta - November 19, 2022.
- Longwood Art Gallery @ Hostos presents NY Latin American Art Triennial 2022 Abya Yala: Structural Origins exhibit from October 5-December 21, 2022.
- Lunar New Year Celebration: Year of the Water Rabbit (For Schools) - February 1, 2023.

- Thembelihle Dunjana: A Lecture-Demonstration with Music – March 9, 2023.
- Hamlet in Harlem - March 16, 2023.
- Xiomara Fortuna: Master Class with Music - March 30, 2023.
- Music From The Sole - Open Rehearsal- April 27, 2023.
- Hostos Repertory Company presents What You Will - July 26, 2023.
- NYC Gay Men’s Chorus in “Chasing Rainbows” - June 16, 2023.

**The Centennial Celebration of the Life and Times of the late Dr. Evelina Antonetty** was a week-long celebration scheduled in the Fall of 2022 honoring the memory of the great, late Puerto Rican activist and founder of the United Bronx Parents (UBP).

**Center for Teaching and Learning (CTL)**-The CTL continued to embrace a myriad of professional perspectives. It aims to embrace the extensive pedagogical, research and social backgrounds that the faculty brings to the institution and create collaboration within the faculty. The CTL together with the Office of Academic Affairs (OAA), continue to offer conversations on creating teachable moments revolving around visible and invisible diversity in the classrooms by developing workshops which build off prior dialogues.

The CTL continued with its college-wide initiative, Hostos Reads, that asks the community to bring ideas and exchange strategies for encouraging a culture of deep thinking and reading on campus. There was a pivot from designating a selection every year to introducing culturally relevant short pieces that could be quickly absorbed and discussed via ZOOM. Additionally, another college-wide initiative, Mindful Conversations, brought the college community together by discussing varying topics highlighting the intersectionality of the members of the Hostos community.

- Virtual Day Zero: Re-Imagining Community in Difficult Times. This year CTL focused its collaborative conversations on how we have had to re-invent ourselves both professionally and personally during these unprecedented times. Embracing the new reality that comes with heightened stress and anxiety conversations were had surrounding the need for the importance of caring for our mental health as a community and about lessons learn as we hopefully emerge from the pandemic.
- 14th Annual CTL Professional Development Day (a.k.a. CTL SPA DAY) Emergent Challenges to Teaching and Learning, Fostering Inclusion, Accessibility, Collegiality and Community. The program offered opportunities to reflect on the past academic year and how faculty have reinvented and rediscovered the future of teaching and learning and beyond. The day offered opportunities for professional development, networking and to participate in engaging activities.
- The CTL also continued to create short videos titled “Teaching Tidbits” – with the goal of providing resources, tips, reflections, tools and new teaching strategies.

**The Civility Committee’s** goal is to foster an inclusive, safe, considerate, equitable and respectful learning and working environment. The College encourages and promotes an environment of mutual respect among its diverse employees and student body. It is also committed to facilitating honest inquiry and free speech. Faculty, staff, and students all have a part to play in ensuring that members of the Hostos community are kind, respectful, and courteous to one another. During the Spring semester the committee was focused on sharing positive affirmations and inspirational quotes to the college community. There are plans to continue the Know Your Rights: Town Hall series. The following are a few of the events held during the last reporting period:

- “Voices on Respect,” an event to share thoughts on the meaning of **RESPECT**- March 28, 2023.
- Civility Affirmation Mondays- Every week, affirmations to inspire respect and kindness within the Hostos family are posted on the College Civility Committee’s site.

**International Women's Day** was celebrated at Hostos with an in-person panel discussion titled "Telling Our Stories," moderated by Professor Elizabeth Porter. In this in-person panel, students from the Fall 2022 section of Introduction to Women's and Gender Studies (WGS 100) reflected on topics related to women's and gender studies that relate to themes discussed in the course along with their lived experience.

**The Latin American Writers Institute (LAWI)** of Hostos Community College is an organization devoted to promoting Latin American, Latina/o, and Ibero- American literature in the United States and across borders. Since its founding at The City College of New York in 1987, LAWI has been devoted to promoting and disseminating the work of Latin American, Ibero-American, and U.S. Latina/o writers who write in Spanish, English, and other languages of the Americas, and reside in the United States. One of its main tools for doing so is the publication of Hostos Review/Revista Hostosiana, a multilingual literary journal devoted to promoting, showcasing, and disseminating the richness and plurality of this literary production.

LAWI also supports local communities of emerging and established writers and works to build bridges between US-based writers and their counterparts in Latin America, Spain, and other parts of the world by sponsoring and co-sponsoring creative writing workshops, literary readings, festivals, and conferences. In addition, the Institute functions as a clearing house on Latina/o and Latin American literature, with services available to professors, journalists, reviewers, translators, editors, and publishers.

In keeping with its goal of increasing intercultural understanding, LAWI's activities are designed for a multiethnic audience and seek to recognize and encourage cultural diversity in its membership and in all of its programs.

LAWI published its journal, the Hostos Review/Revista Hostosiana, as a call to speak and delve deeper into the Caribbean's untold history of blackness. "De las Condiciones Negras: Un Diálogo Entre el Caribe Francófono y el Caribe Hispano/ Des Conditions Noires: Un Dialogue Entre les Caraïbes Francophones et Hispanophones/ Black Conditions: A French-Spanish Caribbean Dialogue" is a tri-lingual— English, French, and Spanish—homage to the mostly (untold and) unexplored story on the plural intersectionality that exists in the Caribbean because of the numerous European imperial nations that took hold of the lands. The repercussions are felt, seen, and heard to this day, and language plurality is an obvious reminder of this history but has mostly gone unspoken about until now. LAWI and the Hostos Review/Revista Hostosiana published its new issue in October 2022. The issue is titled "Contemporary Nepantlas: Writing from Crossing Borders from The Americas/ Nepantlas Contemporaneos: Literatura Y Cruce De Fronteras En La Literatura De las Americas." Hostos Review/Revista Hostosiana no. 18 gathers texts in English, Spanish, and Portuguñol by authors from Mexico, Cuba, Venezuela, Brazil, Argentina, Honduras, Puerto Rico, the United States mainland and more.

The following was an event held by LAWI during the last reporting period:

- Women's History Month 2023 | Afro-Latina Women in Letters and Music- March 21, 2023.

**The Office of the President** continues to host activities on various topics and diverse initiatives. During the reporting period, the college continued to see key events such as "Black at Hostos" and Veladas Hostosianas - Hostos Culture Talks. Below is a sampling of programs and activities hosted by The Office of The President:

**"Black at Hostos"** is a town hall hosted by the Office of the President. With the goal of creating a space of open dialogue to discuss concerns of the black community and to educate and empower all members of the Hostos community, each session has a distinct focus and theme. The following are a few of the events held during the last reporting period:

- "Black Resistance in the Workplace" featuring Amazon Labor Union cofounders Jordan Flowers and Gerald Bryson- Amazon Labor Union (ALU) cofounders Jordan Flowers and Gerald Bryson discussed the formation and activities of the ALU, their work, and the importance of civic engagement in and out of the workplace, as well as discussing practical ways of increasing workers' strength.



- The Supreme Court's Relentless Battle Against Racial Progress - This town hall featured a lecture by Mark Joseph Stern, Senior Writer covering courts and law for Slate Magazine. Stern discussed the Supreme Court's relentless battle against racial progress and anticipated Supreme Court decisions on Affirmative Action and the Voting Rights Act that were announced in late spring/early summer of this last reporting period. Moderating the town hall was Professor Kathy Taylor of Naugatuck Valley Community College.

**The Educating for Diversity Initiative Grant Awards for Spring 2023-** The Educating for Diversity Initiative is generously supported by the Ms. MacKenzie Scott's Gift: President's Initiatives for Student Success, College Growth and Stakeholders' Engagement. The grants represent Hostos' continued commitment to fostering student and community engagement in scholarly discussions and creative activities that will spark dialogue and communal learning on important issues relevant to diversity, equity, and inclusion.

**The 5<sup>th</sup> Annual World Congress of Universities-** In commemoration of Hispanic Heritage Month, Hostos Community College and El Congreso Hispanoamericano de Prensa presented this event on September 16, 2022, which discussed opportunities and challenges in higher education for Latin America and the Caribbean.

**Veladas Hostosianas - Hostos Culture Talks** host distinguished guests from on and off the Hostos campus discussing topics that celebrate different experiences and backgrounds through conversations about present-day culture. This monthly event seeks to bring timely and culturally relevant conversations to the Hostos Community. The following are a few of the events held during the last reporting period:

- Celebrating the birthday and legacy of our namesake Eugenio Maria de Hostos, the January 2023 Veladas hosted two student leaders from the Student Government Association (SGA) who were in charge of blowing out the candles on behalf of Hostos.

- In March, during Women's History Month, Veladas featured Academy Award-nominated documentary filmmaker Tia Lessin, which featured clips from her work, talked about her vibrant career, setting up her own company and creating films like "Trouble the Water," "Citizen Koch," and "The Janes." This event was moderated by Hostos Professor Charles Rice-Gonzalez.

- In March, during Women's History Month, Veladas also featured students who read poems by Lucille Clifton (1936-2010), whose work, informed by her Black identity, is known for celebrating women's connection with their bodies in all forms, offering deep-reaching affirmations and generous acceptance. An open discussion followed that responded to the poetry and related stories.

- In March, during Women's History Month, Veladas featured Dr. Carol Quirke, Professor in the American Studies Department at SUNY Old Westbury, who presented material from her new book: "Dorothea Lange, Documentary Photography, and Twentieth-Century America: Reinventing Self and Nation."

- In February, Veladas presented a panel titled, A Legacy of Advocacy: Dominican Women and the Struggle for Representation. The panel consisted of four unique lectures by world-renowned Dominican Studies scholars: Hostos President Daisy Cocco De Filippis, Sherezada (Chiqui) Vicioso, Dr. Ramona Hernández, and Sarah Aponte. The event had a musical performance and a book draw.

**Love is Louder: A Campus Healing Workshop to Combat Bias and Bigotry-** On November 28, 2022, this workshop was coordinated to provide the college community an opportunity to come together; celebrate our diversity; learn how to best deal with hate crimes; and reaffirm our commitment to creating a safe and welcoming place for all.

**Campus Climate Initiative-** Celebrating diversity and multiculturalism is one of Hostos' mission pillars that we strongly adhere to by promoting a respectful, equitable, inclusive, and safe organizational culture that

values diversity and seeks to be free of discrimination and harassment. At Hostos, diversity, equity and inclusion underpin all aspects of the college, from teaching and learning, recruitment and hiring, to campus celebrations. In the spring of 2023, as part of our Campus Climate Initiative, the Office of the President launched the Initiative by hosting a three-part “Silent Agreements and Implicit Biases” workshop series that included the following:

- **The Stories We Tell Ourselves** - a workshop designed to help participants identify the values, beliefs, and expectations present in our interactions with others; to explore how these beliefs and assumptions manifest in biases towards others in our daily interactions; and to become more self-aware about judgments and how they show up in the individual types of encounters we have with others.
- **Telling our Stories: Becoming Known** – a workshop designed to assist participants in telling their stories and describing the intersection of the varied identities they may embrace individually, and provide space to reflect on the unspoken beliefs, assumptions, expectations, and values that emerge to support building community.
- **Introduction to Building Team Trust and Our Shared Stories** – a workshop designed to help discover how our unwritten rules about relationships / interactions drive our thoughts and feelings about our workspace, and discover how the conclusions we draw from the past impact our teams: the people, the work, and the workplace.

**Interfaith Symposium and Luncheon-** On March 14, 2023, Hostos brought together leaders from different faith backgrounds to discuss the commonalities and invite all members of the Hostos community to engage in a constructive dialogue to increase awareness and understanding of our shared beliefs.

**AAPI Heritage Month Presentation and Panel-** In recent years, the Asian American community has been the target of violence and hate speech. Hostos delved into this topic and its impact on New York City in a panel discussion with leaders from the Asian American community including:

- NYS Senator John Liu, the first Asian American to win legislative office in New York in 2001;
- Queens College President Frank Wu, Law Professor and Former Obama Administration Appointee to Chair the DOE National Advisory Committee on Institutional Quality and Integrity; and
- Soniya Munshi, Associate Professor of Ethnic and Race Studies at Borough of Manhattan Community College and Interim Executive Director of the Asian American/Asian Research Institute.

## 2023-2024 Planned Programs

In this section, we affirm placement goals and key initiatives:

**The Black, Race and Ethnic Studies Initiative (BRESI)-** In March of 2022 CUNY established a Black, Race and Ethnic Studies Initiative with the goal of reimagining and transforming University Programs in Black, Race and Ethnic studies. Proposals by Hostos faculty will continue to be submitted in the hopes of being selected for funding awards.

**The Community Advisory Council (“CAC”)** formed in October 2020 by President Cocco De Filippis, is composed of approximately 75 members of College and state leaders from education, government, business, industry, and community groups as well as individuals currently represented in school systems, colleges and universities, health care, manufacturing, business groups, arts organizations, and human services agencies to have dynamic conversations and offer advice and feedback about our programs, services and plans in the hopes of strengthening the connections between our academic programs and workforce development. The council is for informational and advisory purposes and continues inform the College on how to move forward in the ever-changing educational and workforce landscape of the 21st century.

**Faculty Fellowship Publication Program (FFPP)** -Recognizing that publication of academic works is one of the key criteria for advancement, CUNY's Faculty Fellowship Publication Program aims at advancing the goal of a diverse professoriate through mentoring and educational programs which address preparing materials for publication. The Office of Academic Affairs will celebrate members of the Hostos faculty who have been invited to participate in the Spring 2024 cohort of the CUNY Faculty Fellowship Publication Program (FFPP).

**The Hostos Latin American Writers Institute (LAWI)** will continue to promote and disseminate the works of Latin American, Latina/o, and Ibero- American literature in the United States and across borders, and supporting local communities of emerging and established writers and works to build bridges between US-based writers and their counterparts in Latin America, Spain, and other parts of the world by sponsoring and co-sponsoring creative writing workshops, literary readings, festivals, and conferences. In addition:

- The Hostos Latin American Writers Institute (LAWI) will celebrate the launch of Hostos Review / Revista Hostosiana's 19th issue, titled "Hacia una cartografía medioambiental de Sudamérica/ Towards an Environmental Cartography of South America," with two presentations scheduled on October 11 and October 12.

**Center for Teaching and Learning (CTL)** - The CTL will continue to present Hostos Reads and will have discussions around a variety of short readings of different genres that relate to our times.

**The Wellness Center** will continue to offer workshops on Domestic Violence as well as workshops and resources for the all members of the Hostos Community focused on mental health, physical health and programs geared to pregnant and parenting members of the college community. For example, in conjunction with the **Division of Student Development and Enrollment Management (SDEM)**, the following physical and mental health programs are planned for the next reporting period:

- Bachata Dance Class, scheduled on a weekly basis- The social dance Bachata was created in the Dominican Republic during the 1960s and has become popular around the world. In addition to being fun, engaging in Bachata dance regularly is beneficial for one's health. Dancing Bachata enhances cardiovascular functioning, tones muscles, and improves flexibility, agility, strength, coordination, balance, and posture. It's also great for maintaining and increasing brain functioning.
- African Dance Class, scheduled on a weekly basis- African dance is an ancient choreographic tradition. The roots of traditional African dance are overwhelmingly spiritual. The dances are typically accompanied by vocal and percussive music that varies from ethnic group to ethnic group. Dances can represent prayer, emotional communication, rites of passage, and/or entertainment. African dance is also a great source of physical and mental health benefits. Come experience the wonderful benefits of African dance.

**The Office of Community Relations** is coordinating 2 Hispanic Heritage Month events in September, as follows:

- (1) Book presentation, scheduled for September 20<sup>th</sup>, 2023, for "***Hechos y Documentos Sobre La Presencia Judía En República Dominicana.***" The topic is about the Jewish refugees, and their influence in the Dominican Republic's society. Book author, Dr. Herbert Stern, will be invited.
- (2) Distinguished Latinos Leaders Role Models and Student Scholars Awards Ceremony, scheduled for October 10<sup>th</sup>, 2023, where scholarships will be presented to students, and 4 distinguished Latino leaders will be recognized.

**Office of Compliance and Diversity (OCD)** will host both virtual and in-person trainings on the following topics:

- CUNY Policy on Sexual Misconduct
- CUNY Policy on Equal Employment Opportunity and Non-Discrimination
- Sexual Harassment Prevention and Bystander Intervention
- Diversity / Inclusion Training - exploring issues such as acknowledging and/or recognizing implicit bias, micro-aggressions, preferred names and pronouns, LGBTQIA+ rights

Additionally, OCD along with the Accessibility Resources Center (ARC) will host trainings on the following topics:

- DiversAbility: Accessibility is Diversity
- Universal Design for Learning (UDL)

**The Center for Arts and Culture at Hostos** continues to offer events, performances and exhibits. The following are a few of the events to be scheduled for the next reporting period:

- Of Love and Resistance-A compelling play with live music, inspired by true events, delving into the harrowing impact of the Chilean Coup of 1973 on one family torn apart by imprisonment and political strife- September 22, 2023.
- Angel "Papote" Alvarado y el Grupo Esencia- September 30, 2023.

**El Semanario Hostosiano/The Hostos Weekly** – Hostos will continue with these communications designed to keep our multiple voices coming together as we share news about members of the Hostos family and provide college updates.

**Veladas Hostosianas - Hostos Culture Talks** will continue to host different distinguished guests from on and off the Hostos campus, and hold discussions involving different backgrounds, cultures and intersectionality. Other planned events are as follows:

- President Daisy Cocco De Filippis and the author of Don Eugenio María de Hostos' most recent biography, Marcos Reyes Dávila, held a discussion regarding *Citizen of the Americas*. Reference Librarian and Professor Jorge Matos Valldejuli will serve as moderator for the discussion. This event will be conducted in Spanish.
- Exploring the Jewish Diaspora in the Dominican Republic by discussing the history and culture of Jewish immigrants in the Dominican Republic as they created communities and a new home on the island. This involves an insightful discussion with Dr. Herbert S. Stern Díaz, author of "Hechos y documentos sobre la presencia judía en República Dominicana," on the history of the Jewish migration to the Dominican Republic. This special Hispanic Heritage Month event, conducted in English and Spanish, will be led by Ana García Reyes, Dean of Community Relations, and Wilfredo José Burgos Matos, Communications Manager, and will include a presentation of Dr. Stern's book.
- Hostos Culture talks for the 2023-2024 reporting year will include a discussion on the Supreme Court decisions on Affirmative Action.

On October 4, Michael Eatroff, Senior Staff Attorney with NYLAG's Immigrant Protection Unit – Office of New Americans, will be providing an informative talk about immigrant rights, programs, and protections potentially available to Hostos students, families, and community members. This event is hosted by Professor Amy Ramson and the Behavioral and Social Sciences Unit.

In recognition and celebration of Italian-American Heritage Month, on October 19, Dr. Elisabetta Sanino D’Amanda, Principal Lecturer of Italian and Coordinator of the Italian Studies Program at the Rochester Institute of Technology, will be screening “As Good as Bread” (2008), a film which investigates the history of Rochester’s Italian-American community, the second-largest in New York. This event will shed light on Italian-Americans and their identity in the country. Leading the discussion will be Hostos Allied Health Sciences Chair, Professor Charles Drago and York College colleague, Dr. Donna M. Chirico, who is also Resident Faculty at the John D. Calandra Italian American Institute and Chair of the Italian American Faculty and Staff Advisory Council.

On October 24, in the Hostos Faculty Dining Room, the **Carlos L. Gonzalez Counseling Center** will present a forum titled: “Candid Conversation: South Asian Students Speak!” This is an engaging and thought-provoking discussion on South Asian culture, heritage, and identity. This forum aims to foster a sense of community, promote understanding, and celebrate the rich diversity within the South Asian diaspora. The key topics of discussions will be exploring the South Asian identity by navigating the complexities of dual identities and cultural assimilation; preserving traditions and recognizing the importance of passing down cultural practices and customs to future generations; and breaking stereotypes by challenging misconceptions and promoting a more accurate understanding of South Asian culture.

On October 26 and October 27, at the Hostos Repertory Theater, the play titled “Homeward” will be shown, which tells the story of Rufus Jefferson, a veteran who served in Vietnam. The play will demonstrate how Rufus Jefferson felt lost, how PTSD distanced him from those he loves, how he keeps secret the trauma behind his less-than-honorable discharge, and how he tells his story and fights the “bad paper” symbolizing his dishonor that he finds his way home.

**Hostos Community College’s Diversity Equity and Inclusion (DEI) Incubator** cohort is hosting a conference on November 3 to explore how Hispanic-Serving Institutions are addressing Anti-Blackness on their campuses. The conference will offer a space for collaboration and community building that incorporates diverse perspectives from students, faculty and administrators.

**Campus Climate Initiative-** Celebrating diversity and multiculturalism is one of Hostos’ mission pillars that we strongly adhere to by promoting a respectful, equitable, inclusive, and safe organizational culture that values diversity and seeks to be free of discrimination and harassment. At Hostos, diversity, equity and inclusion underpin all aspects of the college, from teaching and learning, recruitment and hiring, to campus celebrations. In the fall of 2023, as part of our Campus Climate Initiative, the Office of the President will continue with the Initiative by hosting The New York Peace Institute which will be facilitating three community-building circles on the following dates: 9/26, 10/24, and 11/14. Each circle will address a specific area of need identified by students which will help explore ways to strengthen our community and build a greater sense of belonging:

- Community-Building at Hostos
- Understanding Gender Identity/Sexual Orientation
- Building a System of Respect

**Anti-Hate Initiative-**During the 2023-2024 academic year, Hostos will confront discrimination focusing on antisemitism and the Jewish community, and anti-Asian hate and the Asian-American & Pacific Islander communities, as part of CUNY’s Multi-Year Anti-Hate Initiative. Hostos is currently developing plans which address discrimination for these two specific communities through campus communications; training and development for students, faculty and staff; student engagement and support; and academic and co-curricular programs.

**Hostos LGBTQIA+ Consortium-** As part of the larger CUNY LGBTQIA+ Consortium, Hostos' LGBTQIA+ Consortium will archive LGBTQIA+ history across the campus, and support LGBTQIA+ training, education, and programming at the college. Hostos' involvement reflects our commitment to inclusivity and raising awareness by promoting, advancing and supporting previously marginalized groups, specifically the LGBTQIA+ community. Hostos will be planning several events throughout this academic year at the campus in collaboration with other Hostos organizations, faculty, staff and students. Some of the events and programs planned for the next reporting period are as follows:

- An Exploration of Queer Cinema at Hostos- Hostos will expand its library of queer-themed films and materials, and providing opportunities for exploration via programming and viewing opportunities on campus by streaming these films virtually and simultaneously screened in-person for students, staff and faculty on campus.
- International Pronouns Day- On the third Wednesday of October, celebrating inclusive and affirming language with an awareness campaign spanning all levels of the campus community by enlisting campus community members to wear buttons displaying their pronouns and encouraging everyone to engage with each other.
- Transgender Awareness Month and Transgender Day of Remembrance- Highlighting Transgender Awareness Month in November through campus communications and on November 20, 2023, honor, commemorate and memorialize those who face discrimination and stigma for their gender identity with a speaker to educate and information students, staff and faculty. On November 20, 2023, Hostos will memorialize those lost to anti-transgender violence, while highlighting the significant increase in hate violence against trans people, especially those of color.
- Queer Arts Series- Will expand upon Hostos' existing performing arts events and programming as well as the larger Hostos community by showcasing LGBTQIA+ writers, artists, filmmakers, and/or performers.

## Ongoing Activities

CUNY's University Human Resources office lists job vacancies with State Workforce Agencies and veterans' centers and maintains consolidated advertising programs, including job boards serving veterans, individuals with disabilities, women, and protected minorities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium. It also provides training to Chief Diversity Officers and campus Human Resources personnel.

CUNY has a mandatory on-line training program for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and follow-up with non-participants.

## Internal Audit and Reporting

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar compliance information, and makes this plan available for public inspection. The CDO integrates compliance information into faculty, student and staff training programs.

The Chief Diversity Officer's responsibilities for audits and reviews include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports for underlying trends

- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement
- Working with Human Resources staff to assure employment records are complete, accurate, and current
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal

Chief Diversity Officers have responsibility for communicating elements of the Plan and reviewing progress.

CUNY recently implemented an on-line discrimination complaint tracking and reporting system.

CUNY regularly reports results externally and/or responds to audit requests from:

- New York State Department of Labor
- New York City Department of Education
- New York City Equal Employment Practices Commission.

CUNY also answers to the CUNY Board of Trustees, particularly its Subcommittee on Diversity, Inclusion and MWBE.

## **PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS**

Federal regulations mandate written affirmative action plans to address hiring and advancement of individuals with disabilities and veterans. This section covers:

- Equal Opportunity and Non-Discrimination Policy
- Review of Personnel Processes
- Review of Physical and Mental Qualifications
- Reasonable Accommodations
- Harassment Prevention Procedures
- External Policy Dissemination
- Outreach and Positive Recruiting
- Internal Policy Dissemination
- Implementation Responsibility
- Training
- Audit and Reporting System
- Benchmark Comparisons.

### **Equal Opportunity and Non-Discrimination Policy**

CUNY's Equal Opportunity and Non-Discrimination Policy is provided in **Appendix B**.

### **Review of Personnel Practices**

We seek to ensure personnel processes support equal employment opportunity for employees and applicants who are individuals with disabilities and/or protected veterans. We periodically review practices for potential barriers to employment, training, and promotion.

Personnel practices do not stereotype individuals with disabilities or protected veterans or otherwise limit access to employment. We include individuals with disabilities and veterans in media such as college publications and websites.

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify through CUNY's online applicant tracking system. CUNY maintains appropriate security measures for confidentiality of personal data. The College last conducted a canvas for self-identification on April 24, 2023.

## **Review of Physical and Mental Qualifications**

We ensure physical and mental qualifications are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion. As a routine practice, the Chief Diversity Officer reviews position requirements before listing a job vacancy. They review any new job qualifications or conditions to ensure they would not screen out qualified individuals with disabilities or protected veterans.

CUNY's Civil Service unit reviews job requirements prior to issuing new or revised Civil Service job descriptions. CUNY also provides a checklist for planning a recruiting effort with a sign-off on job requirements.

## **Reasonable Accommodations**

We provide reasonable accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, CUNY Human Resources Directors are responsible for responding to accommodation requests by applicants, employees, contractors, visitors, and others.

The contact for accommodation requests is:

Name: Christine Dias-Singh, Esq.  
Title: Director of Human Resources  
Phone: (718) 518-6654  
Email: [cdias-singh@hostos.cuny.edu](mailto:cdias-singh@hostos.cuny.edu)

We have posted the Procedures for Implementing Reasonable Accommodation and Academic Adjustments online at:

<https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/>

Information for applicants for employment is provided on the Employment Page of the CUNY Website and at <https://www.hostos.cuny.edu/Administrative-Offices/Office-of-Human-Resources/Reasonable-Accommodation>. There is also a link at the bottom of each job posting on <https://cuny.jobs> directing the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at [jobs@cuny.edu](mailto:jobs@cuny.edu).

We provide reasonable accommodations based on: disability; pregnancy, childbirth, or medical condition related to pregnancy or childbirth; religious practice; and status as a victim of domestic violence, sex offense or stalking.



Recognizing requests may be resolved through dialogue, this year we documented 45 employee accommodation requests, successfully concluded 44 times and appealed 2 times. At this time there are no outstanding appeals. We responded to 0 job applicant accommodation requests, provided 0 times.

The Accessibility Resource Center (ARC) continued to fulfill its mission of providing equal access to higher education for students with disabilities for the reporting period June 1, 2022- May 31, 2023 by focusing on the goal to increase accessibility trainings for faculty. They aimed to integrate accessibility concepts and training in at least 70% of the technology PD's offered (in collaboration with EdTech) as follows:

- Providing workshops to faculty/staff and students to teach them the functionality of AT software/hardware and how it can serve as a resource in both the classroom/workplace.
- Collaborating with EdTech on Digital Accessibility workshops for faculty in the CTE programs.
- Educating the campus community in various academic technologies that enhance accessibility and become conversant about CUNY and Hostos policies regarding students with disabilities.
- ARC worked with CUNY Central, faculty, staff, and students to create a Hostos CUNY-funded Project called CUNY Universal Design Learning & Leadership Project (UDL2). ARC received \$60,000 to fund the initiative.
- Provided professional development workshops physically and virtually on Blackboard Ally.
- Provided 22 Accessibility/Accommodation training virtually and created a database of video instructions for faculty/staff to access to learn about digital content accessibility and how to utilize Blackboard Ally to achieve ADA course compliance.
- Assisted in developing a curriculum that would have provided step-by-step instructions on how Faculty, Staff, and Students can interface with Blackboard Ally and make course content accessible without the burden placed on faculty or the Disability Service Office.
- Perkins funding allowed us to purchase more equipment with the latest assistive technology during FY 2022/23 by supplementing Tech fee funds. Equipment such as Smartpens, laptops, and iPads are loaned to students to provide appropriate assistive technology accommodations and equal access to all programs and services the college offers. In collaboration with OAA, ARC purchased \$ 39,000 in additional Assistive Technology to provide accommodations. The equipment purchased is as follows:

- 1) Eight Dell laptops
- 2) Two Mac Book Pros
- 3) 31 Livescribe Digital Recording Pens
- 4) 20 Digital Recorders
- 5) Six accessible Keyboards

## **Harassment Prevention**

CUNY has developed anti-harassment policies and procedures concerning individuals with disabilities and protected veterans. The 504/ADA Coordinator reviews personnel practices to ensure access and non-discrimination for individuals with disabilities. The Chief Diversity Officer reviews practices for veterans.

## **External Policy Dissemination**

Each job vacancy announcement includes a summary of CUNY's policy. As noted above, CUNY posts its Non-Discrimination Policy on its employment website. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Our establishment (or the university, as appropriate) sends written notice of the affirmative action policies to subcontractors, vendors, and suppliers, requesting compliance.

## Outreach and Positive Recruiting

### Summary of Prior Year Outreach

This past year, we made the following outreach efforts to veterans and individuals with disabilities:

- Veterans and individuals with disabilities were targeted through job distribution networks for CUNY jobs. Below is a sampling of some of the sites where the College's job postings were distributed:

#### VETERANS:

Usmilitarypipeline.com <https://usmilitarypipeline.com/>

ArmedServicesJobs.com <http://www.armedservicesjobs.com>

Military Spouse Employment Program (MSEP) <https://myseco.militaryonesource.mil>

Military Spouse <https://militaryspouse.dejobs.org/>

Military Spouse Connections <https://militaryspouseconnection.dejobs.org/>

Military Spouse Corporate Career Network (MSCCN) <https://www.msccn.org/hot-jobs.html>

My Next Move for Veterans – U.S. DOL/ETA <http://www.mynextmove.org/vets>

Save Our Veterans <http://www.saveourveterans.org/>

Student Veterans of America <http://studentveteransofamerica.jobs> (Note: CUNY has several chapters)

The HER Foundation Inc. <https://honorher.works/>

USA Cares <https://careers.usacares.org/>

National Labor Exchange Veterans' site <https://veterans.usnlx.com>

Veteran's Enterprise <https://veteransenterprise.com/career-search-engine/>

Veterans Job Bank <https://www.vets.gov/employment/job-seekers/search-jobs>

VeteranJobSite.com <http://www.veteranjobsite.com>

VetJobs <http://www.vetjobs.com>

VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) Jobs are emailed to local offices according to the Zip Code of the College.

#### INDIVIDUALS WITH DISABILITIES:

Allsup Employment Services <https://disability.dejobs.org/allsup-disability-partner/>

DirectEmployers Disability <https://disability.dejobs.org>

Disabled Veterans <https://disabledveterans.dejobs.org/>

Easter Seals <https://www.easterseals.com/who-we-are/careers/>

Enable America <http://enableamerica.jobs>

Land A Job <https://www.landajob.org/find-job>

National Multiple Sclerosis Society <https://www.nationalmssociety.org/About-the-Society/Careers>

Our Ability <http://www.ourability.com/>

The Career Index Plus [https://www.thecareerindex.com/dsp\\_intro.cfm](https://www.thecareerindex.com/dsp_intro.cfm)

United Spinal Association <https://spinalcord.dejobs.org/>

### Additional activities included:

- In the Fall of 2022 HOVA hosted a veteran's orientation. This session was designed to bring together a myriad of services for veterans all in one place. Services included the VA mobile Health Care Center, Veteran Affairs benefit resources as well as key departments from Hostos Community College. The goal was to inform all veterans on campus to know of resources

available to them to assist with a seamless transition from service to civilian life. Additionally, it allowed them to establish a sense of support and community on campus.

- On April 13, 2023 the Hostos Office of Veteran Affairs (HOVA) hosted the prestigious documentary screening of the US Army's 65th Infantry Division "The Borinqueneers" on the nationally recognized "Borinqueneers Day." The 65th Infantry Regiment was an all Puerto Rican segregated unit that fought honorably in WWI, WWII, and most notably the Korean War. The Unit was awarded the Congressional Gold Medal awarded by U.S. Congress and was officially recognized by former U.S. President Obama, at the White House, in 2014 for their distinguished military service. The event yielded over 130 attendees and was sponsored by multiple Hostos departments and over 5 external organizations that include the VA Hospital of BX, BronxCare Healthcare, Veterans Centers, American Legion Army National Guard and many more.
- HOVA implemented a Veterans program that recruited Disabled Veterans to work with Hostos' Accessibility Resource Center's (ARC) population to provide assistive services to address this population's academic needs.
- HOVA collaborated with Edge4Vets to provide potential employment opportunities and professional mentorship to the Hostos Veterans population.
- Hostos Veterans and Reservist Club along with HOVA prepared Homebuyers workshops helping prepare several Veterans for the VA Home Loan Program. The workshop informed the Hostos Veteran population and enhanced their knowledge of Veteran Benefits/Entitlements.
- Hostos Community College was included in the CUNY ROTC Coordinators roster as a recognized Hostos ROTC Coordinator and will be the official recognized liaison between Hostos Community College and US Army ROTC Program. Now Hostos students looking to join US ARMY ROTC Program will have direct access through HOVA.
- HOVA collaborated with the Viscardi Center to provide employment opportunities and employment services for Hostos Veterans.
- HOVA successfully re-engaged the Theater Development Fund (TDF) and was able to create a partnership which provided Veteran Students with tickets to Broadway Shows this past reporting period.
- HOVA is continuing its communication with The POSSE Program to provide Veteran students with a pathway to prestigious colleges such as Vassar, NYU, Pace, Fordham, and Columbia through the POSSE Program.
- HOVA collected and published an all Veteran, Military and Dependent scholarship list that is dedicated specifically to this population. The Scholarship List was provided to the Hostos Community College Scholarship Department for further dissemination.

### **Planned Outreach, 2023-2024**

We plan to pursue the following next year:

- Veteran's Orientation continues to be a success and the effort to bring resources and a sense of belonging at the college.
- HOVA will attend the 2023 Veterans Day Parade Event & Ceremonial events in the Bronx will be attended on Veterans Day.
- HOVA will continue with the Theater Development Fund (TDF).
- HOVA will be participating in Bronx Borough Presidents Memorial Day Luncheon in 2024.
- HOVA is continuing the relationship with the Viscardi Center to provide employment opportunities and employment services for Hostos Veterans.
- HOVA is collaborating with the Veterans Benefits Administration (VBA) to coordinate an on-campus presentation to our population in Fall 2023. Veterans Benefits Administration will provide a presentation of existing services provided by the Regional Veterans Office located in Manhattan New York. VBA works with veterans on records corrections, record saving, storage and can access all military files of veterans. The VBA also provided HOVA with the ability to do direct referrals to them (VBA) in the event any Veteran needs VA assistance or services.

- HOVA and Fordham Universities Feerick Center Veterans Rights Project (FCVRP) is going to be providing an access-to-justice initiative for Hostos Veterans. The presentation will come from the Fordham Law School's Feerick Center for Social Justice and will educate Veterans on several legal initiatives specific to Veterans that will benefit them.
- HOVA in collaboration with Lehman College and Bronx Community College worked with The Borough President's Office to prepare a Bronx CUNY Memorial Day ceremony and event to honor of fallen Soldiers from past conflicts.

Ongoing efforts include:

- Disseminating information concerning employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the annual federal VETS-4212 report
- Assisting veterans with a passing score on a competitive Civil Service examination to apply for additional points based on veteran or disabled veteran status as per NY State statute
- Assisting qualified individuals with disabilities with appointment to classified competitive Civil Service titles without an examination (55(a) Program).

## Internal Policy Dissemination

To foster positive support for affirmative action programs for protected veterans and individuals with disabilities, we have:

- Included policies in manuals and other publications
- Explained policies and responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability)
- Featured persons who are individuals with disabilities in handbooks or similar publications
- Policy updates are frequently published in *El Semanario*, Hostos' weekly publication to the college community

## Implementation Responsibility

As part of its efforts to ensure equal employment opportunity to veterans (including disabled veterans) and other individuals with disabilities, we have designated specific responsibilities.

### The President

The President, Daisy Cocco de Filippis, oversees affirmative action and compliance programs. The President appoints a 504/ADA Coordinator to oversee compliance and provides support and resources for affirmative action and compliance. The 504/ADA Coordinator and the Chief Diversity Officer report issues uncovered in interview reviews to the President who oversees appropriate responses.

### **504/ADA Coordinator**

As 504/ADA Coordinator, Philip Oliveri, Esq:

- Chairs 504/ADA Committee
- Monitors 504/ADA compliance
- Reviews and resolve issues such as disputed accommodation decisions
- Maintains records of accommodation requests and outcomes
- Ensures records are stored securely and confidentiality is maintained
- Provides training as needed on issues related to individuals with disabilities.

### **504/ADA Committee**

The 504/ADA Committee advises the 504/ADA Coordinator. It includes representatives from various departments, and programs, including programs for veterans and individuals with disabilities. Members are:

- Elyse Zucker, English -Chair
- Anne Rounds, English- Secretary
- Julie Trachman, Natural Sciences
- Jorge Matos, Library
- Biao Jiang, Natural Sciences
- Alex Milsom, English
- Raymond Perez, ARC, Ex-Officio
- Minfeng Lin, SDEM, HEO
- Abdul Abubakar, Hostos Student
- Monsita Colon, Hostos Student

Other college officials support the implementation of affirmative action specific to individuals with disabilities and veterans.

### **University Management**

CUNY's Office of Recruitment and Diversity manages systems that capture self-identification data and provides data support to the campuses. The Office also administers CUNY's 55(a) program to provide opportunities in Civil Service positions to individuals with disabilities.

### **Training**

We provide orientation on relevant regulations and policies, including affirmative action programs, to personnel responsible for recruitment, selection, promotion, disciplinary actions, and similar personnel activities.

The Office of Compliance and Diversity conducts bi-monthly training that addresses the Equal Opportunity and Non-Discrimination Policy; Diversity, Equity, Inclusion and Awareness in the workplace; and the Policy on Sexual Misconduct.

## **Audit and Reporting System**

The Chief Diversity Officer audits the effectiveness of outreach and affirmative action programs in general and monitors recruitment practices and discrimination claims related to status as a veteran or individual with a disability.

The 504/ADA Coordinator oversees audit and reporting in support of individuals with disabilities. He/she identifies and addresses barriers to access and evaluates remedial actions.

Both individuals report findings to the President and/or designee.

## **Benchmark Comparisons**

### **Staffing**

**Appendix G** provides counts individuals with disabilities by job group. The US Department of Labor suggests a benchmark of 7.0% for each job group. There is no requirement to calculate underutilization or set placement goals.

CUNY reports veteran representation annually through the federal VETS-4212 report.

### **Hiring Rates**

The Exhibit on the following page illustrates hiring rates for veterans and individuals with disabilities as compared with previous plan years. The format is presented as prescribed by the US Department of Labor.

In March 2023, the federal government set the benchmark Hiring Rate for veterans at 5.4%, representing the prevalence of veterans in the United States workforce.

There is no federal hiring rate benchmark for individuals with disabilities.

**Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities**

*Table 6: Veterans' Hiring Rate Benchmark*

The benchmark, established annually by the US Department of Labor, is 5.4% as of March 2023.

<b>Factor</b>	<b>2022-2023</b>	<b>2021-2022</b>	<b>2020-2021</b>
A. Number of applicants who self-identified as Veterans before an offer of employment is made	9	9	15
B. Total number of job openings	14	25	38
C. Total number of jobs filled	13	85	64
D. Total number of applicants for all jobs	679	633	1160
E. Number of veteran applicants hired	0	0	0
F. Total number of applicants hired	52	40	41
<b>Hiring Rate (E divided by F)</b>	0%	0%	0%
<b>Federal Benchmark</b>	5.4%	5.5%	5.6%
<b>Benchmark Met (Yes/No)</b>	No	No	No

As comparison, as per the May, 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Veterans was 2.5% and the rate for Non-Veterans was 3.4%.

<https://www.bls.gov/news.release/pdf/empsit.pdf>

*Table 7: Hiring Rate for Individuals with Disabilities*

There is no recommended hiring benchmark for Individuals with Disabilities.

<b>Factor</b>	<b>2022-2023</b>	<b>2021-2022</b>	<b>2020-2021</b>
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	50	53	50
B. Total number of job openings	14	25	38
C. Total number of jobs filled	13	85	64
D. Total number of applicants for all jobs	679	633	1160
E. Number of individuals with disabilities hired	2	0	2
F. Total number of applicants hired	52	40	41
<b>Hiring Rate (E Divided by F)</b>	3.8%	0%	4.9%

As comparison, as per the May, 2023 Employment Situation Report from the Bureau of Labor Statistics, the unemployment rate for Individuals with Disabilities was 7.8% and the rate for individuals without a disability was 3.4%. <https://www.bls.gov/news.release/pdf/empsit.pdf>

## **APPENDICES**

- A. Summary Organization Chart
- B. Reaffirmation Letter
- C. Policies
- D. Utilization Analysis
- E. Summary of Personnel Activities
- F. Summary of Recruitment Activities
- G. Utilization of Individuals with Disabilities



Appendices for the 2023 - 2024 Affirmative Action Plan

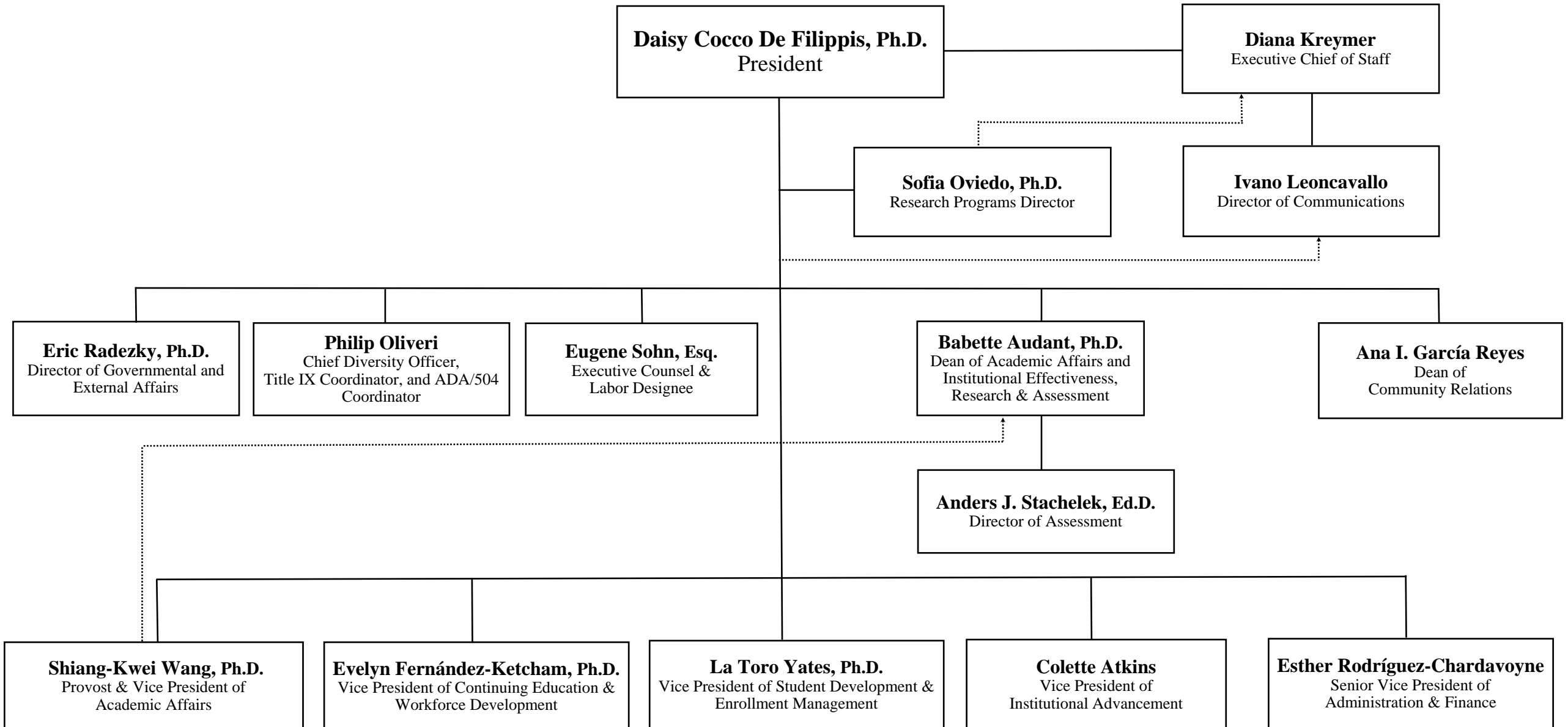
## **Appendix A                      Organization Chart**

This Appendix contains a summary organization chart.

# HOSTOS COMMUNITY COLLEGE

## EXECUTIVE ORGANIZATIONAL CHART

JULY 2023



**CURRENT**

**Appendix B                      Reaffirmation Letter**

This Appendix contains the most recent Reaffirmation Letter.



## A message from **THE PRESIDENT**

To: Campus Community

From: Daisy Cocco De Filippis, Ph.D.  
President

Date: August 31, 2022

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 Hostos Community College (“Hostos”), I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. I am proud of our richly diverse and inclusive community and know that we are all enriched and strengthened by the different backgrounds, perspectives, and ideas represented here at Hostos.

Accordingly, I am committed to overseeing Hostos Community College’s compliance with the CUNY Policies and Procedures on [Equal Opportunity, Non-Discrimination](#), and [Sexual Misconduct](#).

The Equal Opportunity and Non-Discrimination Policy (“Policy”) states CUNY’s commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. I remind you that Italian Americans are included among CUNY’s protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to view the Policy in its entirety, including the complaint procedures and the prohibition against retaliation links which can be found on the Office of Compliance and Diversity (“OCD”) page of the Hostos Community College website:  
<https://www.hostos.cuny.edu/Administrative-Offices/Office-of-Compliance-and-Diversity>.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Latoya Jeffers, Esq., who also serves as the Title IX Coordinator and 504/ADA Coordinator and heads the Office of Compliance and Diversity (OCD). The vice presidents, deans, directors, managers and supervisors share responsibility for ensuring our compliance with these policies and laws, and will be held accountable for enforcing the above-mentioned CUNY policies. OCD is located in Rooms A-336 – 337 at 475 Grand Concourse, Bronx, New York 10451. Any individual who believes they have experienced discrimination should immediately contact Ms. Jeffers at 718-518-4284 or [ljeffers@hostos.cuny.edu](mailto:ljeffers@hostos.cuny.edu).

Hostos remains committed to supporting equal opportunity, affirmative action, and diversity and inclusion. These initiatives further promote our vibrant campus community and create an environment where everyone is welcomed and all members can thrive.

I look forward to your continued support here at Hostos.

**Office of the President**  
**Eugenio María de Hostos Community College**  
475 Grand Concourse, A-Building, Room 341, Bronx, NY 10451  
718-518-4300 | [PRESIDENTSOFFICE@hostos.cuny.edu](mailto:PRESIDENTSOFFICE@hostos.cuny.edu)

## **Appendix C                    CUNY Policies**

This Appendix has the text of major CUNY policies related to affirmative action and equal employment opportunity.

### **EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY**

The City University of New York (“University” or “CUNY”), located in a historically diverse municipality, is committed to a policy of equal employment and equal access in its educational programs and activities. Diversity, inclusion, and an environment free from discrimination are central to the mission of The University.

It is the policy of The University—applicable to all colleges and units— to recruit, employ, retain, promote, and provide benefits to employees (including paid and unpaid interns) and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state and city laws.

It is also The University’s policy to provide reasonable accommodations to applicants, employees and other persons on the basis of disability, religious practices, pregnancy or childbirth-related medical conditions, or status as victims of domestic violence/stalking/sex offenses.

This Policy also prohibits retaliation for reporting or opposing discrimination, or cooperating with an investigation of a discrimination complaint.

### **AFFIRMATIVE ACTION POLICY**

CUNY has had policies related to affirmative action plans since the early 1970s. CUNY’s Affirmative Action Policy of May 28, 1985 is part of its Manual of General Policy.

### **ARTICLE V FACULTY, STAFF AND ADMINISTRATION**

#### **Policy 5.04 - Affirmative Action:**

**RESOLVED**, that the Board of Trustees of The City University of New York reaffirms its commitment to affirmative action and directs the Chancellery and the colleges to reemphasize the taking of the positive steps that will lead to recruiting, hiring, retaining, tenuring, and promoting increased numbers of qualified minorities and women. (Board of Trustees Minutes, 1985-05-28, Section 6-C)

### **SEXUAL MISCONDUCT POLICY**

CUNY’s Policy on Sexual Misconduct addresses sexual harassment, gender-based harassment and sexual violence. It outlines procedures applicable to students and employees for addressing complaints.

Every member of The City University of New York (“CUNY”) community, including students, employees and visitors, deserves the opportunity to live, learn and work free from Sexual Misconduct (sexual harassment, gender-based

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harassment and sexual violence). Accordingly, CUNY is committed to:

- Defining conduct that constitutes prohibited Sexual Misconduct;
- Providing clear guidelines for students, employees and visitors on how to report incidents of Sexual Misconduct and a commitment that any complaints will be handled respectfully;
- Promptly responding to and investigating allegations of Sexual Misconduct, pursuing disciplinary action when appropriate, referring the incident to local law enforcement when appropriate, and taking action to investigate and address any allegations of retaliation;
- Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;
- Providing awareness and prevention information on Sexual Misconduct, including widely disseminating this policy, as well as a “students’ bill of rights” and implementing training and educational programs on Sexual Misconduct to college constituencies; and
- Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

This is the sole policy at CUNY addressing Sexual Misconduct and is applicable at all college and units at the University. It will be interpreted in accordance with the principles of academic freedom adopted by CUNY’s Board of Trustees.

**OTHER POLICIES**

It is our policy 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.

Management reaffirms its non-discrimination policies annually.

Other important policies available on CUNY’s “Policies and Resources” webpage include:

- Campus and Workplace Violence Policy
- Domestic Violence and the Workplace Policy
- Procedures for Implementing Reasonable Accommodations and Academic Adjustments

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information is available from the campus Office of Public Safety (list name of office and/or website).



## Appendix D-1 Utilization Analysis - Staff Job Groups

This Appendix provides a utilization analysis for each staff job group that has five or more employees.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Details of internal and external factors in estimating the labor market are provided.

Underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races.

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 17

Weight Availability Factors

50.00% ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100).

50.00% Employees in titles Professor or Higher Education Officer as of 6/1/22; tenure or permanency not required.

Titles held by employees in this group

- 04315 Administrator
- 04321 Assc Administrator
- 04320 Assc Dean
- 04723 Asst Administrator
- 04722 Asst Dean
- 04316 Asst Vice President
- 04314 Dean
- 04701 Sr Vice President
- 04702 Vice President

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	11	12	3	2	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	64.7%	70.6%	17.6%	11.8%	35.3%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 65

**Weight Availability Factors**

55.00% ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800).

45.00% Employees in title Higher Education Assistant of of 6/1/22; tenure or permanency not required.

**Titles held by employees in this group**

04075 HE Associate

04097 HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	36	51	5	15	29
Underutilized (Y = Yes)			Y		
Number Underutilized			4		
Actual Utilization	55.4%	78.5%	7.7%	23.1%	44.6%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 64

Weight Availability Factors

55.00% Identical to Administration 2 Group (Full Time).

45.00% Identical to Administration 2 Group (Full Time).

Titles held by employees in this group

- 04689 Non-Teaching Adjunct 1
- 04688 Non-Teaching Adjunct 2
- 04687 Non-Teaching Adjunct 3
- 04686 Non-Teaching Adjunct 4
- 04685 Non-Teaching Adjunct 5

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	35	44	3	14	26
Underutilized (Y = Yes)			Y		
Number Underutilized			6		
Actual Utilization	54.7%	68.8%	4.7%	21.9%	40.6%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Hostos CC

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

Description: HE Officer Series: Entry and mid-level administrators

Appointments: 117

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810).

10.00% Employees in titles CUNY Office Assistant, CUNY Admin Assistant, EOC Office Assistant and EOC Administrative Assistant holding a minimum of a Bachelor's degree as of 6/1/22; permanency not required.

Titles held by employees in this group

- 04017 Asst to HEO
- 04099 HE Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	89	105	4	21	77
Underutilized (Y = Yes)			Y		
Number Underutilized			15		
Actual Utilization	76.1%	89.7%	3.4%	17.9%	65.8%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

Hostos CC

Category: Professional Non-Faculty

Job Group: Disability Accommodation Specl Adjunct

Description: Hourly Disability Accommodation Specialists and Sign Language Interpreters

Appointments: 7

Weight Availability Factors

0.00% As no unit has a minimum of five employees, availability is not calculated.

0.00% NA

Titles held by employees in this group

04832 Disability Accommodations Spec

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	4	7	0	0	7
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	57.1%	100.0%	0.0%	0.0%	100.0%
Labor Market Availability	0.0%	0.0%	0.0%	0.0%	0.0%

Hostos CC

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 13

Weight Availability Factors

75.00% ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108).

25.00% Employees in titles IT Support Assistant and CUNY Office Assistant, permanency not required, as of 6/1/2022.

Titles held by employees in this group

- 04877 IT Associate
- 04875 IT Asst
- 04029 IT Bus Data Rep Analyst
- 04880 IT Sr Associate

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	13	3	1	7
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	2		1	1	
Actual Utilization	23.1%	100.0%	23.1%	7.7%	53.8%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Hostos CC

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 7

**Weight Availability Factors**

0.00% Internal Only - Promotional Title

100.00% Employees in the CUNY Office Assistant title with Civil Service permanency and having achieved levels 3, 3A, or 4 as of 6/1/2022.

**Titles held by employees in this group**

04804 CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	7	0	3	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		1		
Actual Utilization	71.4%	100.0%	0.0%	42.9%	42.9%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%



Hostos CC

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 40

**Weight Availability Factors**

65.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma in selected occupations (4720, 4740, 5220, 5230, 5240, 5740, 5810, 5820, 5860).

35.00% Employees in the title of College Assistant (hourly) as of 6/1/2022.

**Titles held by employees in this group**

04802 CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	33	36	1	6	28
Underutilized (Y = Yes)			Y		
Number Underutilized			5		
Actual Utilization	82.5%	90.0%	2.5%	15.0%	70.0%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

Hostos CC

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 216

Weight Availability Factors

100.00% Identical to CUNY Office Assistant Group (Full Time) except that availability is 100% external.

0.00% NA

Titles held by employees in this group

10102 College Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	134	211	13	74	120
Underutilized (Y = Yes)			Y		
Number Underutilized			12		
Actual Utilization	62.0%	97.7%	6.0%	34.3%	55.6%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

Hostos CC

Category: Technicians

**Job Group:** Broadcast-Media Adjunct

**Description:** Hourly Broadcast/Media Technicians and Graphic Designers

**Appointments:** 20

**Weight Availability Factors**

100.00% Identical to Broadcast Technician Group (Full Time).

0.00% NA

**Titles held by employees in this group**

04888 Theatre Lead Tech

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	5	0	2	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	5		2		
Actual Utilization	15.0%	25.0%	0.0%	10.0%	15.0%
Labor Market Availability	40.3%	26.6%	7.6%	5.8%	9.3%

Hostos CC

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 9

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6230, 6250, 6355, 6410, 6440, 6460, 6515, 6700, 7300, 7350, 7540, 8030, 8500, 8600, 8610, 8630).

10.00% Employees in titles Maintenance Worker or any of the Skilled Trade Helper titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

- 91717 Electrician
- 91650 High Pressure Plant Tender
- 04905 Locksmith
- 04891 Oiler
- 91830 Painter
- 91915 Plumber
- 04915 Stationary Engineer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	5	0	1	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	0.0%	55.6%	0.0%	11.1%	44.4%
Labor Market Availability	2.6%	46.2%	4.7%	10.6%	27.9%

Hostos CC

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 6

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA in selected occupations (6260, 6600, 6730, 7610, 8810, 8950, 9620, 9760, 9760).

45.00% CUNY employees in the Custodial Assistant and Custodial Supervisor titles, permanency not required, as of 6/1/2022.

Titles held by employees in this group

- 91722 Electrician Helper
- 90702 Laborer
- 91916 Plumber Helper
- 12200 Stock Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	5	0	2	3
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	0.0%	83.3%	0.0%	33.3%	50.0%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

Hostos CC

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 7

**Weight Availability Factors**

90.00% ACS 2017-2021 NY/NJ MSA in selected occupations (4210, 4251, 7200, 7340, 9120, 9141).

10.00% Employees in titles Custodial Assistant, Mail Message Services Worker and Skill Trades Helper Titles, permanency not required, as of 6/1/2022.

**Titles held by employees in this group**

90698 Maintenance Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	4	0	3	1
Underutilized (Y = Yes)	Y		Y		Y
Number Underutilized	1		1		1
Actual Utilization	0.0%	57.1%	0.0%	42.9%	14.3%
Labor Market Availability	7.7%	57.6%	8.1%	13.8%	32.7%

Hostos CC

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 7

**Weight Availability Factors**

0.00% Internal Only-Promotional Title

100.00% CUNY employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2022.

**Titles held by employees in this group**

04846 Campus Pub Safety Sergeant

04845 Campus Security Specialist

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	7	1	2	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization	14.3%	100.0%	14.3%	28.6%	57.1%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

Hostos CC

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 13

Weight Availability Factors

60.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960).

40.00% Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2022.

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	12	1	2	9
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	2		1	4	
Actual Utilization	15.4%	92.3%	7.7%	15.4%	69.2%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%



Hostos CC

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 5

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency and minimum age of 18 in selected occupations (3930, 3940, 3945, 3946, 3960).

10.00% Employees in title Campus Security Assistant (Hourly), permanency not required, as of 6/1/2022.

Titles held by employees in this group

04841 Campus Security Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	4	0	3	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	40.0%	80.0%	0.0%	60.0%	20.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

Hostos CC

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 6

Weight Availability Factors

0.00% Internal Only-Promotional Title

100.00% Employees in title Custodial Assistant and are not temporary as of 6/1/2022.

Titles held by employees in this group

80560 Custodial Asst Principal Supv

80535 Custodial Sr Supervisor

04862 Custodial Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	6	0	4	2
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	0.0%	100.0%	0.0%	66.7%	33.3%
Labor Market Availability	36.5%	90.8%	6.5%	42.8%	41.3%

Hostos CC

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 21

Weight Availability Factors

65.00% ACS 2017-2021 NY/NJ MSA in occupation 4220.

35.00% CUNY employees in title Custodial Assistant (Hourly) as of 6/1/2022.

Titles held by employees in this group

04861 Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	9	21	0	5	16
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	42.9%	100.0%	0.0%	23.8%	76.2%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%

## Appendix D-2 Utilization Analysis - College Laboratory Technicians

This Appendix provides a utilization analysis for College Laboratory Technicians in groups with five or more employees.

Underutilization occurs where utilization of a given group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Underutilization numbers for females and total minorities represent specific placement goals when there are opportunities for hiring/advancement.

Details of internal and external factors in estimating the labor market are provided.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native, and Two or More Races.

Hostos CC

**Admin 4: College Lab Technician**

**Weight Availability Factors**

100.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma. Selected occupations for the Scientific/Technical/IT specialty (1050, 1910, 1920, 1970). Selected occupations for others (2440, 2555).

**Grouping: College Lab Tech: Science, Tech, Eng.**

Appointments: 8

Employees in this category work in the following department(s):

- 10310 Allied Health Sciences
- 70054 Library
- 10033 Natural Sciences

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
<b>Number of Employees</b>	6	6	0	1	4
<b>Underutilized (Y = Yes)</b>			Y		
<b>Number Underutilized</b>			1		
<b>Actual Utilization</b>	75.0%	75.0%	0.0%	12.5%	50.0%
<b>Labor Market Availability</b>	47.1%	31.3%	17.5%	4.9%	6.0%

Hostos CC

**Admin 4: College Lab Technician Adjunct**

**Weight Availability Factors**

100.00% Identical to Administration 4 Group (Full Time).

**Grouping: College Lab Tech: Science, Tech, Eng.**

Appointments: 8

Employees in this category work in the following department(s):

- 10310 Allied Health Sciences
- 70054 Library
- 10033 Natural Sciences

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	7	1	0	6
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	25.0%	87.5%	12.5%	0.0%	75.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

## **Appendix D-3                      Utilization Analysis - Faculty By Discipline and Job Group**

This Appendix provides a utilization analysis for combination of faculty job group and academic discipline with five or more employees.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market.

Underutilization numbers for females and total minorities represent specific placement goals as prescribed for federal Affirmative Action Plans. Note underutilization measures are those calculated for the academic discipline, which may comprise more than one department.

Details of internal and external factors in estimating the labor market are provided.

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races.

Hostos CC

**Biological and Biomedical Sciences AND Physical Sciences**

Faculty in this discipline are assigned to the following department(s):

10033 Natural Sciences

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 14

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	10	0	6	4
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	3		3		
Actual Utilization	35.7%	71.4%	0.0%	42.9%	28.6%
Labor Market Availability	59.4%	44.5%	18.4%	9.4%	13.3%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 19

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	10	4	0	6
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	42.1%	52.6%	21.1%	0.0%	31.6%
Labor Market Availability	46.6%	25.5%	10.1%	3.7%	7.8%



Hostos CC

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 39

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	31	12	7	12
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	38.5%	79.5%	30.8%	17.9%	30.8%
Labor Market Availability	46.6%	25.5%	10.1%	3.7%	7.8%

Hostos CC

**Business, Management, Marketing and Support**

Faculty in this discipline are assigned to the following department(s):

10042 Business

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 8	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	6	1	3	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	37.5%	75.0%	12.5%	37.5%	25.0%
Labor Market Availability	46.7%	43.2%	13.9%	10.7%	16.0%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 5	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	3	1	0	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	40.0%	60.0%	20.0%	0.0%	40.0%
Labor Market Availability	47.7%	40.7%	5.6%	25.1%	7.0%

Hostos CC

**Education**

Faculty in this discipline are assigned to the following department(s):

- 10084 Education
- 10176 Language & Cognition

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	4	0	1	3
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	50.0%	66.7%	0.0%	16.7%	50.0%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 22

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	18	0	5	13
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	8		1		
Actual Utilization	40.9%	81.8%	0.0%	22.7%	59.1%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

Hostos CC

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 15

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	11	9	0	3	6
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	73.3%	60.0%	0.0%	20.0%	40.0%
Labor Market Availability	68.7%	36.6%	3.8%	20.6%	9.6%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 11

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	6	1	3	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	63.6%	54.5%	9.1%	27.3%	18.2%
Labor Market Availability	68.7%	36.6%	3.8%	20.6%	9.6%

Hostos CC

**Education - Developmental**

Faculty in this discipline are assigned to the following department(s):

- 15004 Adult & Cont Educ Adj - Hostos
- 10396 Adult & Cont Educ Adm - Hostos
- 65068 CLIP

**Job Group Faculty: Continuing Education**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 44

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	22	38	5	17	14
Underutilized (Y = Yes)	Y				
Number Underutilized	6				
Actual Utilization	50.0%	86.4%	11.4%	38.6%	31.8%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

**Job Group Faculty: Developmental**

**Weight Availability Factors**

100.00% ACS 2017-2021 NY/NJ MSA with minimum of a Bachelor's degree in occupation 2360 (Other Teachers and Instructors).

Total Appointments: 15

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	10	1	7	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	66.7%	66.7%	6.7%	46.7%	13.3%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Hostos CC

**English Language and Literature/Letters**

Faculty in this discipline are assigned to the following department(s):

10102 English

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	1	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	1				1
Actual Utilization	50.0%	50.0%	16.7%	33.3%	0.0%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 16

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	11	2	3	6
Underutilized (Y = Yes)	Y				
Number Underutilized	2				
Actual Utilization	56.3%	68.8%	12.5%	18.8%	37.5%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

Hostos CC

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 21

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	12	5	2	0	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	57.1%	23.8%	9.5%	0.0%	14.3%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 17

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	2	0	0	2
Underutilized (Y = Yes)		Y	Y	Y	
Number Underutilized		1	1	1	
Actual Utilization	58.8%	11.8%	0.0%	0.0%	11.8%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Hostos CC

**Health Professions and Related Programs**

Faculty in this discipline are assigned to the following department(s):

10310 Allied Health Sciences

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 20					
Number of Faculty	15	15	2	0	13
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	2	
Actual Utilization	75.0%	75.0%	10.0%	0.0%	65.0%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Total Appointments: 25					
Number of Faculty	16	19	6	5	7
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	64.0%	76.0%	24.0%	20.0%	28.0%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%



**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 35

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	30	27	4	20	3
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	85.7%	77.1%	11.4%	57.1%	8.6%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

Hostos CC

**Liberal Arts and Sciences, General Studies & Humanities**

Faculty in this discipline are assigned to the following department(s):

10115 Humanities

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	4	0	0	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization	50.0%	66.7%	0.0%	0.0%	66.7%
Labor Market Availability	63.4%	35.1%	4.7%	12.3%	14.4%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 33

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	16	19	1	6	11
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	5		1		
Actual Utilization	48.5%	57.6%	3.0%	18.2%	33.3%
Labor Market Availability	63.4%	35.1%	4.7%	12.3%	14.4%

Hostos CC

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 16

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	10	0	0	9
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	2	
Actual Utilization	50.0%	62.5%	0.0%	0.0%	56.3%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 28

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	19	11	3	1	7
Underutilized (Y = Yes)				Y	
Number Underutilized				3	
Actual Utilization	67.9%	39.3%	10.7%	3.6%	25.0%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

Hostos CC

**Library (Librarians/Non-Teaching)**

Faculty in this discipline are assigned to the following department(s):

70054            Library

**Job Group    Faculty: Librarian**

**Weight    Availability Factors**

100.00%    ACS 2017-2021 Nationwide workforce with a minimum of a Master's degree in occupation 2435 (Librarians and Media Collections Specialists). One availability is calculated for all faculty in the Library group.

Total Appointments: 10

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	6	2	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	80.0%	60.0%	20.0%	20.0%	20.0%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

Hostos CC

**Mathematics and Statistics**

Faculty in this discipline are assigned to the following department(s):

10195 Mathematics

**Job Group Faculty: Lecturer**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Bachelor's level and above in New York and New Jersey for selected disciplines (first and second majors).

Total Appointments: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	6	0	2	4
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	33.3%	100.0%	0.0%	33.3%	66.7%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 23

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	1	21	1	5	15
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	8		4		
Actual Utilization	4.3%	91.3%	4.3%	21.7%	65.2%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

**Job Group** Faculty: Professoriate

**Weight** Availability Factors

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 16

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	7	8	4	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	43.8%	50.0%	25.0%	12.5%	12.5%
Labor Market Availability	26.7%	25.4%	12.5%	3.3%	6.2%

Hostos CC

**Social Sciences**

Faculty in this discipline are assigned to the following department(s):

10028 Behavioral & Social Sciences

**Job Group Faculty: Lecturer Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Lecturer Group (Full Time).

Total Appointments: 25	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	19	5	4	9
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	68.0%	76.0%	20.0%	16.0%	36.0%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

**Job Group Faculty: Professoriate**

**Weight Availability Factors**

100.00% 2020 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors).

Total Appointments: 17	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	10	1	3	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	47.1%	58.8%	5.9%	17.6%	35.3%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

**Job Group Faculty: Professoriate Adjunct**

**Weight Availability Factors**

100.00% Identical to Faculty Professoriate Group (Full Time).

Total Appointments: 15

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	7	1	2	3
Underutilized (Y = Yes)	Y				
Number Underutilized	3				
Actual Utilization	26.7%	46.7%	6.7%	13.3%	20.0%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%



## **Appendix E                      Personnel Activity**

This Appendix details personnel activities.

The spreadsheets provide detail on personnel activity by job group and by EEO Category.

The charts represent only those job groups and EEO Categories with a material level of activity.

Net Personnel Activity, 6/1/22 - 6/1/23  
All Job Groups

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Returned to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other CUNY College	Demoted	Advanced	Other Change	Returned to Faculty	Advance-ments	Other Changes
<b>Total</b>	(29)	62		29	33	21	2	-	10	-	-	(91)		(61)	(30)	(20)	-	(10)	-	-	13	-
<b>Male</b>	(5)	26	42%	14	12	9	1	-	2	-	-	(31)	34%	(19)	(12)	(10)	-	(2)	-	-	5	-
<b>Female</b>	(24)	36	58%	15	21	12	1	-	8	-	-	(60)	66%	(42)	(18)	(10)	-	(8)	-	-	8	-
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(29)	46	74%	22	24	14	1	-	9	-	-	(75)	82%	(49)	(26)	(17)	-	(9)	-	-	11	-
<b>Asian</b>	1	7	11%	1	6	3	-	-	3	-	-	(6)	7%	(3)	(3)	-	-	(3)	-	-	1	-
<b>Black</b>	(17)	17	27%	9	8	4	1	-	3	-	-	(34)	37%	(20)	(14)	(11)	-	(3)	-	-	4	-
<b>Hispanic</b>	(10)	21	34%	11	10	7	-	-	3	-	-	(31)	34%	(24)	(7)	(4)	-	(3)	-	-	4	-
<b>Other Protected Grp</b>	(3)	1	2%	1	-	-	-	-	-	-	-	(4)	4%	(2)	(2)	(2)	-	-	-	-	2	-
<b>White</b>	(1)	11	18%	5	6	6	-	-	-	-	-	(12)	13%	(9)	(3)	(3)	-	-	-	-	2	-
<b>Unknown Ethnicity</b>	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	1%	(1)	-	-	-	-	-	-	-	-
<b>Veterans</b>	(5)	-	0%	-	-	-	-	-	-	-	-	(5)	5%	(5)	-	-	-	-	-	-	-	-
<b>Individuals w/Disabilities</b>	2	2	3%	2	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	2	-

This chart displays net changes among all job groups. Therefore, transfers into a job group equal transfers out of a job group. Hires and separations include outside hires/separations and hires/separations from another CUNY unit.

This provides detail about the kinds of moves between job groups.

This provides detail about the kinds of moves between job groups.

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Executive/Administrative/Managerial**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	4	17		10	7	-	1	-	6	-	-	(13)		(11)	(2)	(2)	-	-	-	-	3	-
Male	4	7	41%	7	-	-	-	-	-	-	(3)	23%	(1)	(2)	(2)	-	-	-	-	2	-	
Female		10	59%	3	7	-	1	-	6	-	(10)	77%	(10)	-	-	-	-	-	-	1	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps	2	11	65%	6	5	-	-	-	5	-	(9)	69%	(8)	(1)	(1)	-	-	-	-	3	-	
Asian	1	2	12%	1	1	-	-	-	1	-	(1)	8%	(1)	-	-	-	-	-	-	1	-	
Black		4	24%	3	1	-	-	-	1	-	(4)	31%	(3)	(1)	(1)	-	-	-	-	1	-	
Hispanic	2	5	29%	2	3	-	-	-	3	-	(3)	23%	(3)	-	-	-	-	-	-	-	-	
Other Protected Grp	(1)	-	0%	-	-	-	-	-	-	-	(1)	8%	(1)	-	-	-	-	-	-	1	-	
White	(2)	2	12%	2	-	-	-	-	-	-	(4)	31%	(3)	(1)	(1)	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Individuals w/Disabilities	1	1	6%	1	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	1	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Administration 1 (Executive)**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	2	4		3	1	-	-	-	1	-	-	(2)		(2)	-	-	-	-	-	-	-	-
Male	1	2	50%	2	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Female	1	2	50%	1	1	-	-	-	1	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps	1	2	50%	2	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Asian		1	25%	1	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Black		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Hispanic	1	1	25%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
White		1	25%	1	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Administration 2 (Managers)**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	2	12		7	5	-	-	-	5	-	-	(10)		(9)	(1)	(1)	-	-	-	-	3	-
<b>Male</b>	4	5	42%	5	-	-	-	-	-	-	-	(1)	10%	-	(1)	-	-	-	-	2	-	
<b>Female</b>	(2)	7	58%	2	5	-	-	-	5	-	-	(9)	90%	(9)	-	-	-	-	-	1	-	
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>All Protected Race/Eth Grps</b>	2	9	75%	4	5	-	-	-	5	-	-	(7)	70%	(7)	-	-	-	-	-	3	-	
<b>Asian</b>	1	1	8%	-	1	-	-	-	1	-	-	-	0%	-	-	-	-	-	-	1	-	
<b>Black</b>	1	4	33%	3	1	-	-	-	1	-	-	(3)	30%	(3)	-	-	-	-	-	1	-	
<b>Hispanic</b>	1	4	33%	1	3	-	-	-	3	-	-	(3)	30%	(3)	-	-	-	-	-	-	-	
<b>Other Protected Grp</b>	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	10%	(1)	-	-	-	-	-	1	-	
<b>White</b>	(2)	1	8%	1	-	-	-	-	-	-	-	(3)	30%	(2)	(1)	(1)	-	-	-	-	-	
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>Individuals w/Disabilities</b>	1	1	8%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	1	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Security Manager**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	1	1			1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Male		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	1	1	100%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Asian		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Black		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Hispanic		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
White		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Professional Faculty**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	2	19		3	16	15	-	-	1	-	-	(17)		(14)	(3)	(1)	-	(2)	-	-	6	-
Male	3	8	42%	-	8	8	-	-	-	-	-	(5)	29%	(5)	-	-	-	-	-	-	1	-
Female	(1)	11	58%	3	8	7	-	-	1	-	-	(12)	71%	(9)	(3)	(1)	-	(2)	-	-	5	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	3	14	74%	3	11	10	-	-	1	-	-	(11)	65%	(10)	(1)	-	-	(1)	-	-	4	-
Asian	1	3	16%	-	3	2	-	-	1	-	-	(2)	12%	(1)	(1)	-	-	(1)	-	-	-	-
Black	1	5	26%	1	4	4	-	-	-	-	-	(4)	24%	(4)	-	-	-	-	-	-	1	-
Hispanic	1	5	26%	1	4	4	-	-	-	-	-	(4)	24%	(4)	-	-	-	-	-	-	2	-
Other Protected Grp		1	5%	1	-	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	1	-
White	1	4	21%	-	4	4	-	-	-	-	-	(3)	18%	(2)	(1)	(1)	-	-	-	-	2	-
Unknown Ethnicity	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Faculty-Professional**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(1)	6		1	5	4	-	-	1	-	-	(7)		(6)	(1)	-	-	(1)	-	-	6	-
<b>Male</b>		1	17%	-	1	1	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	1	-	
<b>Female</b>	(1)	5	83%	1	4	3	-	-	1	-	-	(6)	86%	(5)	(1)	-	(1)	-	-	5	-	
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>All Protected Race/Eth Grps</b>	2	5	83%	1	4	3	-	-	1	-	-	(3)	43%	(3)	-	-	-	-	-	4	-	
<b>Asian</b>	2	2	33%	-	2	1	-	-	1	-	-	-	0%	-	-	-	-	-	-	-	-	
<b>Black</b>	(1)	1	17%	1	-	-	-	-	-	-	-	(2)	29%	(2)	-	-	-	-	-	1	-	
<b>Hispanic</b>	1	2	33%	-	2	2	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	2	-	
<b>Other Protected Grp</b>	1	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	1	-	
<b>White</b>		1	17%	-	1	1	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	2	-	
<b>Unknown Ethnicity</b>	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	-	-	
<b>Veterans</b>	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	14%	(1)	-	-	-	-	-	-	-	
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).



**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Faculty-Lecturer**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	7	13		2	11	11	-	-	-	-	-	(6)		(5)	(1)	-	-	(1)	-	-	-	-
Male	4	7	54%	-	7	7	-	-	-	-	-	(3)	50%	(3)	-	-	-	-	-	-	-	-
Female	3	6	46%	2	4	4	-	-	-	-	-	(3)	50%	(2)	(1)	-	-	(1)	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	4	9	69%	2	7	7	-	-	-	-	-	(5)	83%	(4)	(1)	-	-	(1)	-	-	-	-
Asian		1	8%	-	1	1	-	-	-	-	-	(1)	17%	-	(1)	-	-	(1)	-	-	-	-
Black	3	4	31%	-	4	4	-	-	-	-	-	(1)	17%	(1)	-	-	-	-	-	-	-	-
Hispanic		3	23%	1	2	2	-	-	-	-	-	(3)	50%	(3)	-	-	-	-	-	-	-	-
Other Protected Grp	1	1	8%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	2	3	23%	-	3	3	-	-	-	-	-	(1)	17%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Faculty-Instructor**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(2)	-	0%	-	-	-	-	-	-	-	(2)	-	(2)	-	-	-	-	-	-	-	-	-
Male	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(2)	-	0%	-	-	-	-	-	-	-	(2)	100%	(2)	-	-	-	-	-	-	-	-	-
Asian		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
Hispanic		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Other Protected Grp	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
White		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Faculty-Developmental**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	0%	(1)	(1)	(1)	-	-	-	-	-	-
Male		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Female	(2)	-	0%	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	(1)	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
Black		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Hispanic		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
White	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	-	(1)	(1)	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Professional Non-Faculty**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(17)	10		8	2	1	-	-	1	-	-	(27)		(12)	(15)	(10)	-	(5)	-	-	3	-
<b>Male</b>	(2)	3	30%	3	-	-	-	-	-	-	-	(5)	19%	(2)	(3)	(3)	-	-	-	-	1	-
<b>Female</b>	(15)	7	70%	5	2	1	-	-	1	-	-	(22)	81%	(10)	(12)	(7)	-	(5)	-	-	2	-
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(17)	8	80%	6	2	1	-	-	1	-	-	(25)	93%	(10)	(15)	(10)	-	(5)	-	-	3	-
<b>Asian</b>	(1)	1	10%	-	1	-	-	-	1	-	-	(2)	7%	(1)	(1)	-	-	(1)	-	-	-	-
<b>Black</b>	(8)	3	30%	3	-	-	-	-	-	-	-	(11)	41%	(4)	(7)	(6)	-	(1)	-	-	1	-
<b>Hispanic</b>	(6)	4	40%	3	1	1	-	-	-	-	-	(10)	37%	(5)	(5)	(2)	-	(3)	-	-	2	-
<b>Other Protected Grp</b>	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	7%	-	(2)	(2)	-	-	-	-	-	-
<b>White</b>	1	2	20%	2	-	-	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	1	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Administration 3 (Professional)**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(17)	9		8	1	1	-	-	-	-	-	(26)		(11)	(15)	(10)	-	(5)	-	-	2	-
<b>Male</b>	(2)	3	33%	3	-	-	-	-	-	-	(5)	19%	(2)	(3)	(3)	-	-	-	-	-	-	-
<b>Female</b>	(15)	6	67%	5	1	1	-	-	-	-	(21)	81%	(9)	(12)	(7)	-	(5)	-	-	-	2	-
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(17)	7	78%	6	1	1	-	-	-	-	(24)	92%	(9)	(15)	(10)	-	(5)	-	-	2	-	
<b>Asian</b>	(1)	-	0%	-	-	-	-	-	-	-	(1)	4%	-	(1)	-	-	(1)	-	-	-	-	-
<b>Black</b>	(8)	3	33%	3	-	-	-	-	-	-	(11)	42%	(4)	(7)	(6)	-	(1)	-	-	-	1	-
<b>Hispanic</b>	(6)	4	44%	3	1	1	-	-	-	-	(10)	38%	(5)	(5)	(2)	-	(3)	-	-	-	1	-
<b>Other Protected Grp</b>	(2)	-	0%	-	-	-	-	-	-	-	(2)	8%	-	(2)	(2)	-	-	-	-	-	-	-
<b>White</b>	1	2	22%	2	-	-	-	-	-	-	(1)	4%	(1)	-	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	1	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**IT Computer Professional**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>		1		-	1	-	-	-	1	-	-	(1)		(1)	-	-	-	-	-	1	-	
Male		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	1	-	
Female		1	100%	-	1	-	-	-	1	-	-	100%	(1)	-	-	-	-	-	-	-	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps		1	100%	-	1	-	-	-	1	-	-	100%	(1)	-	-	-	-	-	-	1	-	
Asian		1	100%	-	1	-	-	-	1	-	-	100%	(1)	-	-	-	-	-	-	-	-	
Black		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Hispanic		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	1	-	
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
White		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**IT Manager**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	-	-	(1)	-	-	-	-	-	-	-
Male	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	(1)	-	-	-	-	-	-
Female	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	(1)	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	-	(1)	(1)	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Technicians**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(1)	3		1	2	2	-	-	-	-	-	(4)		(3)	(1)	-	-	(1)	-	-	-	-
Male	(1)	1	33%	-	1	1	-	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	-	-	-
Female		2	67%	1	1	1	-	-	-	-	-	(2)	50%	(1)	(1)	-	-	(1)	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(2)	2	67%	1	1	1	-	-	-	-	-	(4)	100%	(3)	(1)	-	-	(1)	-	-	-	-
Asian		1	33%	-	1	1	-	-	-	-	-	(1)	25%	-	(1)	-	-	(1)	-	-	-	-
Black		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	(2)	1	33%	1	-	-	-	-	-	-	-	(3)	75%	(3)	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	1	1	33%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).



**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Administration 4 (College Lab Tech)**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>		1		-	1	1	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	-	-
Male	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Female	1	1	100%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Asian		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Black		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
White	1	1	100%	-	1	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**IT Support Technician**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>		2		1	1	1	-	-	-	-	-	(2)		(1)	(1)	-	-	(1)	-	-	-	-
Male		1	50%	-	1	1	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Female		1	50%	1	-	-	-	-	-	-	-	(1)	50%	-	(1)	-	-	(1)	-	-	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps		2	100%	1	1	1	-	-	-	-	-	(2)	100%	(1)	(1)	-	-	(1)	-	-	-	
Asian		1	50%	-	1	1	-	-	-	-	-	(1)	50%	-	(1)	-	-	(1)	-	-	-	
Black		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Hispanic		1	50%	1	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
White		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Print Shop**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	0%	(1)	-	-	-	-	-	-	-	-
Male		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Asian		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Black		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
White		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Administrative Support Workers**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(5)	4		1	3	3	-	-	-	-	-	(9)		(7)	(2)	(2)	-	-	-	-	-	-
Male	1	1	25%	1	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Female	(6)	3	75%	-	3	3	-	-	-	-	(9)	100%	(7)	(2)	(2)	-	-	-	-	-	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>All Protected Race/Eth Grps</b>	(6)	3	75%	1	2	2	-	-	-	-	(9)	100%	(7)	(2)	(2)	-	-	-	-	-	-	
Asian		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Black	(5)	-	0%	-	-	-	-	-	-	-	(5)	56%	(4)	(1)	(1)	-	-	-	-	-	-	
Hispanic	(1)	3	75%	1	2	2	-	-	-	-	(4)	44%	(3)	(1)	(1)	-	-	-	-	-	-	
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
White	1	1	25%	-	1	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Accountant Assistant**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	0%	(1)	-	-	-	-	-	-	-	-
Male		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Asian		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Black		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Hispanic	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
White		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**CUNY Office Assistant**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(4)	4		1	3	3	-	-	-	-	-	(8)		(6)	(2)	(2)	-	-	-	-	-	-
<b>Male</b>	1	1	25%	1	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Female</b>	(5)	3	75%	-	3	3	-	-	-	-	(8)	100%	(6)	(2)	(2)	-	-	-	-	-	-	
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>All Protected Race/Eth Grps</b>	(5)	3	75%	1	2	2	-	-	-	-	(8)	100%	(6)	(2)	(2)	-	-	-	-	-	-	
<b>Asian</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Black</b>	(5)	-	0%	-	-	-	-	-	-	-	(5)	63%	(4)	(1)	(1)	-	-	-	-	-	-	
<b>Hispanic</b>		3	75%	1	2	2	-	-	-	-	(3)	38%	(2)	(1)	(1)	-	-	-	-	-	-	
<b>Other Protected Grp</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>White</b>	1	1	25%	-	1	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Craft Workers**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)		
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes	
<b>Total</b>	(2)	1		1	-	-	-	-	-	-	-	(3)		(2)	(1)	(1)	-	-	-	-	-	-	-
Male	(1)	1	100%	1	-	-	-	-	-	-	-	(2)	67%	(1)	(1)	(1)	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	33%	(1)	-	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Asian		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Black	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Hispanic		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
White	(3)	-	0%	-	-	-	-	-	-	-	-	(3)	100%	(2)	(1)	(1)	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
Veterans	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	67%	(2)	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Basic Crafts-Buildings and Grounds**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>		1		1	-	-	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	-	-
Male	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Female	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Asian		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	1	1	100%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-
Individuals w/Disabilities		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).



**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Skilled Trades**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
Total	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	0%	(1)	(1)	(1)	-	-	-	-	-	-
Male	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	(1)	-	-	-	-	-	-
Female	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
All Protected Race/Eth Grps	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Asian	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Hispanic	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Other Protected Grp	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White	(2)	-	0%	-	-	-	-	-	-	-	(2)	100%	(1)	(1)	(1)	-	-	-	-	-	-	-
Unknown Ethnicity	-	-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(1)	-	0%	-	-	-	-	-	-	-	(1)	50%	(1)	-	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Service Workers**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(10)	8		5	3	-	1	-	2	-	-	(18)		(12)	(6)	(4)	-	(2)	-	-	1	-
Male	(9)	5	63%	2	3	-	1	-	2	-	-	(14)	78%	(8)	(6)	(4)	-	(2)	-	-	1	-
Female	(1)	3	38%	3	-	-	-	-	-	-	-	(4)	22%	(4)	-	-	-	-	-	-	-	-
Other Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(10)	7	88%	4	3	-	1	-	2	-	-	(17)	94%	(11)	(6)	(4)	-	(2)	-	-	1	-
Asian		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Black	(6)	4	50%	1	3	-	1	-	2	-	-	(10)	56%	(5)	(5)	(3)	-	(2)	-	-	1	-
Hispanic	(4)	3	38%	3	-	-	-	-	-	-	-	(7)	39%	(6)	(1)	(1)	-	-	-	-	-	-
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
White		1	13%	1	-	-	-	-	-	-	-	(1)	6%	(1)	-	-	-	-	-	-	-	-
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
Veterans	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	11%	(2)	-	-	-	-	-	-	-	-
Individuals w/Disabilities	1	1	13%	1	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Campus Peace Officer**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(5)	-	0%	-	-	-	-	-	-	-	(5)		(4)	(1)	(1)	-	-	-	-	-	-	-
<b>Male</b>	(4)	-	0%	-	-	-	-	-	-	-	(4)	80%	(3)	(1)	(1)	-	-	-	-	-	-	-
<b>Female</b>	(1)	-	0%	-	-	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-	-	-
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(5)	-	0%	-	-	-	-	-	-	-	(5)	100%	(4)	(1)	(1)	-	-	-	-	-	-	-
<b>Asian</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Black</b>	(3)	-	0%	-	-	-	-	-	-	-	(3)	60%	(2)	(1)	(1)	-	-	-	-	-	-	-
<b>Hispanic</b>	(2)	-	0%	-	-	-	-	-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-	-	-
<b>Other Protected Grp</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>White</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
<b>Veterans</b>	(2)	-	0%	-	-	-	-	-	-	-	(2)	40%	(2)	-	-	-	-	-	-	-	-	-
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Campus Peace Officer-Sergeant**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	1	1			1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Male</b>	1	1	100%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Female</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	1	1	100%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Asian</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Black</b>	1	1	100%	-	1	-	1	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Hispanic</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Other Protected Grp</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>White</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Campus Security Assistant**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>		1		1	-	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	-	-	
Male		1	100%	1	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	
Female		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Other Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Gender		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
All Protected Race/Eth Grps	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	
Asian		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Black	(1)	-	0%	-	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-	-	-	-	
Hispanic		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Other Protected Grp		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
White	1	1	100%	1	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Unknown Ethnicity		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Veterans		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
Individuals w/Disabilities	1	1	100%	1	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Custodial**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(4)	4		4	-	-	-	-	-	-	-	(8)		(4)	(4)	(2)	-	(2)	-	-	-	-
<b>Male</b>	(6)	1	25%	1	-	-	-	-	-	-	(7)	88%	(3)	(4)	(2)	-	(2)	-	-	-	-	
<b>Female</b>	2	3	75%	3	-	-	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	-	-	-	
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>All Protected Race/Eth Grps</b>	(3)	4	100%	4	-	-	-	-	-	-	(7)	88%	(3)	(4)	(2)	-	(2)	-	-	-	-	
<b>Asian</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Black</b>	(3)	1	25%	1	-	-	-	-	-	-	(4)	50%	(1)	(3)	(1)	-	(2)	-	-	-	-	
<b>Hispanic</b>		3	75%	3	-	-	-	-	-	-	(3)	38%	(2)	(1)	(1)	-	-	-	-	-	-	
<b>Other Protected Grp</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>White</b>	(1)	-	0%	-	-	-	-	-	-	-	(1)	13%	(1)	-	-	-	-	-	-	-	-	
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

**Job Group Summary**  
**Net Personnel Activity, 6/1/22 - 6/1/23**  
**Custodial Supervisor**

	Net Group Changes	NET ADDITIONS		Additions by Type		Detail, Internal Hires by Type						NET SUBTRACTIONS		Subtractions by Type		Detail, Internal Separations by Type					OTHER CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Outside Hires	Internal Hires into New Job Group	Was Part Time	Hired from Other College	Demoted	Advanced	Other Change	Return to Faculty	Sub. #	Sub %	Separation from CUNY	Internal Separation from Group	Left for Other College	Demoted	Advanced	Other Change	Return to Faculty	Advance-ments	Other Changes
<b>Total</b>	(2)	2		-	2	-	-	-	2	-	-	(4)		(3)	(1)	(1)	-	-	-	-	1	-
<b>Male</b>		2	100%	-	2	-	-	-	2	-	-	(2)	50%	(1)	(1)	(1)	-	-	-	-	1	-
<b>Female</b>	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	-	-	-
<b>Other Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Unknown Gender</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>All Protected Race/Eth Grps</b>	(2)	2	100%	-	2	-	-	-	2	-	-	(4)	100%	(3)	(1)	(1)	-	-	-	-	1	-
<b>Asian</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Black</b>		2	100%	-	2	-	-	-	2	-	-	(2)	50%	(1)	(1)	(1)	-	-	-	-	1	-
<b>Hispanic</b>	(2)	-	0%	-	-	-	-	-	-	-	-	(2)	50%	(2)	-	-	-	-	-	-	-	-
<b>Other Protected Grp</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>White</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Unknown Ethnicity</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Veterans</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-
<b>Individuals w/Disabilities</b>		-	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any one job group could have a net loss or net gain (additions may not equal subtractions).

## **Appendix F                      Summary of Recruiting Activities**

This Appendix provides details of candidate pools and outcomes of searches.

The spreadsheets provide detail on applicants, interviews, and offers. The scope of this report includes searches which officially concluded during the previous plan year (June 1, 2022 through May 31, 2023).



Hostos Community College

Summary - All Searches

Total: 14

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	758	679	90%	32	4.7%	13	1.9%	13	1.9%
<b>Male</b>	332	292	43%	8	2.7%	3	1.0%	3	1.0%
<b>Female</b>	379	340	50%	24	7.1%	10	2.9%	10	2.9%
<b>Other</b>	3	3	0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	44	43	6%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	379	338	50%	8	2.4%	3	0.9%	3	0.9%
<b>Total Minorities</b>	616	549	81%	30	5.5%	13	2.4%	13	2.4%
<b>Asian</b>	122	105	15%	5	4.8%	1	1.0%	1	1.0%
<b>Black</b>	208	185	27%	12	6.5%	5	2.7%	5	2.7%
<b>Hispanic</b>	271	245	36%	13	5.3%	7	2.9%	7	2.9%
<b>Other inc 2 or more</b>	15	14	2%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	117	104	15%	2	1.9%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	25	25	4%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	142	129	19%	2	1.6%	-	0.0%	-	0.0%
<b>Veterans</b>	12	9	1%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	60	50	7%	3	6.0%	1	2.0%	1	2.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	50%	75.0%	76.9%	76.9%	76.9%	76.9%
Percent Total Minorities	81%	93.8%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	1%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	7%	9.4%	7.7%	7.7%	7.7%	7.7%

Hostos Community College

EEO Category Summary

Executive/Administrative/Managerial

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	236	227	96.2%	1	0.4%	1	0.4%	1	0.4%
<b>Male</b>	95	89	39.2%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	130	127	55.9%	1	0.8%	1	0.8%	1	0.8%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	11	11	4.8%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	106	100	44.1%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	171	162	71.4%	1	0.6%	1	0.6%	1	0.6%
<b>Asian</b>	23	20	8.8%	1	5.0%	1	5.0%	1	5.0%
<b>Black</b>	66	64	28.2%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	76	72	31.7%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	6	6	2.6%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	53	53	23.3%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	12	12	5.3%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	65	65	28.6%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	0.4%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	15	15	6.6%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female		55.9%		100.0%		100.0%
Percent Total Minorities		71.4%		100.0%		100.0%
Percentage Veterans		0.4%		0.0%		0.0%
Percentage w Disabil.		6.6%		0.0%		0.0%

Hostos Community College

Job Group Summary  
Administration 2 (Managers)

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	236	227	96.2%	1	0.4%	1	0.4%	1	0.4%
<b>Male</b>	95	89	39.2%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	130	127	55.9%	1	0.8%	1	0.8%	1	0.8%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	11	11	4.8%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	171	162	71.4%	1	0.6%	1	0.6%	1	0.6%
<b>Asian</b>	23	20	8.8%	1	5.0%	1	5.0%	1	5.0%
<b>Black</b>	66	64	28.2%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	76	72	31.7%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	6	6	2.6%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	53	53	23.3%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	12	12	5.3%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	65	65	28.6%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	0.4%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	15	15	6.6%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	55.9%	100.0%	100.0%	100.0%	100.0%	100.0%
Percent Total Minorities	71.4%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%

Hostos Community College

EEO Category Summary  
Professional Non-Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	269	207	77.0%	24	11.6%	5	2.4%	5	2.4%
<b>Male</b>	101	71	34.3%	6	8.5%	1	1.4%	1	1.4%
<b>Female</b>	152	121	58.5%	18	14.9%	4	3.3%	4	3.3%
<b>Other</b>	1	1	0.5%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	15	14	6.8%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	117	86	41.5%	6	7.0%	1	1.2%	1	1.2%
<b>Total Min</b>	225	174	84.1%	22	12.6%	5	2.9%	5	2.9%
<b>Asian</b>	41	29	14.0%	4	13.8%	-	0.0%	-	0.0%
<b>Black</b>	72	55	26.6%	10	18.2%	3	5.5%	3	5.5%
<b>Hispanic</b>	108	87	42.0%	8	9.2%	2	2.3%	2	2.3%
<b>Other inc 2 or more</b>	4	3	1.4%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	37	26	12.6%	2	7.7%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	7	7	3.4%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	44	33	15.9%	2	6.1%	-	0.0%	-	0.0%
<b>Veterans</b>	9	6	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	32	22	10.6%	3	13.6%	1	4.5%	1	4.5%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female		58.5%		75.0%		80.0%
Percent Total Minorities		84.1%		91.7%		100.0%
Percentage Veterans		2.9%		0.0%		0.0%
Percentage w Disabil.		10.6%		12.5%		20.0%

Hostos Community College

Job Group Summary  
Administration 3 (Professional)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	232	173	74.6%		24	13.9%	5	2.9%	5	2.9%
<b>Male</b>	75	48	27.7%		6	12.5%	1	2.1%	1	2.1%
<b>Female</b>	147	116	67.1%		18	15.5%	4	3.4%	4	3.4%
<b>Other</b>	1	1	0.6%		-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	9	8	4.6%		-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	196	147	85.0%		22	15.0%	5	3.4%	5	3.4%
<b>Asian</b>	33	21	12.1%		4	19.0%	-	0.0%	-	0.0%
<b>Black</b>	65	48	27.7%		10	20.8%	3	6.3%	3	6.3%
<b>Hispanic</b>	94	75	43.4%		8	10.7%	2	2.7%	2	2.7%
<b>Other inc 2 or more</b>	4	3	1.7%		-	0.0%	-	0.0%	-	0.0%
<b>White</b>	30	20	11.6%		2	10.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	6	6	3.5%		-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	36	26	15.0%		2	7.7%	-	0.0%	-	0.0%
<b>Veterans</b>	4	3	1.7%		-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	28	20	11.6%		3	15.0%	1	5.0%	1	5.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	67.1%		75.0%		80.0%	80.0%
Percent Total Minorities	85.0%		91.7%		100.0%	100.0%
Percentage Veterans	1.7%		0.0%		0.0%	0.0%
Percentage w Disabil.	11.6%		12.5%		20.0%	20.0%

Hostos Community College

Job Group Summary

IT Computer Professional

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	37	34	91.9%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	26	23	67.6%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	5	5	14.7%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	6	6	17.6%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	29	27	79.4%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	8	8	23.5%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	7	7	20.6%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	14	12	35.3%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	7	6	17.6%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	1	1	2.9%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	8	7	20.6%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	5	3	8.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	4	2	5.9%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel
Percent Female		#DIV/0!		#DIV/0!		#DIV/0!
Percent Total Minorities		#DIV/0!		#DIV/0!		#DIV/0!
Percentage Veterans		#DIV/0!		#DIV/0!		#DIV/0!
Percentage w Disabil.		#DIV/0!		#DIV/0!		#DIV/0!

Hostos Community College

EEO Category Summary  
Technicians

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	66	65	98.5%	1	1.5%	1	1.5%	1	1.5%
<b>Male</b>	44	43	66.2%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	15	15	23.1%	1	6.7%	1	6.7%	1	6.7%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	7	7	10.8%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	51	50	76.9%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	55	54	83.1%	1	1.9%	1	1.9%	1	1.9%
<b>Asian</b>	13	13	20.0%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	16	15	23.1%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	25	25	38.5%	1	4.0%	1	4.0%	1	4.0%
<b>Other inc 2 or more</b>	1	1	1.5%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	11	11	16.9%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	11	11	16.9%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	3	3	4.6%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female		23.1%		100.0%		100.0%
Percent Total Minorities		83.1%		100.0%		100.0%
Percentage Veterans		0.0%		0.0%		0.0%
Percentage w Disabil.		4.6%		0.0%		0.0%

Hostos Community College

Job Group Summary

Administration 4 (College Lab Tech)

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	3	3	100.0%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	2	2	66.7%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	1	1	33.3%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	3	3	100.0%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	1	1	33.3%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	2	2	66.7%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel
Percent Female						
Percent Total Minorities						
Percentage Veterans						
Percentage w Disabil.						



Hostos Community College

Search Summary - Single Search

23122 IT Communications Coordinator (IT Support Assistant - Hourly)

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	63	62	98.4%	1	1.6%	1	1.6%	1	1.6%
<b>Male</b>	42	41	66.1%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	14	14	22.6%	1	7.1%	1	7.1%	1	7.1%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	7	7	11.3%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	49	48	77.4%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	52	51	82.3%	1	2.0%	1	2.0%	1	2.0%
<b>Asian</b>	12	12	19.4%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	16	15	24.2%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	23	23	37.1%	1	4.3%	1	4.3%	1	4.3%
<b>Other inc 2 or more</b>	1	1	1.6%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	11	11	17.7%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	11	11	17.7%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	3	3	4.8%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	23%	100.0%	100.0%	100.0%	100.0%	100.0%
Percent Total Minorities	82%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	5%	0.0%	0.0%	0.0%	0.0%	0.0%

Hostos Community College

Search Summary - Single Search

24248 College Assistant - Information Technology (Multiple Positions)

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	160	153	95.6%	6	3.9%	6	3.9%	6	3.9%
<b>Male</b>	68	66	43.1%	2	3.0%	2	3.0%	2	3.0%
<b>Female</b>	81	76	49.7%	4	5.3%	4	5.3%	4	5.3%
<b>Other</b>	2	2	1.3%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	9	9	5.9%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	79	77	50.3%	2	2.6%	2	2.6%	2	2.6%
<b>Total Min</b>	149	143	93.5%	6	4.2%	6	4.2%	6	4.2%
<b>Asian</b>	39	37	24.2%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	47	44	28.8%	2	4.5%	2	4.5%	2	4.5%
<b>Hispanic</b>	59	58	37.9%	4	6.9%	4	6.9%	4	6.9%
<b>Other inc 2 or more</b>	4	4	2.6%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	6	5	3.3%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	5	5	3.3%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	11	10	6.5%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	0.7%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	10	10	6.5%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	50%	66.7%	66.7%	66.7%	66.7%	
Percent Total Minorities	93%	100.0%	100.0%	100.0%	100.0%	
Percentage Veterans	1%	0.0%	0.0%	0.0%	0.0%	
Percentage w Disabil.	7%	0.0%	0.0%	0.0%	0.0%	

Hostos Community College

EEO Category Summary

Craft Workers

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	27	26	96.3%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	24	23	88.5%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	2	2	7.7%	-	0.0%	-	0.0%	-	0.0%
<b>Total Not Female</b>	26	25	96.2%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	16	16	61.5%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	6	6	23.1%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	7	7	26.9%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	3	3	11.5%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	10	9	34.6%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	11	10	38.5%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%

<b>Least Selected:</b>	<i>OK Sel</i>	<b>Least Selected:</b>	<i>OK Sel</i>	<b>Least Selected:</b>	<i>OK Sel</i>
Male+Oth		Male+Oth		Male+Oth	
White+Unk		White+Unk		White+Unk	

Percent Female	3.8%	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	61.5%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	3.8%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	0.0%	#DIV/0!	#DIV/0!	#DIV/0!

Hostos Community College

Job Group Summary

Skilled Trades

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
<b>Total + Total Selection Rate</b>	27	26	96.3%	-	0.0%	-	0.0%	-	0.0%
<b>Male</b>	24	23	88.5%	-	0.0%	-	0.0%	-	0.0%
<b>Female</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Other</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown</b>	2	2	7.7%	-	0.0%	-	0.0%	-	0.0%
<b>Total Min</b>	16	16	61.5%	-	0.0%	-	0.0%	-	0.0%
<b>Asian</b>	6	6	23.1%	-	0.0%	-	0.0%	-	0.0%
<b>Black</b>	7	7	26.9%	-	0.0%	-	0.0%	-	0.0%
<b>Hispanic</b>	3	3	11.5%	-	0.0%	-	0.0%	-	0.0%
<b>Other inc 2 or more</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
<b>White</b>	10	9	34.6%	-	0.0%	-	0.0%	-	0.0%
<b>Unknown Ethnicity</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>White+Unknown</b>	11	10	38.5%	-	0.0%	-	0.0%	-	0.0%
<b>Veterans</b>	1	1	3.8%	-	0.0%	-	0.0%	-	0.0%
<b>Indiv. w Disabilities</b>	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel	Least Selected: Male+Oth White+Unk	OK Sel OK Sel
Percent Female		#DIV/0!		#DIV/0!		#DIV/0!
Percent Total Minorities		#DIV/0!		#DIV/0!		#DIV/0!
Percentage Veterans		#DIV/0!		#DIV/0!		#DIV/0!
Percentage w Disabil.		#DIV/0!		#DIV/0!		#DIV/0!

## Appendix G Utilization of Individuals with Disabilities by Job Group

This Appendix presents the total staff in each job group with the number and percentage of Individuals with Disabilities.

The federal guideline for staffing of Individuals with Disabilities is 7.0% for each job group. While there is a requirement to report staffing, there is no requirement to calculate underutilization or to set placement goals.

**APPENDIX G - Utilization of Individuals with Disabilities by Job Group**

**2023-2024**

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The federal guideline for representation is 7% for each job group.

Total Individual(s) with Disabilities: 37      Percent of total reported employees: 3.0%

<b>Category:</b>	<b>Staff</b>	<b>Indiv. with Disabilities</b>	<b>Rate</b>
<b>Executive/Administrative/Managerial</b>			
Admin 1: Executive	17	1	5.9%
Admin 2: Managerial	65	3	4.6%
Admin 2: Managerial Adjunct	64	4	6.3%
Managerial: Facilities	2	0	0.0%
Managerial: Info Tech	1	0	0.0%
Managerial: Security	3	0	0.0%
<b>Professional Faculty</b>			
Faculty: Professoriate	132	3	2.3%
Faculty: Librarian	10	2	20.0%
Faculty: Instructor	1	0	0.0%
Faculty: Lecturer	36	0	0.0%
Faculty: Lecturer Adjunct	161	2	1.2%
Faculty: Professoriate Adjunct	151	1	0.7%
Faculty: Developmental	15	0	0.0%
Faculty: Developmental Adjunct	4	0	0.0%
Faculty: Continuing Education	44	0	0.0%
<b>Professional Non-Faculty</b>			
Admin 3: Professional	117	15	12.8%
Disability Accommodation Specl Adjunct	7	0	0.0%
Info Tech: Professional	13	0	0.0%
Info Tech: Professional Adjunct	2	0	0.0%
Nurse	1	0	0.0%
<b>Administrative Support Workers</b>			
Accountant: Assistant	1	0	0.0%
Administrative Assistant	7	0	0.0%
Office Assistant	40	0	0.0%
Office Assistant Adjunct	216	3	1.4%
Mail Services Worker	4	0	0.0%
<b>Technicians</b>			
Admin 4: College Lab Technician	12	0	0.0%
Admin 4: College Lab Technician Adjunct	8	0	0.0%
Broadcast-Media Adjunct	20	0	0.0%
Info Tech: Technician	4	1	25.0%
Info Tech: Technician Adjunct	3	1	33.3%
<b>Craft Workers</b>			
Skilled Trades: Supervisory	2	0	0.0%
Skilled Trades: Not Supervisory	9	0	0.0%
Laborers and Helpers	6	0	0.0%
Basic Crafts-Buildings and Grounds	7	0	0.0%
<b>Service Workers</b>			
Campus Public Safety Sergeant	7	0	0.0%

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Category: **Service Workers**

	Staff	Indiv. with Disabilities	Rate
Campus Peace Officer	13	0	0.0%
Campus Security Assistant	5	1	20.0%
Custodial: Supervisory	6	0	0.0%
Custodial: Assistant	21	0	0.0%