



COMPLIANCE AND DIVERSITY 2022-2023 AFFIRMATIVE ACTION PLAN

Affirmative Action Plans covering Minorities and Women (Executive Order 11246),
Individuals with Disabilities (Section 503) and
Protected Veterans (VEVRAA)

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This plan is available online at <https://www.hostos.cuny.edu/Administrative-Offices/Office-of-Compliance-and-Diversity/Affirmative-Action-Plans>.

It is also available for review in Room A-336 at 475 Grand Concourse.

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



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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 program requirements for federal contractors.

This unit is one of over 25 affirmative action establishments at the City University of New York (CUNY).

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
- 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, 2022. The previous reporting year was June 1, 2021 – May 31, 2022. The program year for this plan is September 1, 2022 – August 31, 2023.

We address disruptions due to the ongoing COVID-19 outbreak later in this report.

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

We produce a separate affirmative action plan for Italian Americans. CUNY’s Chancellor designated Italian Americans as a protected group in 1976.

Web links confirmed as of November 2022, are subject to change.

OVERVIEW

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 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 will host several programs, including the ASAP and the Student Success Coaching Unit will open in 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.

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 (4)(5). 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 slightly under 5000 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.

ORGANIZATION CHART

Appendix A displays an organization chart.

RELEVANT 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. Additionally, the Chancellor of CUNY designated Italian Americans as a protected group in 1976 and CUNY prepares a separate Italian American affirmative action plan. CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website.

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

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 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. **Appendix B** contains the most recent reaffirmation letter, issued October 12th, 2021.

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, Chief Arnaldo Bernabe, (718) 518-6888 or the Public Safety Department-Hostos Community College [webpage](#).

RESPONSIBILITY FOR IMPLEMENTATION

While the entire community participates in promoting diversity and inclusion, 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 these personnel have authority, staffing, and other resources to fulfill their assigned responsibilities.

The President communicates commitment to equal employment opportunity, issuing an annual reaffirmation of this commitment, and issues required reports, including this affirmative action plan.

Chief Diversity Officer

The President has designated Latoya S. Jeffers, 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, 2022.

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.

Committee members in this past year were (names and titles):

- 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
- Latoya Jeffers, Chief Diversity Officer
- Leaghton Ozoria, Hostos Student

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:

- Latoya Jeffers, Chief Diversity Officer
- Heidi Bollinger, Chair-English
- Jacinta Patrice-George, Office of Academic Affairs
- Clara Neito-Wire, Mathematics
- Raymond Perez, Director-Accessibility Resources
- Toya Pigford, Financial Aid
- 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. In the 2021-2022 academic year, ORD conducted two briefings for College Presidents on preparing and interpreting affirmative action plans.

IMPACT OF COVID-RELATED EVENTS

On March 15, 2020, CUNY Chancellor Felix Matos-Rodriguez announced that CUNY campuses and non-essential personnel were transitioning to remote learning and work for the remainder of the academic year. CUNY began returning to on-site operations in summer 2021, and currently operates in a hybrid on-site/remote model. As a result of shifting priorities, we cancelled or postponed some hiring plans and accelerated others given unanticipated employee turnover. We have limited or cancelled some events we could not conduct remotely.

Certain practices have continued unchanged. The Chief Diversity Officer has continued work on all major functions including:

- Complaint intake and investigation
- Accommodations for individuals with disabilities
- Recruitment advertising and outreach
- Oversight of hiring, advancement and separation practices
- Consulting to management.

Additionally, the Chief Diversity Officer continued to work on various committees and on various initiatives as follows:

- Advisory Committee on Campus Security
- Campus Civility Committee
- Affirmative Action, Equity, and Inclusion Committee
- COVID-19 Medical and Religious Vaccination Exemption Review Panel

PART TWO: DATA AND ANALYSIS

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

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

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

DATA SOURCES

This section describes how CUNY prepares data for this report.

Employee Data

On July 11, 2022 we extracted data on full-time employees active as of June 1, 2022 from CUNY's system of record, CUNYfirst. We include individuals on most paid leaves, including medical leave and fellowship/sabbatical leave. We do not include individuals on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or individuals 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 2018. In January of 2022 Hostos invited all employees to update their personal information which also provides the opportunity to self-identify.

We also invite job applicants to self-identify on the job application portal and in the employee self-service module of our system of record.

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).

American Indian/Alaska Native and Two or More Races are included under Total Minorities but not separately reported.

If a person identifies as both Hispanic/Latino and some another group, they are recorded as Hispanic/Latino, and not as Two or More Races.

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. Consistent with recent New York State legislation, we are in the process of implementing collection of disaggregated data on Asian ancestry.

To retain overall comparisons to individuals in federal categories and to prevent double counting, Italian Americans are not included in Total Minorities in either plan. If individuals indicate both Italian American and federally protected ethnicity categories, we default to the federally protected category, to prevent double counting.

We use federally mandated gender categories of male and female for purposes of this plan. We provide candidates and employees six categories of gender identification. At this time, for purposes of this plan, only individuals specifically identifying as “female” are included in the federally protected gender category.

Of 586 employees, 0 employees did not identify a gender and 2 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. 574 employees did not identify a veteran status and 566 did not identify a disability status. Disability and veteran status are priorities for future self-identification campaigns.

Labor Market Source Data

We compare the employee population with the Labor Market from which CUNY would reasonably recruit, train, or promote, by job group. We last updated Labor Market estimates in May 2019.

For internal candidates, we utilized lists of CUNY-wide appointments over the 2017-2018 and 2018 - 2019 periods for weighting and lists of feeder jobs, using the demographics of the candidate groups as of the June 1, 2018 employee census.

For external candidates, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2013-2017 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (IPUMS).

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, 2015-2016 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

WORKFORCE ANALYSIS

Workforce Analysis is a review of the representation of females and minorities by division, department and title, evaluating diversity by organizational unit rather than job group. We review the data organized by job title in order of rank or salary grade. We also review professorial faculty by tenure status within department. Due to length, Workforce Analysis charts are not included here.

JOB GROUPS, DISCIPLINES, AND MARKET DATA

Job Groups

We analyze data according to groups of jobs with similar duties and qualifications. CUNY establishes job groups and reviews them annually, as detailed in **Appendix C**. A major input is the federal Standard Occupational Classification (SOC) system. We also combine job groups into categories based on the federal EEO-1 categories for some summary reports.

The next three pages provide a summary of staffing by job group, followed by a summary of professorial faculty by rank and tenure status.

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 1: Executive	15	10	66.7%	11	73.3%
Admin 2: Managerial	63	38	60.3%	49	77.8%
Managerial: Facilities	2	0	0.0%	1	50.0%
Managerial: Info Tech	2	0	0.0%	2	100.0%
Managerial: Security	2	1	50.0%	2	100.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Professoriate	133	72	54.1%	71	53.4%
Faculty: Librarian	10	8	80.0%	6	60.0%
Faculty: Instructor	3	1	33.3%	3	100.0%
Faculty: Lecturer	29	16	55.2%	24	82.8%
Faculty: Developmental	17	12	70.6%	11	64.7%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 3: Professional	134	104	77.6%	121	90.3%
Info Tech: Professional	13	3	23.1%	13	100.0%
Nurse	1	1	100.0%	1	100.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Accountant: Assistant	2	2	100.0%	2	100.0%
Administrative Assistant	7	5	71.4%	7	100.0%
Office Assistant	44	38	86.4%	41	93.2%
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	5	41.7%	10	83.3%
Info Tech: Technician	4	1	25.0%	4	100.0%
Print Media Technician	1	1	100.0%	1	100.0%

Craft Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Skilled Trades: Supervisory	2	0	0.0%	0	0.0%
Skilled Trades: Not Supervisory	11	0	0.0%	5	45.5%
Laborers and Helpers	6	0	0.0%	5	83.3%
Basic Crafts-Buildings and Grounds	7	1	14.3%	3	42.9%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	6	1	16.7%	6	100.0%
Campus Peace Officer	18	3	16.7%	17	94.4%
Campus Security Assistant	5	2	40.0%	5	100.0%
Custodial: Supervisory	8	2	25.0%	8	100.0%
Custodial: Assistant	25	7	28.0%	24	96.0%

Workforce Summary by Job Group and Category - Part Time Appointments

June 1, 2022

Hostos CC

Total Employees: 740

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 2: Managerial Adjunct	53	32	60.4%	35	66.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Faculty: Instructor Adjunct	1	0	0.0%	1	100.0%
Faculty: Lecturer Adjunct	198	88	44.4%	149	75.3%
Faculty: Professoriate Adjunct	216	110	50.9%	127	58.8%
Faculty: Developmental Adjunct	5	3	60.0%	4	80.0%
Faculty: Continuing Education	43	18	41.9%	34	79.1%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Disability Accommodation Spec Adjunct	5	4	80.0%	5	100.0%
Info Tech: Professional Adjunct	3	1	33.3%	3	100.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Office Assistant Adjunct	185	112	60.5%	178	96.2%

Technicians

Job Group	Ttl Empls	Female #	Female %	Minority #	Minority %
Admin 4: College Lab Technician Adjunct	8	4	50.0%	6	75.0%
Broadcast-Media Adjunct	19	3	15.8%	8	42.1%
Info Tech: Technician Adjunct	4	1	25.0%	4	100.0%

Summary for Professorial Rank Faculty by Title and Tenure Status

June 1, 2022

Hostos CC

Total Professorial Faculty: 133

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). This report refers to tenure as of the 2021-2022 academic year and not tenure effective September 2022.

Title	Ttl Empls	Female #	Female %	Minority #	Minority %
Asst Professor	45	24	53.3%	30	66.7%
Tenured	13	6	46.2%	7	53.8%
Track Tenure	32	18	56.3%	23	71.9%
Assc Professor	43	25	58.1%	19	44.2%
Tenured	43	25	58.1%	19	44.2%
Professor	45	23	51.1%	22	48.9%
Tenured	45	23	51.1%	22	48.9%

Workforce Summary

Academic Disciplines

CUNY assigns most faculty departments to disciplines as per the US Department of Education's Classification of Instructional Programs (CIP).

Appendix D lists these assignments. This past year, there were no material changes to the discipline assignments.

Labor Market Availability

Labor Market Availability is an estimate used to benchmark utilization of protected groups, by job group. It represents the proportion of each protected group available for employment in the labor market from which CUNY recruits (both internally and externally). CUNY last updated Labor Market Availability estimates in May 2019. **Appendix C** and **Appendix D** provide the basis for each calculation and details the factors we use. They cover the weighting of internal and external labor markets, geography, occupational qualifications, degree requirements, and academic discipline assignments.

UTILIZATION ANALYSIS

We compare CUNY's workforce with estimated Labor Market Availability by job group. We evaluate utilization for females, major federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Minorities).

We evaluate job 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.

We report underutilization where the percent of individuals 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.

Appendix E details utilization/underutilization in each category (job group and/or academic discipline). We consider job groups and disciplines for which there is underutilization as priorities for placement goals and enhanced outreach when there are hiring 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. In job groups with small numbers of employees, results may change substantially with

small staffing changes.

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. Only those combinations of Job Group and Discipline with five or more incumbents are reported.

This summary compares the following, each calculated against the Labor Market Availability estimates in place at that time.

2019: Underutilization in the 2019 - 2020 Plan (i.e., based on employee census as of 6/1/2019)

2020: Underutilization in the 2020 - 2021 Plan (i.e., based on employee census as of 6/1/2020)

2021: Underutilization in the 2021 - 2022 Plan (i.e., based on employee census as of 6/1/2021)

2022: Underutilization in the 2022 - 2023 Plan (i.e., this plan)

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
Biological and Biomedical Sciences AND Physical Sciences						
2022	20				1	
2021	20				1	
2020	20				1	
2019	20				1	
Business, Management, Marketing and Support						
2020	6	1				
2019	6	1				
Education						
2022	16			1		
2021	15			1		
2020	19			1		
2019	18			1		
English Language and Literature/Letters						
2022	21				1	
2021	24				1	
2020	24				1	
2019	23				1	
Health Professions and Related Programs						
2022	23					
2021	23					
2020	25					
2019	25					
Liberal Arts and Sciences, General Studies & Humanities						
2022	16			1		
2021	18			1		
2020	19			1		
2019	17					

Underutilization Summary

Faculty: Professoriate

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Mathematics and Statistics						
2022	15					
2021	14					
2020	16					
2019	16					
Social Sciences						
2022	18					
2021	18					
2020	18					
2019	15			1		

Faculty: Librarian

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Library (Librarians/Non-Teaching)						
2022	10					
2021	10					
2020	10					
2019	10					

Faculty: Lecturer

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
Education						
2022	6					
2021	6					
2020	6					
2019	6					
English Language and Literature/Letters						
2022	5	2				1
2020	5	2				1
2019	6	2				1
Liberal Arts and Sciences, General Studies & Humanities						
2022	5	1			1	
2020	5	1			1	
2019	5	1			1	
Mathematics and Statistics						
2020	7	1		1		
2019	6	1		1		

Underutilization Summary

Faculty: Developmental

Education - Developmental

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino
2022	17					
2021	17					
2020	17					
2019	22					

Underutilization Summary

**Exhibit: Summary of Historical Changes in Underutilization - Staff and College Lab Technicians
Hostos CC**

2022 - 2023

This is a summary of underutilization of protected groups by Job Group, organized by EEO Category. Only those Job Groups with five or more staff are reported.

This summary compares three measurements, each calculated using the Labor Market Availability estimates in place at that time.

- 2019: Underutilization in the 2019 - 2020 Plan (i.e., based on employee census as of 6/1/2019)
- 2020: Underutilization in the 2020 - 2021 Plan (i.e., based on employee census as of 6/1/2020)
- 2021: Underutilization in the 2021 - 2022 Plan (i.e., based on employee census as of 6/1/2021)
- 2022: Underutilization in the 2022 - 2023 Plan (this plan).

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

Admin 1: Executive

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2022	15					
2021	15					
2020	13					
2019	16					

Admin 2: Managerial

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2022	63			3		
2021	62			5		
2020	71			5		
2019	68			4	4	

Professional Non-Faculty

Admin 3: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2022	134			10		
2021	141			11		
2020	142			10		
2019	129			10		

Info Tech: Professional

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2022	13	3			1	
2021	14	3		1	1	
2020	16	4		1	1	
2019	16	4		1	1	

Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm	Hispanic/Latino
2022	7	1		1		
2021	7	1		1		
2020	8			1		

Underutilization Summary

Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2019	8			1		
Office Assistant						
2022	44			2		
2021	42			1		
2020	46			2		
2019	48					

Technicians

Admin 4: College Lab Technician

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
<i>College Lab Tech: Science, Tech, Eng.</i>						
2022	8			2		
2021	8			2		
2020	8			2		
2019	9			2		

Info Tech: Technician

2021	5				1	
2020	5				1	
2019	5			1		

Craft Workers

Basic Crafts-Buildings and Grounds

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
2022	7		2	1		1
2021	6		2	1		2
2020	8		2	1		2
2019	8		2	1		2

Laborers and Helpers

2022	6	1				
2021	6	1				
2020	6	1				
2019	6	1				

Skilled Trades: Not Supervisory

2022	11					
2021	11					
2020	10					
2019	13		2	1	1	

Underutilization Summary

Service Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ AfricanAm	Hispanic/ Latino
Campus Peace Officer						
2022	18					
2021	18					
2020	18					
2019	20			1		
Campus Public Safety Sergeant						
2022	6				2	
2021	6				2	
2020	6				1	
2019	8	1			1	
Campus Security Assistant						
2022	5					
2021	6					
2020	6					
2019	7					
Custodial: Assistant						
2022	25			1		
2021	24	2		1		
2020	31			2		
2019	34			2		
Custodial: Supervisory						
2022	8	1				
2021	7					
2020	7					
2019	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 2021-22 Reporting Year (June 1, 2021–May 31, 2022), Hostos had a total of 586 full-time, permanent employees. Of that total number, 45 (77%) were members of a protected ethnic/racial group and 335 (56.9%) were women. Of the College's 191 full-time employed faculty, 110 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.

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 AAUs.

For the Faculty – Lecturers group there is some underutilization, but there is no underutilization greater than two in any of these AAUs.

As was the case last year, there continues to be no underutilization in the Faculty Librarian or Faculty – Developmental AAUs.

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 as well as in restrictions on hiring due to the COVID-19 pandemic. 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 412 full-time staff employees, 354 (85.9%) of whom are members of a protected ethnic/racial group. In addition of the 412 full-time staff 239 (58%), are women. This data demonstrates that Hostos continues to have and embrace 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. Overall the underutilization for Blacks has been almost eliminated in all staff AAUs but two (Blacks continues to be underutilized by 1 in the IT Computer Professional AAU. Blacks continue to be underutilized by 2 in the Campus Safety Sergeant AAU.).

During this reporting period there was increase in underutilization for Hispanics in Basic Crafts-Building and Grounds as well as an elimination of underutilization for females in the Custodial AAU. However, there was an increase in underutilization of females in the Custodial Supervisory AAU.

Underutilization still exists in the other AAUs, where most are underutilized by 1. The AAU of Administration 3 remains underutilized in Asians, which are underutilized by 10 in that category. This is a decrease by 1 compared to last reporting period. The Administration 2 AAU is also underutilized in Asians by 3. This is a decrease by 2 as compared to the last reporting period. There continues to be a Market Availability for Asians in the Administration 3 AAU, which is 12.3%, and the Market Availability for Asians in the Administration 2 AAU, which is 11%.

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 (2022) as compared with last year's analysis (2021), we observed the following differences:

Staff

Administration II

Underutilization for Asian decreased from 5 to 3. There continues to be no additional underutilization.

Administration III

Underutilization for Asians decreased from 11 to 10. There continues to be no additional underutilization.

IT Computer Professional

Underutilization for Asians decreased by 1 and was eliminated.

Office Assistant

Underutilization of Asians increased from 1 to 2. There continues to be no additional underutilization.

Basic Crafts-Building and Grounds

Underutilization of Hispanics decreased from 2 to 1.

Custodial

Underutilization of females decreased from 2 to 0 and was eliminated.

Custodian Supervisory

Underutilization of females increased from 0 to 1.

Campus Public Safety Sergeant

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

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 give consideration to underrepresented groups when filling open positions in the College.

OTHER 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 those groups

with a material number of actions and/or applicants. **Appendix F** summarizes job actions, including tenure, by Gender and Ethnicity.

To estimate net changes by job group, we compare employee title changes between two reference dates (June 1, 2021 and June 1, 2022). We use this method to accommodate timing and issues in interpreting system data. 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

Similar to procedures in financial accounting, employees who leave one job group to take a position in another are reported as separated from one group and joining another. We consider transfers between CUNY units as a separation from one campus and a hire in the other.

Federal guidelines state adverse selection may occur when any one group (protected or not) has a selection rate less than 80% of the selection 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. We may hire some senior faculty with tenured status.

Tenure

During the reporting period, 11 faculty members were presented for tenure. Ten of those faculty members were Associate Professors. All were recommended and granted tenure by the Board of Trustees, effective September 1, 2021. No applications for early tenure were submitted.

The tenure recipients included from the following academic units: Allied Health Services, English, Humanities, Mathematics and Natural Sciences. 4 out of the 11 tenure recipients were members of a protected ethnic/racial group and 5 out of the 11 tenure recipients were women.

Promotions

During the reporting period, 15 faculty members were promoted. Of those 15 faculty members, 6 (40%) were members of a protected ethnic/racial group; 3 were Hispanic/Latino, 2 were Black/African American and 1 was Asian. Of the 15 faculty members who were

promoted, 8 were women.

Appendix F provides details of faculty receiving tenure/CCE status effective during the past plan year, covering those awarded tenure, hired with tenure (includes faculty rehired after long-term leaves), and denied tenure.

Appendix F also provides details of exceptions approved through a Search Waiver process. In these cases, it would be highly unlikely we could fill the positions competitively (for example, due to the unique qualifications of the individuals hired). We also grant waivers for positions representing a transfer of funding sources. The Chief Diversity Officer and University management approve search waiver applications.

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 and Civil Services Notices of Exam on our careers page (for faculty, 30-60 days and for staff, 14-30 days).

We invite candidates to self-identify gender, race/ethnicity, disability status, and veteran status and inform them that self-identification is voluntary.

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 G summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2021 and May 31, 2022.

As per federal Internet Applicant 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, notably faculty, 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 before June 1. This circumstance explains differences between the personal activity reports and recruitment reports.

In the previous year, we made 1 exception hire through a Search Waiver process. This hire represents situations where extraordinary circumstances made it highly unlikely we could fill the position competitively. We also grant waivers for positions representing a transfer of funding sources only. The Chief Diversity Officer and university management approve waiver applications.

Civil Service Hiring

We participated in 8 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 those 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 results.

Pool Date	Title	Results
6.14.21	Business Data and Reporting Analyst	2 interviews 2 hires
7.7.21	Stationary Manager	5 interviews 1 hire
7.12.21	Maintenance Worker	3 interviews 1 hire
09.2021	CUNY Office Assistant	1 interview 1 hire
9.2021	Campus Security Assistant	2 interviews 2 hires
12.6.21	CUNY Office Assistant	3 interviews 3 hires
12.2021	Plumber	2 interviews 1 hire
3.15.22	CUNY Office Assistant	1 interview 1 hire

Compensation

We develop pay plans according to instructions provided in bargaining unit contracts, Civil Service regulations, 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 November 16, 2022.

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 and addresses:

- Prior-Year Programs
- Planned Programs
- Ongoing Activities
- Internal Audit and Reporting.

PRIOR-YEAR PROGRAMS

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

As noted earlier, events related COVID-19 have limited some implementation plans.

Summary of Campus Programs, 2021-2022

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.

This year, The Center re-opened its doors to live audiences while some events continued to be held virtually and lived streamed over various platforms.

The following is a sampling of events/performances held during the 2021 – 2022 season:

- The Center hosted acclaimed Dominican pianist Josean Jacobo who performed music from his newest album, *Herencia Criolla*. He was joined by Daroll Méndez on base and Otoniel Nicolás on drums which invited the audience to submerge themselves in the traditional and popular rhythms of Merengue and Bachata in a contemporary jazz setting.
- The 30th *Annual Kwanzaa Celebration* - A cultural event for the entire family that celebrates African-American culture.
- In March 2022, The Center Hosted Arturo O’Farril & The Afro Latin Jazz Orchestra Performing "Con Un Toquw De Bata".
- Hosted at The Center in October 2021, The Bámbula Project by Alex ‘Apolo’ Ayala created a beautiful and complex marriage of Afro Puerto Rican Bomba with Jazz. Kinto Zonó while offering a modern twist on New York-style Bomba and Plena.

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. This year, there was 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. A few of the selections/discussions from the reporting period included:

- **Hostos Reads:** Excerpt from *Dominicana* (novel) followed by a discussion with the author Angie Cruz
- **Virtual Day Zero:** Re-Imagining Community in Difficult Times. This year CLT 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.

- **12th 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.

Revived during the last academic year, **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 focus on sharing positive affirmations and inspirational quotes to the college community. There are plans to continue the Know your Rights: Town Hall series.

International Women’s Day was celebrated at Hostos with a presentation from Dr. M. Cristina Alcalde titled “The Road Ahead for Women of Color: Pandemic Lessons and Opportunities”. Dr. Alcalde, who serves as Vice President for Institutional Diversity and Inclusion at Miami University, discussed with the attendees the challenges and opportunities for women of color in the workplace. Dr Alcalde also challenged all to by allies for inclusion and change.

Latin American Writers Institute (LAWI) of Hostos Community College published its journal, the *Hostos Review/Revista Hostosiana* is a call to speak and delve deeper into the Caribbean’s under told history of blackness. “*De las condiciones negras: un diálogo entre el Caribe francés 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.

In November of 2021, Hostos hosted an Italian American Heritage Month Celebration by convening a panel that discussed and honored the rich Italian American history in New York City especially The Bronx. Guest included, Dr. Charles Drago, Acting Provost and VP of Academic Affairs, as moderator. Honorees included Danielle Jones represented New York State Comptroller DiNapoli; Chair, John D. Calandra, Italian American Faculty and Staff Advisory Council; Dr. Donna Chirico, Italian American Institute; Luigi Ghidetti, Executive Chef,

Porto Salvo; and Michael M. Knobbe, Executive Director, BronxNet.

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**” was 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 Origins of Black History Month**- This townhall lead by Associate Professor Ana Ozuna who presented a concise and comprehensive historical lecture on the journey that led to the U.S. Congress in 1986 to vote the month of February as Black History Month.
- **The Origins of the Great Migration** - This town hall featured a lecture by educator-activist Anamaria Flores, who focused on the period from 1019 through the 1970’s when Black United Statesians- a term she used to differentiate between people living in the United States from people living elsewhere within the Americas - migrated from the rural South to cities in the North/Northeast, Midwest, and West, such as Chicago, Detroit, Cleveland, Los Angeles, Oakland, Pittsburgh, Portland, Seattle, and New York City. During her talk, she discussed the driving force behind the Great Migration and noted the longstanding and permanent social, political, and economic impact southern migrants have had on the cities to which they moved.

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 2021 *Veladas* hosted a presentation by Professor Emeritus Orlando J. Hernández and poet and critic David Cortés Cabán.
- In March, the Women’s History Month *Veladas* featured Hostos alumnae Idelsa Méndez and Lina Cruz who engaged in an empowering heartfelt message for students pursuing degrees and career dreams, “engage, work hard, and ask for help.” Alumni Manager Félix Sánchez, a Hostos alumnus himself, served as master of ceremonies. Then later in March the inspiring story of the great Puerto Rican leader Evelina Antonetty came to life. Her story is now a new doctoral dissertation titled “Dr. Evelina Antonetty, The Hell Lady of the

Bronx, a Puerto Rican Woman and her Legacy to the Diaspora of the South Bronx, 1965 to 1984,” written by Hostos’ own and beloved Dr. Nydia Edgecombe.

- In honor of Pride Month, the Velada screened Hostos Professor and award-winning filmmaker Joelle González-Laguer’s short documentary “CHAKALMEX.”

The **MacKenzie Scott Gift Initiatives**- During the reporting period, the college was gifted \$15 million gift from philanthropist, author, and activist MacKenzie Scott. This is the largest single gift in the College’s history and one of the largest in the history of The City University of New York (CUNY). Under the guiding vision of President Daisy Cocco De Filippis and the collaboration of faculty, staff, alumni, and student members of the Hostos Advisory Corp (HAC), nine initiatives were piloted in Spring and Summer 2022:

1. Families United in Education
2. Mentor/Mentee Jobs on Campus
3. Hostos Research Center
4. Hostos Mentoring and Supporting Students in 2+2+2 Program
5. Hostos External Internships Program
6. Bridge Tuition Support Assistance Fund
7. Educating for Diversity
8. Workforce Initiative
9. Ms. MacKenzie Scott Excellence Awards

The initiatives were designed to build upon the foundations that Hostos has laid to achieve the following goals:

- advance academic excellence by building a strong college-going culture;
- provide social and emotional supports for students and their families;
- increase and enhance career development efforts;
- build stronger connections between students and faculty;
- build a thriving research center that will generate and test innovative ideas and interventions across all disciplines;
- promote opportunities and spaces to generate thoughtful discussions centered on diversity, equity, and inclusion to support genuine community-building.

2022-2023 PLANNED PROGRAMS

Planned Campus Programs, 2022-2023

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. Two proposals but Hostos faculty were selected were selected for funding;

AWI: Writing Race, Ethnicity, and Gender across Borders. Diaspora/ Public Engagements by Professor Inmaculada Lara-Bonilla and Translating Scales: Racial Mixing and Geological Dynamics in Euclides da Cunha by Professor Emmanuel Velayos-Larrabure.

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 to inform the College on how to move forward in the ever-changing educational and workforce landscape of the 21st century.

Dominican Studies Association (DSA), X Biennial Dominican Studies Association Conference. Hostos will host this conference on December 1-3, 2022. The theme of the conference: Reencuentro: Dominican Diversities and Identities. This conference will gather international and well-known members of governments, organizational leaders, journalist, 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 is to celebrate the diversity in the Dominican culture and

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 2023 cohort of the CUNY Faculty Fellowship Publication Program (FFPP).

The Hostos Latin American Writers Institute (LAWI) and its journal, the Hostos Review/Revista Hostosiana *published* the new issue in October 2022. The issue is titled “Contemporary Nèpantlas: Writing From Crossing Borders From The Americas/ Nèpantlas Contemporaneos: Literatura Y Cruce De Fronteras En La Literatura De Las Americas.” Hostos Review/Revista Hostosiana no. 18 gathers texts in English, Spanish, and Portuguese by authors from Mexico, Cuba, Venezuela, Brazil, Argentina, Honduras, Puerto Rico, the United States mainland and more.

Hostos Industry Summit- On November 18, 2022, Hostos will host its first industry summit highlighting the field of nursing with a focus on careers, curriculum, achievements and opportunities in the field. The industry summit is designed to bring key stakeholders in particular fields to discuss growing trends including, but not limited to equity, diversity and socio-economic mobility.

Center for Teaching and Learning (CTL) - The CTL will continue to present Hostos Reads and instead of one book will have virtual 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.

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

- Trainings on the Revised CUNY Policy on Sexual Misconduct
- EEO, Non-Discrimination trainings
- Sexual Harassment Prevention and Bystander Trainings
- EEO and Diversity / Inclusion Training - exploring issues such as acknowledging and/or recognizing implicit bias, micro-aggressions, preferred names and pronouns, LGBTQI+ 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 continues to offer virtual events that are live-streamed on Zoom as well as simultaneously on two different platforms.

Since the Spring of 2022, The Center returned to in-person performances and exhibits in a limited while complying with the Center for Disease Control and Prevention (CDC) as well as New York State and New York City's COVID-19 mandates.

- 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

The Centennial Celebration of the Life and Times of the late Dr. Evelina Antonetty is 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).

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 continues to host will have different distinguished guests from on and off the Hostos campus. Hostos Culture talks for the 2022-2023 reporting year will include a discussion on the Supreme Court decisions on Affirmative Action.

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 utilizes an 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 individuals who have not participated.

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 which may indicate underlying trends

- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement.

The Chief Diversity Officer works with Human Resources staff to assure employment records, including records in CUNY's HR Information System, are complete, accurate, and up-to-date.

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

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.

The City University of New York is committed to a policy of equal employment and equal access in its educational programs and other activities. Diversity, inclusion, and an environment free from discrimination are central to CUNY's mission. CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website. We have posted these policies on the internet.

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

REVIEW OF PERSONNEL PROCESSES

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.

We last conducted a self-identification campaign in 2018.

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.

We review position requirements before listing a job vacancy. We 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. The university 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

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 on the [Hostos Human Resources webpage](#). There is also a link at the bottom of each job posting on <https://cuny.jobs>, which directs the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at jobs@cuny.edu.

We provide reasonable accommodations to individuals 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.

- While recognizing requests may be resolved through dialogue, this year Hostos documented 75 employee accommodation requests, successfully concluded 74 times and appealed 1 time. At this time there are 0 outstanding appeals.
- We responded to 75 job applicant accommodation requests, provided accommodations 63 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, 2021-May 31, 2022 by focusing on the overall arching 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).

- Providing workshops to staff and students to teach them the functionality of AT software and how it can serve as a resource in both the classroom/workplace
- Collaborating with EdTech on workshops for faculty in the CTE programs
 - Training 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 pilot Blackboard Ally. We planned on overseeing training of faculty, staff, and students on Blackboard Ally, however CUNY is selecting a new learning management system halted the following efforts:
 - Providing workshops physically and virtually on Blackboard Ally
 - Cataloging workshops and training to maintain a database of seminars available virtually for staff and students to access and use Blackboard Ally for the Central Office
 - Assisting in the development of 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 Disability Service Office
- ADA Lump-sum funds allowed us to purchase more equipment with the latest assistive technology during FY 2021/22 by supplementing Tech fee funds. Equipment such as Smartpens, laptops, and iPads are loaned to students to provide appropriate assistive technology accommodations
 - 5x Jabra Evolve 40 Stereo Headsets
 - 20x Maxwell Impulse Earphones with Mic
 - 10x Smartpen Ech Replacement Accessories
 - 2x iPad Pros 12.9 Inch Wi-Fi 128GB

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

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

Additional activities included:

On November 11, 2021 the Hostos Office of Veterans Affairs (HOVA) conducted a Veterans Day Ceremony in Honor of our Veterans population attending Hostos and all Veterans whom have served. This event was live streamed and his available on YouTube for viewing.

Veterans Orientation- In the Fall of 2021 HOVA began hosting a veteran's orientation. This session is designed to bring together a myriad of services for veteran's all in one place. Services include the VA mobile Health Care Center, Veteran Affairs benefit resources and well as key departments from Hostos Community College. The goal is to inform all veterans on campus know of resources available to them to assist with a seamless transition from service to civilian life. Additionally, it allows them to establish a sense of support and community on campus.

Planned Outreach for 2022-2023

We plan to pursue the following next year:

- Veteran's Day Breakfast with the Mayor
- Veteran's Orientation continues to be a success and the effort to bring resources and a sense of belonging at the college.
- Lunch and Learn with Veterans- this event will provide a resource and speaker series to veterans employed at the college.

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 individual 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 (which also covers 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 Semenario- 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, Latoya S. Jeffers, Esq:

- 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
- Jessica Powell, HEO ASAP
- Anne Rounds, English
- Sonia Maldonado, Education
- 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 Officials

Other college officials support the implementation of affirmative action in areas which include accommodations and accessibility improvements.

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 individuals involved with recruitment, selection, promotion, disciplinary actions, and similar

personnel activities.

In Fall 2022, The Office of Compliance and Diversity began a bi-monthly training that addressed the Equal Opportunity and Non-Discrimination Policy and Diversity, Equity and Inclusion in the workplace. Previously these trainings were offered sporadically throughout the year.

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. The Coordinator identifies and addresses barriers to access and evaluates remedial actions.

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

BENCHMARK COMPARISONS

Staffing

Appendix H 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.

There is no federal benchmark for veteran utilization.

Hiring Rates

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

In March 2022, the federal government set the benchmark Hiring Rate for veterans at 5.5%, 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

Veterans Hiring Rate Benchmark

The benchmark, established annually by the US Department of Labor, is 5.5% as of March 2022.

Factor	2021-2022	2020-2021	2019-2020
A. Number of applicants who self-identified as Veterans before an offer of employment is made	9	15	67
B. Total number of job openings	25	38	33
C. Total number of jobs filled	85	64	50
D. Total number of applicants for all jobs	633	1160	3054
E. Number of veteran applicants hired	0	0	1
F. Total number of applicants hired	40	41	51
Hiring Rate (E divided by F)	0.0	0.0	2.0
Federal Benchmark	5.5%	5.6%	5.7%
Benchmark Met (Yes/No)	NO	NO	NO

Hiring Rate, Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2020-2021	2019-2020	2018-2019
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	53	50	137
B. Total number of job openings	25	38	33
C. Total number of jobs filled	85	64	50
D. Total number of applicants for all jobs	633	1160	3054
E. Number of individuals with disabilities hired	0	2	5
F. Total number of applicants hired	40	41	21
Hiring Rate (E Divided by F)	0.0%	4.9%	9.8%

APPENDICES

- A. SUMMARY ORGANIZATION CHART
- B. RE-AFFIRMATION LETTER
- C. JOB GROUPS AND LABOR MARKET AVAILABILITY
- D. ACADEMIC DEPARTMENTS BY DISCIPLINE AND COLLEGE LAB TECHNICIAN CATEGORY
- E. UTILIZATION ANALYSIS (ADMINISTRATORS AND STAFF, COLLEGE LAB TECHNICIANS, FACULTY)
- F. SUMMARY OF PERSONNEL ACTIVITIES
- G. SUMMARY OF RECRUITMENT ACTIVITIES
- H. UTILIZATION OF INDIVIDUALS WITH DISABILITIES

Appendices for the 2022 - 2023 Affirmative Action Plan

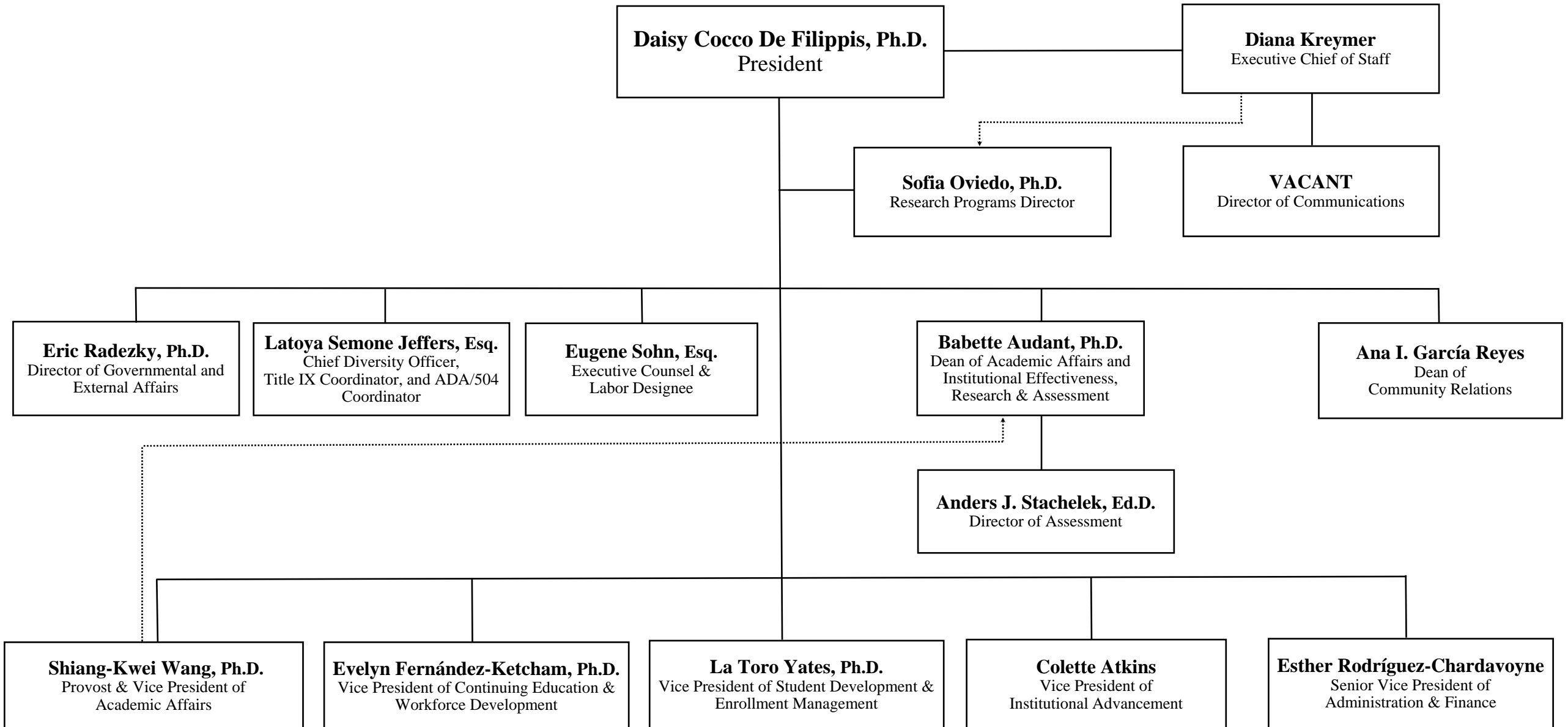
Appendix A Organization Chart

This Appendix contains a summary organization chart.

HOSTOS COMMUNITY COLLEGE

EXECUTIVE ORGANIZATIONAL CHART

JULY 2022



CURRENT

Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.



A MESSAGE FROM PRESIDENT

Daisy Cocco De Filippis, Ph.D.

To: Campus Community

From: Daisy Cocco De Filippis, Ph.D.

President

Date: October 12, 2021

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 oversee 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 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. 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.

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 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



Appendix C Job Group Summary

This Appendix contains a summary of affirmative action job groups.

This report lists those CUNY job groups for which the college has employees, with Labor Market Availability (LMA) factors.

LMA Factor 1 estimates the external labor market.

LMA Factor 2 is a measurement of employees who could be recruited or promoted into the group based on historical data for CUNY.

Groups with fewer than five employees are listed but will not be included in Utilization Analysis worksheets. Individuals in the Chief Executive role are not included.

This report lists both full-time and part-time appointments. The following business rules apply to part-time appointments for this report: if an employee has an active full-time appointment in the same department, part time appointments in the department are omitted. If an employee has multiple part-time appointments in the same department and in the same title, that appointment is counted only once. Other multiple part-time appointments are reported. The number of appointments will be larger than the number of employees.

New CUNY job titles are listed at the end of this Appendix. Not all titles were utilized by the College.

Further details on Job Groups and Labor Market Availability are provided in the Narrative.

Hostos CC

This Appendix describes the job group assignments for titles held by employees in the unit, with Labor Market availability details. Labor Market Availability is an estimate used to benchmark utilization by job group. It represents the proportion of each protected group available for employment in the labor market from which CUNY recruits, internally and externally. CUNY last updated this estimate in 2019.

Weighting of Internal/External Labor Market

The internal labor market is university-wide and currently reflects the full-time employee population. We produced a weighted estimate based on the previous two years of job moves of CUNY employees. We also identified typical feeder jobs and other conditions impacting qualifications, such as permanency status.

Geography

We based geographic factors on both CUNY policy and actual hiring experience:

- National labor market for Administration 1 (Executive), Faculty–Professorial, and Faculty–Instructor.
- Two-state region (New York and New Jersey) for Faculty-Lecturer. IPEDS completion data is only available by State and recruiting is regional rather than national.
- New York State-only labor market where New York State residency is required by statute:
 - College Security Assistant, Campus Peace Officer, Campus Public Safety Sergeant, Security Manager.
- New York/New Jersey Metropolitan Statistical Area (MSA) for remaining job groups. A review of hires in 2018-2019 indicated 98.6% of new hires in these groups reside within this MSA. This area represents a large and highly diverse population.

Factors for Staff and Non-Collegiate Faculty:

- Occupational Group: Standard Occupational Classifications assigned to every job title, matched to Census Occupational Codes.
- Degree Requirements: the minimum requirement for the lowest-ranked job in each job group. These range from none through Master’s level.
- Experience: where there is a requirement for a specific number of years of experience, we used age as a proxy, as per US Census standards; for example, a Bachelor’s degree assumes a standard age of 21, and a Bachelor’s degree plus four years of experience would correspond to a minimum age of 25.

Factors for Collegiate Faculty: we assign titles to Professorial, Instructor, or Lecturer job groups according to rank and calculate availability based on a combination of degree requirement and academic discipline.

- Degree Requirements:
 - Professorial: Doctoral Degree
 - Instructor: Master’s Degree
 - Lecturer: Bachelor’s or Master’s Degree.
- Discipline: assigned to each faculty department using the US Department of Education’s Classification of Instructional Programs (CIP). On an exception basis, we calculated a blended labor market availability and/or made individual discipline assignments.

Hostos CC

Category: Executive/Administrative/Managerial**Admin 1: Executive****Executive Compensation Plan (Other Than Chief Executive)****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 Nationwide workforce with Bachelors Degree or Higher and age of 29 or above (proxy for eight years' of post-Bachelor's experience) and in selected occupations: 0010 (Chief Executives), 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0100 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), and 0230 (Education Administrators).
2-Internal	50.00%	Employees in the following titles: HE Officer, Professor, Associate Professor, IT Computer Systems Manager (Levels 5 and higher), or Chief Administrative Superintendent (Levels 4 and higher) as of 6/1/2018.

Employees: 15

Title	Employees
Administrator	1
Assc Administrator	1
Asst Administrator	3
Asst Dean	2
Asst Vice President	1
Dean	2
Sr Vice President	1
Vice President	4

Admin 2: Managerial**HE Officer series administrators-senior level****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelors Degree or Higher and age of 25 or above (proxy for four years' post-Bachelor's experience) and in selected occupations: 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0200 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), 0230 (Education Administrators), 0710 (Management Analysts), 2000 (Counselors), and 2100 (Lawyers).
2-Internal	50.00%	Employees in HE Assistant title as of 6/1/2018.

Employees: 63

Title	Employees
HE Associate	36
HE Officer	27

Category: Executive/Administrative/Managerial**Admin 2: Managerial Adjunct**

Adjunct HE Officer series administrators (all levels)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	50.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelors Degree or Higher and age of 25 or above (proxy for four years' post-Bachelor's experience) and in selected occupations: 0020 (General and Operations Managers), 0060 (Public Relations and Fundraising Managers), 0200 (Administrative Services Managers), 0110 (Computer and Information Systems Managers), 0120 (Financial Managers), 0136 (Human Resources Managers), 0230 (Education Administrators), 0710 (Management Analysts), 2000 (Counselors), and 2100 (Lawyers).
2-Internal	50.00%	Employees in HE Assistant title as of 6/1/2018.

Employees: 45

Title	Employees
Non-Teaching Adjunct 1	24
Non-Teaching Adjunct 2	6
Non-Teaching Adjunct 3	9
Non-Teaching Adjunct 4	2
Non-Teaching Adjunct 5	4

Managerial: Facilities

Facility Superintendents and Managers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	55.00%	2013-2017 ACS, NY/NJ MSA, Bachelor's Degree or higher plus four years of Post-Bachelor's experience (proxy minimum age of 25) and in the following occupations: 0410 (Real Estate and Property Managers), 1300 (Architects), 1360 (Civil Engineers), and 8620 (Stationary Engineerings and Boiler Operators).
2-Internal	45.00%	Employees in the titles of Sr Stationary Engineer, Project Manager, Principal Park Supervisor, Principal Custodial Supervisor, or Supervisor of Laborers and Maintenance Workers, Civil Service permanency not required, as of 6/1/2018.

Employees: 2

Title	Employees
Admin Supt Builds Grds	1
Chief Admin Supt - Competitive	1

Hostos CC

Category: Executive/Administrative/Managerial**Managerial: Info Tech**

Information Technology-Managers

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External	60.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement; six years' work experience (proxy minimum age of 23) and in the following occupation: 0110 (Computer and Information Systems Managers).
2-Internal	40.00%	Employees in the title IT Senior Associate, Civil Service permanency not required, as of 6/1/2018.

Employees: 2

Title	Employees
IT Computer Systems Mgr	2

Managerial: Security

Campus Security-Managers

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External	55.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher with seven years' experience (proxy minimum age of 24) in the following occupations: 0425 (Emergency Management Directors) and 3710 (First-Line Supervisors of Police and Detectives).
2-Internal	45.00%	Employees with Civil Service permanency in the titles Campus Public Safety Sergeant or Campus Security Specialist as of 6/1/2018.

Employees: 2

Title	Employees
Campus Security Asst Dir	1
Campus Security Dir	1

Hostos CC

Category: Professional Faculty**Faculty: Continuing Education**

Continuing Education Teachers (part time, paid hourly or per course)

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External 100.00% 2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).

2-Internal 0.00% NA

Employees: 43

Title	Employees
Continuing Ed Teacher-Hourly	43

Faculty: Developmental

Developmental programs for basic skills and related non-credit programs

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External 100.00% 2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).

2-Internal 0.00% NA

Employees: 17

Title	Employees
CLIP Instructor	8
CUNY Start Instructor	9

Faculty: Developmental Adjunct

Adjunct/Hourly developmental programs for basic skills and related non-credit programs

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External 100.00% 2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).

2-Internal 0.00% NA

Employees: 5

Title	Employees
Continuing Ed Teacher-Hourly	5

Category: Professional Faculty

Faculty: Instructor

Term-limited titles convertible to Assistant Professor upon completion of doctorate within five years; excludes librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Masters Level, Nationwide for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 3

Title	Employees
Instructor	3

Faculty: Lecturer

Lecturer Faculty and related non-tenure eligible titles; excludes Librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Bachelor's or Masters, NY and NJ, for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 29

Title	Employees
Lecturer	27
Lecturer Doct Sch	2

Faculty: Lecturer Adjunct

Adjunct Lecturer Faculty and related non-tenure eligible titles; excludes Librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Bachelor's or Masters, NY and NJ, for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 177

Title	Employees
Adjunct Lecturer	176
Lecturer H	1

Category: Professional Faculty

Faculty: Librarian

CUNY Librarians with faculty appointments (any faculty title)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Master's level only, Nationwide, for Library Science Discipline.
2-Internal	0.00%	NA

Employees: 10

Title	Employees
Ascc Professor	3
Asst Professor	5
Professor	2

Faculty: Professoriate

Tenure-eligible faculty (all ranks) for whom a terminal degree is required; excludes librarians.

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors), not weighted.
2-Internal	0.00%	NA

Employees: 133

Title	Employees
Ascc Professor	43
Asst Professor	45
Professor	45

Faculty: Professoriate Adjunct

Adjunct Professorial Faculty paid on an hourly basis (all levels).

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2016 NCES Degree Completions, Doctoral, Nationwide for selected disciplines (first and second majors), not weighted.
2-Internal	100.00%	NA

Employees: 165

Title	Employees
Adjunct Assistant Professor	144
Adjunct Associate Professor	7
Adjunct Professor	3
Ascc Professor Hourly	1
Asst Professor Hourly	5

Category: Professional Faculty

Professor H 5

Hostos CC

Category: Professional Non-Faculty**Admin 3: Professional**

HE Officer Series: Entry and mid-level administrators

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	85.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelor's Degree or Higher and in the following occupations: 0630 (Human Resources Workers), 0740 (Business Operations Specialists), 0820 (Budget Analysts), 2000 (Counselors), 2550 (Education/Training/Library Workers), 2825 (Public Relations Specialists), 5000 (Supervisors of Office and Admin Support Workers), and 5250 (Customer Service Representatives).
2-Internal	15.00%	Employees who hold BA degrees and are in the following job groups: CUNY Office Assistant, CUNY Administrative Assistant, Accountant Technician or Accountant Professional as of 6/1/2018.

Employees: 134

Title	Employees
Asst to HEO	52
HE Assistant	82

Disability Accommodation Spec Adjunct

Hourly Disability Accommodation Specialists and Sign Language Interpreters

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	As no unit has a minimum of five employees, availability is not calculated.
2-Internal	0.00%	NA

Employees: 5

Title	Employees
Disability Accommodations Spec	5

Info Tech: Professional

Information Technology-Professionals

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA, High School Diploma or higher plus four years of Post-High School experience (proxy minimum age of 21) in the following occupations: 0740 (Business Operations Specialists), 1006 (Computer Systems Analysts), 1010 (Computer Programmers), 1020 (Software Developers, Applications and Systems Software), 1030 (Web Developers), 1060 (Database Administrators), and 1105 (Network and Computer Systems Administrators).
2-Internal	25.00%	Employees in the IT Support Assistant and CUNY Office Assistant titles, Civil Service permanency not required, as of 6/1/2018

Employees: 13

Title	Employees
IT Asst	8
IT Bus Data Rep Analyst	2

Hostos CC

Category: Professional Non-Faculty

IT Sr Associate

3

Info Tech: Professional Adjunct**Hourly Information Technology-Professionals****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA, High School Diploma or higher plus four years of Post-High School experience (proxy minimum age of 21) in the following occupations: 0740 (Business Operations Specialists), 1006 (Computer Systems Analysts), 1010 (Computer Programmers), 1020 (Software Developers, Applications and Systems Software), 1030 (Web Developers), 1060 (Database Administrators), and 1105 (Network and Computer Systems Administrators).
2-Internal	25.00%	Employees in the IT Support Assistant and CUNY Office Assistant titles, Civil Service permanency not required, as of 6/1/2018

Employees: 3

Title	Employees
IT Asst	3

Nurse**Nurses****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	As no unit within CUNY has a minimum of five employees, no availability was calculated.
2-Internal	0.00%	NA

Employees: 1

Title	Employees
Nurse	1

Hostos CC

Category: Administrative Support Workers**Accountant: Assistant**

Accounting-Support staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	70.00%	ACS 2013-2017 NY/NJ MSA workforce with High School Diploma or Higher in the following occupations: 5140 (Payroll and Timekeeping Clerks), 5150 (Procurement Clerks), or 5120 (Bookkeeping, Accounting, and Auditing Clerks).
2-Internal	30.00%	Employees in titles CUNY Office Assistant or EOC Office Assistant, Civil Service permanency not required; as of 6/1/2018.

Employees: 2

Title	Employees
Finance Accountant Asst	2

Administrative Assistant

Administrative Assistants-Senior level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only - Promotional Title
2-Internal	100.00%	Population of employees on the active CUNY Administrative Assistant Civil Service list #2055 (413 CUNY employees). CUNY Office Assistant Levels 3 or 4 with Civil Service permanency were eligible to take this examination.

Employees: 7

Title	Employees
CUNY Admin Asst	7

Mail Services Worker

Mail Services Workers

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupation: 5850 (Mail Clerks/Mail Machine Operators, Except Postal Service).
2-Internal	0.00%	NA

Employees: 4

Title	Employees
Mail Message Svcs Worker	4

Category: Administrative Support Workers

Office Assistant

Administrative Office Assistants-Entry level

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External 100.00% 2013-2017 ACS, NY/NJ MSA workforce, individuals with a High School Diploma or higher and in the following occupations: 5700 (Secretaries and Administrative Assistants), 5820 (Word Processors and Typists), 5860 (Office Clerks, General), and 5940 (Office Administrative Support Workers, all other).

2-Internal 0.00% NA

Employees: 44

Title	Employees
CUNY Office Assistant	44

Office Assistant Adjunct

Hourly Administrative Office Assistants-Entry level

Labor Market Availability Factors**LMA Factor Weight Explanation**

1-External 100.00% 2013-2017 ACS, NY/NJ MSA workforce, individuals with a High School Diploma or higher and in the following occupations: 5700 (Secretaries and Administrative Assistants), 5820 (Word Processors and Typists), 5860 (Office Clerks, General), and 5940 (Office Administrative Support Workers, all other).

2-Internal 0.00% NA

Employees: 184

Title	Employees
College Assistant	184

Category: Technicians**Admin 4: College Lab Technician****College Laboratory Technicians (all levels)****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce with High School Diploma or Higher. For the Scientific/Technical/IT specialty, in the following occupations: 1050 (Computer Support Specialists), 1965 (Other Life Physical and Social Science Technicians), 1910 (Biological Technicians), 1920 (Chemical Technicians), 1550 (Engineering Technicians), 2860 (Miscellaneous Media and Communications Workers). For the "Other" Specialty, 1050 (Computer Support Specialists), 1950 (Social Science Research Assistants), 2440 (Library Technicians), and 2860 (Miscellaneous Media and Communications Workers).
2-Internal	0.00%	NA

Employees: 12

Title	Employees
College Lab Tech	9
Sr College Lab Tech	3

Admin 4: College Lab Technician Adjunct**Adjunct College Laboratory Technicians (all levels)****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce with High School Diploma or Higher. For the Scientific/Technical/IT specialty, in the following occupations: 1050 (Computer Support Specialists), 1965 (Other Life Physical and Social Science Technicians), 1910 (Biological Technicians), 1920 (Chemical Technicians), 1550 (Engineering Technicians), 2860 (Miscellaneous Media and Communications Workers). For the "Other" Specialty, 1050 (Computer Support Specialists), 1950 (Social Science Research Assistants), 2440 (Library Technicians), and 2860 (Miscellaneous Media and Communications Workers).
2-Internal	0.00%	NA

Employees: 8

Title	Employees
Adj College Lab Tech	8

Broadcast-Media Adjunct**Hourly Broadcast/Media Technicians and Graphic Designers****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupations: 2900 (Broadcast and Sound Engineering Technicians and Radio Operators and Other Workers), 2920 (Television, Video, and Motion Picture Camera Operators and Editors), 2710 (Producers and Directors).
2-Internal	0.00%	NA

Employees: 19

Title	Employees
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Category: Technicians

Theatre Lead Tech 19

Info Tech: Technician

Information Technology-Tech Support

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupation: 1050 (Computer Support Specialists).
2-Internal	0.00%	NA

Employees: 4

Title	Employees
IT Support Asst	4

Info Tech: Technician Adjunct

Hourly Information Technology-Tech Support

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, High School Diploma or higher in the following occupation: 1050 (Computer Support Specialists).
2-Internal	0.00%	NA

Employees: 4

Title	Employees
IT Support Asst	4

Print Media Technician

Print Shop Technicians and related titles

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 5900 (Office Machine Operators except Computers), 8250 (Pre-Press Technicians), 8255 (Printing Press Operators), and 8256 (Binding and Finishing Workers). Note: 2630 (Graphic Designers) was not included given small population at CUNY and very large population in the workforce.
2-Internal	0.00%	NA

Employees: 1

Title	Employees
Print Shop Assistant	1

Hostos CC

Category: Craft Workers**Basic Crafts-Buildings and Grounds****Buildings and Grounds Workers****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	80.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 4210 (First-Line Supervisors of Landscape/Lawn Service/Grounds Workers), 4250 (Grounds Maintenance Workers), 7200 (Automotive Service Technicians and Mechanics), 7340 (Maintenance and Repair Workers-General), 9140 (Tax Drivers and Chauffeurs), and 9120 (Bus Drivers).
2-Internal	20.00%	Employees in the Custodian and Custodial Supervisor job groups, and employees in Helper titles in the Laborers and Helpers job group, Civil Service permanency not required, as of 6/1/2018.

Employees: 7

Title	Employees
Maintenance Worker	7

Laborers and Helpers**Entry-Level Craft Workers****Labor Market Availability Factors**

LMA Factor	Weight	Explanation
1-External	60.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 6600 (Helpers-Electricians, Helpers-Pipelayers, etc.) and 9630 (Laborers and Freight, Stock and Material Movers).
2-Internal	40.00%	Employees in the Custodial Assistant and Maintenance Worker titles, Civil Service permanency not required, as of 6/1/2018.

Employees: 6

Title	Employees
Electrician Helper	1
Laborer	3
Plumber Helper	1
Stock Worker	1

Category: Craft Workers

Skilled Trades: Not Supervisory

Skilled Trades-Not supervisory

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	75.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 6230 (Carpenters), 6250 (Cement Masons/Concrete Finishers), 6335 (Electricians), 6420 (Painters and Paper Hangers), 6440 (Pipelayers, Plumbers, Pipefitters, and Steamfitters), 6460 (Plasterers and Stucco Masons), 6515 (Roofers), 6700 (Elevator Installers and Repairers), 7300 (Control and Valve Installers and Repairers), 7350 (Machinery Maintenance Workers), 7540 (Locksmiths and Safe Repairers), 8030 (Machinists), and 8610 (Stationary Engineers and Boiler Operators).
2-Internal	25.00%	Employees in the title of Maintenance Worker or in any of the Helper titles in the Laborer-Helper job group, Civil Service permanency not required, as of 6/1/2018.

Employees: 11

Title	Employees
Electrician	2
High Pressure Plant Tender	1
Locksmith	1
Oiler	1
Painter	2
Plumber	1
Stationary Engineer	3

Skilled Trades: Supervisory

Skilled Trades-Supervisors

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only-Promotional Title
2-Internal	100.00%	Employees with Civil Service permanency in Skilled Trade job group titles corresponding to the supervisory titles as of 6/1/2018.

Employees: 2

Title	Employees
Stationary Engineer Sr	1
Thermostat Repairer Supv	1

Hostos CC

Category: Service Workers**Campus Peace Officer**

Campus Security-Mid level staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	80.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce, with one year or more of College and in the occupation of 3850 (Police and Sheriffs Patrol Officers).
2-Internal	20.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2018.

Employees: 18

Title	Employees
Campus Peace Officer	18

Campus Public Safety Sergeant

Campus Security-Supervisors and Specialists

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	For Campus Public Safety Sergeant, Internal only (promotional title). For Campus Security Specialist, candidates on a Civil Service list as of 6/1/2018; however not calculated as demographic data was not available and a small number were hired externally.
2-Internal	100.00%	For Campus Public Safety Sergeant, employees in the title of Campus Peace Officer with Civil Service permanency and two years of permanent service as of 6/1/2018.

Employees: 6

Title	Employees
Campus Pub Safety Sergeant	4
Campus Security Specialist	2

Campus Security Assistant

Campus Security-Entry level staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce with High School Diploma or higher and one year of work experience (using proxy of minimum age of 18) and in the occupation of 3930 (Security Guards and Gaming Surveillance Officers).
2-Internal	0.00%	NA

Employees: 5

Title	Employees
Campus Security Asst	5

Category: Service Workers

Custodial: Assistant

Custodial-Entry level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the occupation 4220 (Janitors and Building Cleaners).
2-Internal	0.00%	NA

Employees: 25

Title	Employees
Custodial Assistant	25

Custodial: Supervisory

Custodial-Supervisors (all titles)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	45.00%	2013-2017 ACS, NY/NJ MSA workforce, 8th Grade education or higher and in the occupation 4200 (First-Line Supervisors/Managers of Housekeeping and Janitorial Workers).
2-Internal	55.00%	Employees in the Custodial job group who are not temporary as of 6/1/2018.

Employees: 8

Title	Employees
Custodial Asst Principal Supv	1
Custodial Principal Supv	1
Custodial Sr Supervisor	1
Custodial Supervisor	5

Hostos CC

Note: In the last Academic Year, CUNY added the titles listed below (not all are used at the College)

Job Code and Title Name	Job Group
200447 Vice Chancellor	Admin 1: Executive
200596 Univ Exec Chf of Staff-UAscAdm	Admin 1: Executive
200600 Exec Depty Counsel-AscAdm	Admin 1: Executive
200607 Univ Dean Industry & Talent Pt	Admin 1: Executive
200608 Exec Dir Institutional Res-Ast	Admin 1: Executive
200609 Exec Chief of Staff-AstAdm	Admin 1: Executive
200610 VP Social Justice Initiatives	Admin 1: Executive
200611 Dn of Community Relations	Admin 1: Executive
200612 Univ Sr Exec Dir Env HS Rk Mgt	Admin 1: Executive
200613 Univ Legal Counsel - UAstAdm	Admin 1: Executive
200614 Univ Exec Dir ASAP ACE-UASC	Admin 1: Executive
200615 AVP Div and Inc	Admin 1: Executive
200620 PSch Ex Counsel LaborDs-AstAdm	Admin 1: Executive
200621 Psch Ex Dir GLTPI-PAstAdm	Admin 1: Executive
200622 Administration	Admin 1: Executive
200630 Univ Dep Dir Env H-S Rsk Mgt	Admin 1: Executive
200631 Univ Assc VC Audit	Admin 1: Executive
200632 Univ Chief Trnsf Off-UAdm	Admin 1: Executive
200700 Univ Asst Dn Policy Resrch	Admin 1: Executive
300002a Adj Asst Professor-Librarian	Faculty: Professoriate Adjunct
300003a Adj Lecturer-Librarian	Faculty: Lecturer Adjunct
300603a Law Adj Professor-Librarian	Faculty: Professoriate Adjunct
400949 Univ HR Div Prog Specl (HEOa)	Admin 3: Professional
400959 Univ Dir Prospect Research	Admin 2: Managerial

Appendix D College Lab Technicians Department-Discipline Assignments

This Appendix summarizes the mapping of College Laboratory Technicians to disciplines.

Categories assigned to College Laboratory Technicians (Administration 4 Group) are based on the academic department to which they are assigned. There are two possible categories: "Science, Technology and Engineering" and "All Other".

Groups of less than five employees total are listed but will not be included in Utilization Analysis worksheets.

This report lists both full-time and part-time appointments. The following business rules apply to part-time appointments: if an employee has an active full-time appointment in the same department, any part-time appointments in that department are bypassed. If an employee has multiple part-time appointments in the same department and in the same title, that appointment is counted only once. Other multiple part-time appointments are reported, including appointments in multiple titles in the same department. The number of appointments will be larger than the number of employees.

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Admin 4: College Lab Technician

Discipline: College Lab Tech: Science, Tech, Eng.**Appointments:** 8

Department	Department Name	Technicians
10310	Allied Health Sciences	4
70054	Library	1
10033	Natural Sciences	3

Discipline: College Lab Tech: Other**Appointments:** 4

Department	Department Name	Technicians
75012	Athletics & Recreation	1
10115	Humanities	3

Admin 4: College Lab Technician Adjunct

Discipline: College Lab Tech: Science, Tech, Eng.**Appointments:** 8

Department	Department Name	Technicians
10033	Natural Sciences	8

Appendix D Faculty Department-Discipline Assignments

This Appendix summarizes the mapping of faculty departments to academic disciplines.

This Appendix lists faculty (academic) departments and the disciplines to which they are assigned for utilization reporting. Only departments with assigned faculty are listed here.

Disciplines listing fewer than five faculty in a job group are listed but are not included in the Utilization Worksheets.

Labor Market Availability estimates are based on degree completion data provided by the National Center for Education Statistics. Exceptions, including blended rates, are noted.

This report lists both full-time and part-time appointments. The following business rules apply to part-time appointments: if an employee has an active full-time appointment in the same department, any part-time appointments in that department are bypassed. If an employee has multiple part-time appointments in the same department and in the same title, that appointment is counted only once. Other multiple part-time appointments are reported, including appointments in multiple titles in the same department. The number of appointments will be larger than the number of employees.

Hostos CC

Discipline: Biological and Biomedical Sciences AND Physical Sciences

Appointments: 88

Department	Department Name	Faculty (full-time and adjunct)
10033	Natural Sciences	88

Discipline: Business, Management, Marketing and Support

Appointments: 20

Department	Department Name	Faculty (full-time and adjunct)
10042	Business	20

Discipline: Education

Appointments: 54

Department	Department Name	Faculty (full-time and adjunct)
10084	Education	38
10176	Language & Cognition	16

Discipline: Education - Developmental

Appointments: 66

Department	Department Name	Faculty (full-time and adjunct)
15004	Adult & Cont Educ Adj - Hostos	38
10396	Adult & Cont Educ Adm - Hostos	5
65068	CLIP	22
75022	Counseling Center	1

Discipline: English Language and Literature/Letters

Appointments: 71

Department	Department Name	Faculty (full-time and adjunct)
10102	English	71

Discipline: Health Professions and Related Programs

Appointments: 77

Department	Department Name	Faculty (full-time and adjunct)
10310	Allied Health Sciences	77

Discipline: Liberal Arts and Sciences, General Studies & Humanities

Appointments: 76

Department	Department Name	Faculty (full-time and adjunct)
10115	Humanities	76

Hostos CC

Discipline: Library (Librarians/Non-Teaching)

Appointments: 10

Department	Department Name	Faculty (full-time and adjunct)
70054	Library	10

Discipline: Mathematics and Statistics

Appointments: 49

Department	Department Name	Faculty (full-time and adjunct)
10195	Mathematics	49

Discipline: Social Sciences

Appointments: 71

Department	Department Name	Faculty (full-time and adjunct)
10028	Behavioral & Social Sciences	71

Appendix E 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. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

Underutilization numbers for females and total minorities represent placement goals.

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

This exhibit covers full-time employees only.

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 15

Employees in this group hold the following titles:

Title ID	Title Name
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 Am.	Hispanic/ Latino
Number of Employees	10	11	3	2	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	66.7%	73.3%	20.0%	13.3%	33.3%
Labor Market Avail. Percent	44.2%	27.7%	9.8%	8.8%	7.9%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 63

Employees in this group hold the following titles:

Title ID	Title Name
04075	HE Associate
04097	HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	38	49	4	14	28
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization Percent	60.3%	77.8%	6.3%	22.2%	44.4%
Labor Market Avail. Percent	57.4%	48.1%	11.0%	19.6%	15.7%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Managerial: Facilities

Description: Facility Superintendents and Managers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04975	Admin Supt Builds Grds
04984	Chief Admin Supt - Competitive

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	1	0	0	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	0.0%	50.0%	0.0%	0.0%	50.0%
Labor Market Avail. Percent	21.3%	38.1%	13.9%	11.3%	11.3%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Managerial: Info Tech

Description: Information Technology-Managers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04973	IT Computer Systems Mgr

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	2	0	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	0.0%	100.0%	0.0%	50.0%	50.0%
Labor Market Avail. Percent	26.5%	51.6%	24.0%	10.6%	15.4%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Managerial: Security

Description: Campus Security-Managers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04979	Campus Security Dir

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	2	0	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	100.0%	0.0%	50.0%	50.0%
Labor Market Avail. Percent	22.0%	59.7%	5.1%	30.4%	23.3%

Hostos CC

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 134

Employees in this group hold the following titles:

Title ID	Title Name
04017	Asst to HEO
04099	HE Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	104	121	6	28	83
Underutilized (Y = Yes)			Y		
Number Underutilized			10		
Actual Utilization Percent	77.6%	90.3%	4.5%	20.9%	61.9%
Labor Market Avail. Percent	69.0%	43.4%	12.3%	16.7%	12.5%

Hostos CC

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 13

Employees in this group hold the following titles:

Title ID	Title Name
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 Am.	Hispanic/ Latino
Number of Employees	3	13	3	1	7
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	3			1	
Actual Utilization Percent	23.1%	100.0%	23.1%	7.7%	53.8%
Labor Market Avail. Percent	42.3%	55.7%	28.0%	13.3%	12.7%

Hostos CC

Category: Professional Non-Faculty

Job Group: Nurse

Description: Nurses

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
50910	Nurse

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	1	0	0	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	100.0%	100.0%	0.0%	0.0%	100.0%
Labor Market Avail. Percent	0.0%	0.0%	0.0%	0.0%	0.0%

Hostos CC

Category: Administrative Support Workers

Job Group: Accountant: Assistant

Description: Accounting-Support staff

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04800	Finance Accountant Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	2	0	0	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	100.0%	100.0%	0.0%	0.0%	100.0%
Labor Market Avail. Percent	83.1%	49.2%	10.8%	19.3%	17.3%

Hostos CC

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 7

Employees in this group hold the following titles:

Title ID	Title Name
04804	CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	5	7	0	3	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		1		
Actual Utilization Percent	71.4%	100.0%	0.0%	42.9%	42.9%
Labor Market Avail. Percent	90.3%	68.0%	7.5%	36.3%	24.0%

Hostos CC

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 44

Employees in this group hold the following titles:

Title ID	Title Name
04802	CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	38	41	1	11	28
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization Percent	86.4%	93.2%	2.3%	25.0%	63.6%
Labor Market Avail. Percent	87.9%	40.0%	7.8%	14.3%	16.2%

Hostos CC

Category: Administrative Support Workers

Job Group: Mail Services Worker

Description: Mail Services Workers

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04921	Mail Message Svcs Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	4	0	0	4
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	25.0%	100.0%	0.0%	0.0%	100.0%
Labor Market Avail. Percent	31.3%	61.3%	7.8%	27.5%	22.8%

Hostos CC

Category: Technicians

Job Group: Info Tech: Technician

Description: Information Technology-Tech Support

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04865	IT Support Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	4	1	0	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	25.0%	100.0%	25.0%	0.0%	75.0%
Labor Market Avail. Percent	20.7%	50.4%	23.5%	10.6%	14.4%

Hostos CC

Category: Technicians

Job Group: Print Media Technician

Description: Print Shop Technicians and related titles

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
04805	Print Shop Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	1	0	0	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	100.0%	100.0%	0.0%	0.0%	100.0%
Labor Market Avail. Percent	24.5%	48.1%	8.4%	11.5%	27.1%

Hostos CC

Category: Craft Workers

Job Group: Skilled Trades: Supervisory

Description: Skilled Trades-Supervisors

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04916	Stationary Engineer Sr
91964	Thermostat Repairer Supv

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	0	0	0	0
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	2.3%	28.7%	3.8%	11.3%	13.0%

Hostos CC

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 11

Employees in this group hold the following titles:

Title ID	Title Name
91717	Electrician
91650	High Pressure Plant Tender
04905	Locksmith
04891	Oiler
91830	Painter
04915	Stationary Engineer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	5	0	1	4
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	0		0	0	
Actual Utilization Percent	0.0%	45.5%	0.0%	9.1%	36.4%
Labor Market Avail. Percent	2.2%	45.1%	4.3%	13.1%	25.6%

Hostos CC

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 6

Employees in this group hold the following titles:

Title ID	Title Name
91722	Electrician Helper
90702	Laborer
91916	Plumber Helper
12200	Stock Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	5	0	2	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		0		
Actual Utilization Percent	0.0%	83.3%	0.0%	33.3%	50.0%
Labor Market Avail. Percent	20.9%	72.0%	6.2%	23.7%	39.3%

Hostos CC

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 7

Employees in this group hold the following titles:

Title ID	Title Name
90698	Maintenance Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	3	0	2	1
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		2	1		1
Actual Utilization Percent	14.3%	42.9%	0.0%	28.6%	14.3%
Labor Market Avail. Percent	16.1%	67.7%	11.7%	22.8%	31.3%

Hostos CC

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 6

Employees in this group hold the following titles:

Title ID	Title Name
04846	Campus Pub Safety Sergeant
04845	Campus Security Specialist

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	6	1	1	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	0			2	
Actual Utilization Percent	16.7%	100.0%	16.7%	16.7%	66.7%
Labor Market Avail. Percent	21.9%	88.1%	4.9%	53.8%	27.4%

Hostos CC

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 18

Employees in this group hold the following titles:

Title ID	Title Name
04844	Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	3	17	1	5	11
Underutilized (Y = Yes)			Y		
Number Underutilized			0		
Actual Utilization Percent	16.7%	94.4%	5.6%	27.8%	61.1%
Labor Market Avail. Percent	18.6%	53.8%	7.7%	24.1%	20.2%

Hostos CC

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 5

Employees in this group hold the following titles:

Title ID	Title Name
04841	Campus Security Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	5	0	4	1
Underutilized (Y = Yes)			Y		
Number Underutilized			0		
Actual Utilization Percent	40.0%	100.0%	0.0%	80.0%	20.0%
Labor Market Avail. Percent	19.8%	71.2%	6.9%	41.4%	20.4%

Hostos CC

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 8

Employees in this group hold the following titles:

Title ID	Title Name
80560	Custodial Asst Principal Supv
80561	Custodial Principal Supv
80535	Custodial Sr Supervisor
04862	Custodial Supervisor

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	2	8	0	4	4
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		0		
Actual Utilization Percent	25.0%	100.0%	0.0%	50.0%	50.0%
Labor Market Avail. Percent	32.7%	74.5%	5.3%	30.5%	38.0%

Hostos CC

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 25

Employees in this group hold the following titles:

Title ID	Title Name
04861	Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	7	24	0	8	16
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	28.0%	96.0%	0.0%	32.0%	64.0%
Labor Market Avail. Percent	26.9%	68.0%	5.1%	19.8%	41.5%

Appendix E 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. When this number is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks represent no underutilization.

Underutilization numbers for females and total minorities represent specific placement goals.

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

This exhibit covers full-time employees only.

Hostos CC

College Lab Tech: Science, Tech, Eng.

Appointments: 8

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

Department ID	Department Name
10310	Allied Health Sciences
70054	Library
10033	Natural Sciences

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	5	7	0	1	5
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization Percent	62.5%	87.5%	0.0%	12.5%	62.5%
Labor Market Avail. Percent	27.8%	49.3%	22.4%	10.6%	14.2%

Appendix E 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. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

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

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

This report covers full-time faculty groups only.

Hostos CC

Biological and Biomedical Sciences AND Physical Sciences

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

10033 Natural Sciences

Job Group Faculty: Professoriate

Appointments: 20

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	10	4	0	6
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	45.0%	50.0%	20.0%	0.0%	30.0%
Labor Market Avail. Percent	45.8%	23.2%	10.0%	4.0%	6.8%

Hostos CC

Education

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

- 10084 Education
- 10176 Language & Cognition

Job Group Faculty: Professoriate

Appointments: 16

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	12	9	0	3	6
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	75.0%	56.3%	0.0%	18.8%	37.5%
Labor Market Avail. Percent	69.1%	33.2%	3.8%	18.8%	8.6%

Job Group Faculty: Lecturer

Appointments: 6

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	4	4	0	1	3
Underutilized (Y = Yes)			Y		
Number Underutilized			0		
Actual Utilization Percent	66.7%	66.7%	0.0%	16.7%	50.0%
Labor Market Avail. Percent	78.3%	27.5%	4.8%	8.6%	12.3%

Hostos CC

Education - Developmental

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

- 65068 CLIP
- 75022 Counseling Center

Job Group Faculty: Developmental

Appointments: 17

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	12	11	2	7	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	70.6%	64.7%	11.8%	41.2%	11.8%
Labor Market Avail. Percent	64.5%	30.7%	10.7%	9.2%	8.9%

Hostos CC

English Language and Literature/Letters

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

10102 English

Job Group Faculty: Professoriate

Appointments: 21

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	12	4	1	0	3
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	57.1%	19.0%	4.8%	0.0%	14.3%
Labor Market Avail. Percent	63.4%	14.6%	3.6%	4.2%	4.8%

Job Group Faculty: Lecturer

Appointments: 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	2	3	1	2	0
Underutilized (Y = Yes)	Y				Y
Number Underutilized	2				1
Actual Utilization Percent	40.0%	60.0%	20.0%	40.0%	0.0%
Labor Market Avail. Percent	71.6%	33.6%	6.4%	9.7%	14.2%

Hostos CC

Health Professions and Related Programs

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

10310 Allied Health Sciences

Job Group Faculty: Professoriate

Appointments: 23

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	15	16	5	5	5
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	65.2%	69.6%	21.7%	21.7%	21.7%
Labor Market Avail. Percent	58.8%	32.0%	17.1%	6.2%	6.1%

Hostos CC

Liberal Arts and Sciences, General Studies & Humanities

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

10115 Humanities

Job Group Faculty: Professoriate

Appointments: 16

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	8	10	0	0	9
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	0	
Actual Utilization Percent	50.0%	62.5%	0.0%	0.0%	56.3%
Labor Market Avail. Percent	58.3%	16.7%	4.2%	3.1%	6.3%

Job Group Faculty: Lecturer

Appointments: 5

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	2	4	0	0	4
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	1		0	1	
Actual Utilization Percent	40.0%	80.0%	0.0%	0.0%	80.0%
Labor Market Avail. Percent	59.5%	35.5%	3.9%	15.0%	13.4%

Hostos CC

Library (Librarians/Non-Teaching)

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

70054 Library

Job Group Faculty: Librarian

Appointments: 10

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	8	6	2	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	80.0%	60.0%	20.0%	20.0%	20.0%
Labor Market Avail. Percent	82.8%	13.6%	4.0%	4.4%	3.8%

Hostos CC

Mathematics and Statistics

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

10195 Mathematics

Job Group Faculty: Professoriate

Appointments: 15

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	8	4	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	40.0%	53.3%	26.7%	13.3%	13.3%
Labor Market Avail. Percent	25.9%	24.2%	10.3%	3.7%	6.3%

Hostos CC

Social Sciences

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

10028 Behavioral & Social Sciences

Job Group Faculty: Professoriate

Appointments: 18

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	9	11	1	4	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	50.0%	61.1%	5.6%	22.2%	33.3%
Labor Market Avail. Percent	46.9%	20.7%	5.7%	5.5%	7.5%

Appendix F Personnel Activity

This Appendix details personnel activities.

Part One provides detail on personnel activity in the categories noted below, evaluated by job group and by EEO Category.

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

Campus Summary-All Job Groups

	Net Campus Changes #	Net Campus Changes %	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions INTO Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions FROM Category			
			Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year Job Group	Demotion to a Lower Job Group	Advanced to a Higher Job Group	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year Job Group	Left for a Higher Job Group	Left for a Lower Job Group	Other Change	Returned to Faculty
Total	(3)		61		51	10	1	7	-	2	(64)		(54)	(10)	(7)	(1)	-	(2)
Male	(3)	100%	24	39%	20	4	1	2	-	1	(27)	42%	(23)	(4)	(2)	(1)	-	(1)
Female	-	0%	37	61%	31	6	-	5	-	1	(37)	58%	(31)	(6)	(5)	-	-	(1)
Other/Unknown	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-
Total Min	4	133%	54	89%	46	8	1	6	-	1	(50)	78%	(42)	(8)	(6)	(1)	-	(1)
Asian	4	133%	7	11%	6	1	-	-	-	1	(3)	5%	(2)	(1)	-	-	-	(1)
Black	(5)	167%	13	21%	11	2	1	1	-	-	(18)	28%	(16)	(2)	(1)	(1)	-	-
Hispanic	4	133%	32	52%	27	5	-	5	-	-	(28)	44%	(23)	(5)	(5)	-	-	-
Other Minority	1	33%	2	3%	2	-	-	-	-	-	(1)	2%	(1)	-	-	-	-	-
All White	(7)	233%	7	11%	5	2	-	1	-	1	(14)	22%	(12)	(2)	(1)	-	-	(1)
Unknown	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-
Veterans	2	67%	2	3%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-
Individuals w/Disabilities	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-

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

EEO Category Summary
Executive/Administrative/Managerial

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	2	14		12	2	-	2	-	-	(12)		(10)	(2)	-	-	-	(2)	5	2
Male	(4)	2	14%	2	-	-	-	-	-	(6)	50%	(5)	(1)	-	-	-	(1)	1	2
Female	6	12	86%	10	2	-	2	-	-	(6)	50%	(5)	(1)	-	-	-	(1)	4	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	4	12	86%	10	2	-	2	-	-	(8)	67%	(7)	(1)	-	-	-	(1)	4	1
Asian	2	3	21%	3	-	-	-	-	-	(1)	8%	-	(1)	-	-	-	(1)	-	-
Black	1	3	21%	3	-	-	-	-	-	(2)	17%	-	-	-	-	-	-	-	1
Hispanic	-	5	36%	3	2	-	2	-	-	(5)	42%	(5)	-	-	-	-	-	3	-
Other Minority	1	1	7%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	1	-
All White	(2)	2	14%	2	-	-	-	-	-	(4)	33%	(3)	(1)	-	-	-	(1)	1	1
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	1

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Administration 1 (Executive)

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	5		3	2	(5)		(2)	(3)	2	1
Male	(1)	1	20%	1	-	(2)	40%	-	(2)	-	1
Female	1	4	80%	2	2	(3)	60%	(2)	(1)	2	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	3	60%	2	1	(2)	40%	-	(2)	2	-
Asian	-	1	20%	1	-	(1)	20%	-	(1)	-	-
Black	-	1	20%	1	-	(1)	20%	-	(1)	-	-
Hispanic	1	1	20%	-	1	-	0%	-	-	1	-
Other Minority	-	-	0%	-	-	-	0%	-	-	1	-
All White	(1)	2	40%	1	1	(3)	60%	(2)	(1)	-	1
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	1

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Administration 2 (Managers)

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	11		8	3	(10)		(8)	(2)	1	-
Male	(3)	2	18%	1	1	(5)	50%	(5)	-	1	-
Female	4	9	82%	7	2	(5)	50%	(3)	(2)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	2	10	91%	7	3	(8)	80%	(7)	(1)	1	-
Asian	2	2	18%	2	-	-	0%	-	-	-	-
Black	-	2	18%	1	1	(2)	20%	(2)	-	-	-
Hispanic	(1)	5	45%	3	2	(6)	60%	(5)	(1)	1	-
Other Minority	1	1	9%	1	-	-	0%	-	-	-	-
All White	(1)	1	9%	1	-	(2)	20%	(1)	(1)	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Security Manager

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	1		1	-	-		-	-	-	-
Male	-	-	0%	-	-	-	0%	-	-	-	-
Female	1	1	100%	1	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	1	100%	1	-	-	0%	-	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	1	1	100%	1	-	-	0%	-	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Professional Faculty

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	1	7		5	2	-	-	-	2	(6)		(6)	-	-	-	-	-	16	-
Male	-	2	29%	1	1	-	-	-	1	(2)	33%	(2)	-	-	-	-	-	7	-
Female	1	5	71%	4	1	-	-	-	1	(4)	67%	(4)	-	-	-	-	-	9	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	5	6	86%	5	1	-	-	-	1	(1)	17%	(1)	-	-	-	-	-	6	-
Asian	3	3	43%	2	1	-	-	-	1	-	0%	-	-	-	-	-	-	1	-
Black	1	2	29%	2	-	-	-	-	-	(1)	17%	(1)	-	-	-	-	-	2	-
Hispanic	1	1	14%	1	-	-	-	-	-	-	0%	-	-	-	-	-	-	3	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
All White	(4)	1	14%	-	1	-	-	-	1	(5)	83%	(5)	-	-	-	-	-	10	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Faculty-Professorial

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(3)	2		-	2	(5)		(5)	-	16	-
Male	(1)	1	50%	-	1	(2)	40%	(2)	-	7	-
Female	(2)	1	50%	-	1	(3)	60%	(3)	-	9	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	-	1	50%	-	1	(1)	20%	(1)	-	6	-
Asian	1	1	50%	-	1	-	0%	-	-	1	-
Black	(1)	-	0%	-	-	(1)	20%	(1)	-	2	-
Hispanic	-	-	0%	-	-	-	0%	-	-	3	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	(3)	1	50%	-	1	(4)	80%	(4)	-	10	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Faculty-Lecturer

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	4	4		4	-	-		-	-	-	-
Male	1	1	25%	1	-	-	0%	-	-	-	-
Female	3	3	75%	3	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	4	4	100%	4	-	-	0%	-	-	-	-
Asian	2	2	50%	2	-	-	0%	-	-	-	-
Black	1	1	25%	1	-	-	0%	-	-	-	-
Hispanic	1	1	25%	1	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Faculty-Developmental

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	1		1	-	(1)		(1)	-	-	-
Male	-	-	0%	-	-	-	0%	-	-	-	-
Female	-	1	100%	1	-	(1)	100%	(1)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	1	100%	1	-	-	0%	-	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	1	1	100%	1	-	-	0%	-	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Professional Non-Faculty

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	(9)	12		11	1	-	1	-	-	(21)		(19)	(2)	(2)	-	-	-	1	-
Male	(3)	4	33%	4	-	-	-	-	-	(7)	33%	(7)	-	-	-	-	-	-	-
Female	(6)	8	67%	7	1	-	1	-	-	(14)	67%	(12)	(2)	(2)	-	-	-	1	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	(8)	12	100%	11	1	-	1	-	-	(20)	95%	(18)	(2)	(2)	-	-	-	1	-
Asian	-	1	8%	1	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	-	-
Black	(6)	2	17%	2	-	-	-	-	-	(8)	38%	(8)	-	-	-	-	-	-	-
Hispanic	(2)	8	67%	7	1	-	1	-	-	(10)	48%	(8)	(2)	(2)	-	-	-	1	-
Other Minority	-	1	8%	1	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	-	-
All White	(1)	-	0%	-	-	-	-	-	-	(1)	5%	(1)	-	-	-	-	-	-	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Administration 3 (Professional)

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(7)	11		11	-	(18)		(16)	(2)	1	-
Male	(1)	4	36%	4	-	(5)	28%	(5)	-	-	-
Female	(6)	7	64%	7	-	(13)	72%	(11)	(2)	1	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(6)	11	100%	11	-	(17)	94%	(15)	(2)	1	-
Asian	-	1	9%	1	-	(1)	6%	(1)	-	-	-
Black	(5)	2	18%	2	-	(7)	39%	(7)	-	-	-
Hispanic	(1)	7	64%	7	-	(8)	44%	(6)	(2)	1	-
Other Minority	-	1	9%	1	-	(1)	6%	(1)	-	-	-
All White	(1)	-	0%	-	-	(1)	6%	(1)	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
IT Computer Professional

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	1		-	1	(2)		(2)	-	-	-
Male	(1)	-	0%	-	-	(1)	50%	(1)	-	-	-
Female	-	1	100%	-	1	(1)	50%	(1)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	1	100%	-	1	(2)	100%	(2)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	(1)	1	100%	-	1	(2)	100%	(2)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Accountant

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	-		-	-	(1)		(1)	-	-	-
Male	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Hispanic	-	-	0%	-	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Administrative Support Workers

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	2	7		7	-	-	-	-	-	(5)		(5)	-	-	-	-	-	-	-
Male	2	3	43%	3	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
Female	-	4	57%	4	-	-	-	-	-	(4)	80%	(4)	-	-	-	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	(1)	4	57%	4	-	-	-	-	-	(5)	100%	(5)	-	-	-	-	-	-	-
Asian	(1)	-	0%	-	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
Black	1	2	29%	2	-	-	-	-	-	(1)	20%	(1)	-	-	-	-	-	-	-
Hispanic	(1)	2	29%	2	-	-	-	-	-	(3)	60%	(3)	-	-	-	-	-	-	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
All White	3	3	43%	3	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
CUNY Office Assistant

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	2	7		7	-	(5)		(5)	-	-	-
Male	2	3	43%	3	-	(1)	20%	(1)	-	-	-
Female	-	4	57%	4	-	(4)	80%	(4)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	4	57%	4	-	(5)	100%	(5)	-	-	-
Asian	(1)	-	0%	-	-	(1)	20%	(1)	-	-	-
Black	1	2	29%	2	-	(1)	20%	(1)	-	-	-
Hispanic	(1)	2	29%	2	-	(3)	60%	(3)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	3	3	43%	3	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Technicians

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	(1)	-	-	-	-	-	-	-	-	(1)	-	(1)	(1)	-	-	-	-	-	
Male	-	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Female	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	(1)	-	-	-	-	-	
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Total Min	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	(1)	-	-	-	-	-	
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Black	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Hispanic	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	(1)	-	-	-	-	-	
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
All White	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	
Veterans Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
IT Support Technician

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	-		-	-	(1)		-	(1)	-	-
Male	-	-	0%	-	-	-	0%	-	-	-	-
Female	(1)	-	0%	-	-	(1)	100%	-	(1)	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	-	0%	-	-	(1)	100%	-	(1)	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	(1)	-	0%	-	-	(1)	100%	-	(1)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Craft Workers

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	1	2		2	-	-	-	-	-	(1)		(1)	-	-	-	-	-	-	
Male	1	2	100%	2	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-		
Female	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Total Min	2	2	100%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Black	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Hispanic	2	2	100%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Italian-American	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
White (Not Ital)	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-		
All White	(1)	-	0%	-	-	-	-	-	-	(1)	100%	(1)	-	-	-	-	-		
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Veterans	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		
Individuals w/Disabilities	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-		

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Skilled Trades

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	1		1	-	(1)		(1)	-	-	-
Male	-	1	100%	1	-	(1)	100%	(1)	-	-	-
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	1	100%	1	-	-	0%	-	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	1	1	100%	1	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	(1)	-	0%	-	-	(1)	100%	(1)	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary

Basic Crafts-Buildings and Grounds

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	1		1	-	-		-	-	-	-
Male	1	1	100%	1	-	-	0%	-	-	-	-
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	1	100%	1	-	-	0%	-	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	1	1	100%	1	-	-	0%	-	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

EEO Category Summary
Service Workers

	Net Category Changes	NET ADDITIONS		Additions by Type		Detail of Transfers or Promotions into Category				NET SUBTRACTIONS		Subtractions by Type		Detail of Transfers or Promotions out of Category				CHANGES WITHIN CATEGORY (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/Move to Current Year EEO Cat.	Demotion to Lower EEO Cat.	Advanced to a Higher EEO Cat.	Other Change	Return to Faculty	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/Move from Last Year EEO Cat.	Left for a Higher EEO Cat.	Left for a Lower EEO Cat.	Other Change	Returned to Faculty	Advancements	Other Changes
Total	1	14		14	-	-	-	-	-	(13)		(13)	-	-	-	-	-	2	-
Male	1	8	57%	8	-	-	-	-	-	(7)	54%	(7)	-	-	-	-	-	2	-
Female	-	6	43%	6	-	-	-	-	-	(6)	46%	(6)	-	-	-	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Total Min	3	14	100%	14	-	-	-	-	-	(11)	85%	(11)	-	-	-	-	-	2	-
Asian	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Black	(2)	2	14%	2	-	-	-	-	-	(4)	31%	(4)	-	-	-	-	-	1	-
Hispanic	5	12	86%	12	-	-	-	-	-	(7)	54%	(7)	-	-	-	-	-	1	-
Other Minority	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
All White	(2)	-	0%	-	-	-	-	-	-	(2)	15%	(2)	-	-	-	-	-	-	-
Unknown	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
Veterans Individuals w/Disabilities	2	2	14%	2	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-
	-	-	0%	-	-	-	-	-	-	-	0%	-	-	-	-	-	-	-	-

This chart summarizes moves of employees into and out of an EEO Job Category, which normally includes more than one job group. Moves between job groups within a category may appear in the "Internal Advancements" column.

Job Group Summary
Campus Peace Officer

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
	Net Group Changes	Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	-	6		6	-	(6)		(6)	-	-	-
Male	1	4	67%	4	-	(3)	50%	(3)	-	-	-
Female	(1)	2	33%	2	-	(3)	50%	(3)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	2	6	100%	6	-	(4)	67%	(4)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(2)	1	17%	1	-	(3)	50%	(3)	-	-	-
Hispanic	4	5	83%	5	-	(1)	17%	(1)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	(2)	-	0%	-	-	(2)	33%	(2)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	2	2	33%	2	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

This chart summarizes moves of employees into and out of a single job group. Any job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Campus Security Assistant

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	(1)	1		1	-	(2)		(2)	-	-	-
Male	1	1	100%	1	-	-	0%	-	-	-	-
Female	(2)	-	0%	-	-	(2)	100%	(2)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	(1)	1	100%	1	-	(2)	100%	(2)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	-	-	0%	-	-	-	0%	-	-	-	-
Hispanic	(1)	1	100%	1	-	(2)	100%	(2)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Custodial

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	7		7	-	(6)		(4)	(2)	-	-
Male	(2)	3	43%	3	-	(5)	83%	(3)	(2)	-	-
Female	3	4	57%	4	-	(1)	17%	(1)	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	7	100%	7	-	(6)	100%	(4)	(2)	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	(1)	1	14%	1	-	(2)	33%	(1)	(1)	-	-
Hispanic	2	6	86%	6	-	(4)	67%	(3)	(1)	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Job Group Summary
Custodial Supervisor

	Net Group Changes	NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		CHANGES WITHIN JOB GROUP (not counted in totals)	
		Addition #	Additions %	Hire from Outside or Other Campus	Promotion/ Move to Current Year Job Group	Sub. #	Sub %	Separation (Left College or Left CUNY)	Promotion/ Move from Last Year Job Group	Advance-ments	Other Changes
Total	1	2		-	2	(1)		(1)	-	-	-
Male	1	2	100%	-	2	(1)	100%	(1)	-	-	-
Female	-	-	0%	-	-	-	0%	-	-	-	-
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	1	2	100%	-	2	(1)	100%	(1)	-	-	-
Asian	-	-	0%	-	-	-	0%	-	-	-	-
Black	1	1	50%	-	1	-	0%	-	-	-	-
Hispanic	-	1	50%	-	1	(1)	100%	(1)	-	-	-
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	-	-	0%	-	-	-	0%	-	-	-	-
Unknown	-	-	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 job group could have a net loss or net gain, so additions do not necessarily equal subtractions.

Appendix F Tenure Actions

This Appendix summarizes tenure actions.

Tenure is a permanent status awarded on the basis of years of service and/or academic or research achievement. It applies only to full-time faculty and laboratory technicians.

Faculty in Professorial titles (other than visiting) are eligible for tenure which is awarded based on academic or research achievement and service. College Laboratory Technicians are eligible for tenure based on years of service, and Lecturers are eligible for a Certificate of Continuous Employment (CCE) based on years of service. K-12 Teachers and Counselors are also eligible for tenure.

Tenure is effective on September 1 of each academic year. Individuals listed here were awarded tenure effective September 1, 2020 (during this past plan year).

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

Tenure applies only to full-time faculty.

Hostos CC

Allied Health Sciences

Ascc Professor	Gained Tenure	Tenured	Female	Hispanic/Latino
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English

Ascc Professor	Gained Tenure	Tenured	Male	White
Ascc Professor	Gained Tenure	Tenured	Male	White

Humanities

Ascc Professor	Gained Tenure	Tenured	Female	Hispanic/Latino
Ascc Professor	Gained Tenure	Tenured	Male	White

Mathematics

Ascc Professor	Gained Tenure	Tenured	Male	Black/African Am.
Ascc Professor	Gained Tenure	Tenured	Male	White
Ascc Professor	Gained Tenure	Tenured	Female	White

Natural Sciences

Ascc Professor	Gained Tenure	Tenured	Female	White
Ascc Professor	Gained Tenure	Tenured	Male	Asian/Nat.Haw./Other Pac. Isl.
Ascc Professor	Gained Tenure	Tenured	Female	White

Summary for the College

Total Staff:	Ttl Minority	Asian	Black/AfAm	Hispanic/Latino	White	Oth/Unk
5 Female	2	0	0	2	3	0
6 Male	2	1	1	0	4	0
0 Oth/Unk	0	0	0	0	0	0
11 Total	4	1	1	2	7	0

Appendix G Summary of Recruiting Activities

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

Detail is provided on applicants, interviews, and offers. The scope of this report includes searches which officially concluded by a job offer during the previous plan year (June 1, 2021 through May 31, 2022).

Campus Level

Summary - All Searches

Total: 7

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	633	632	100%	19	3.0%	6	0.9%	6	0.9%
Male	241	241	38%	6	2.5%	2	0.8%	2	0.8%
Female	285	283	45%	13	4.6%	4	1.4%	4	1.4%
Other	12	12	2%	-	0.0%	-	0.0%	-	0.0%
Unknown	95	95	15%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	348	348	55%	6	1.7%	2	0.6%	2	0.6%
Total Minorities	401	399	63%	18	4.5%	6	1.5%	6	1.5%
Asian	53	53	8%	1	1.9%	1	1.9%	1	1.9%
Black	176	175	28%	7	4.0%	2	1.1%	2	1.1%
Hispanic	156	155	25%	8	5.2%	2	1.3%	2	1.3%
Other inc 2 or more	16	16	3%	2	12.5%	1	6.3%	1	6.3%
Total White	204	204	32%	1	0.5%	-	0.0%	-	0.0%
Unknown Ethnicity	28	28	4%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	232	232	37%	1	0.4%	-	0.0%	-	0.0%
Veterans	9	9	1%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	53	53	8%	1	1.9%	-	0.0%	-	0.0%

	Least Selected: Not Female Not Minority	Adverse	Least Selected: Not Female Not Minority	Adverse	Least Selected: Not Female Not Minority	Adverse
Percent Female	45%	68.4%	66.7%	66.7%	66.7%	66.7%
Percent Total Minorities	63%	94.7%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	1%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	8%	5.3%	0.0%	0.0%	0.0%	0.0%

Campus Level

Category Summary

Executive-Administrative-Managerial

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	138	138	100%	3	2%	3	2%	3	2%
Male	66	66	48%	1	2%	1	2%	1	2%
Female	53	53	38%	2	4%	2	4%	2	4%
Other	2	2	1%	-	0%	-	0%	-	0%
Unknown	17	17	12%	-	0%	-	0%	-	0%
Total Not Female	85	85	62%	1	1%	1	1%	1	1%
Total Min	90	90	65%	3	3%	3	3%	3	3%
Asian	9	9	7%	1	11%	1	11%	1	11%
Black	46	46	33%	1	2%	1	2%	1	2%
Hispanic	33	33	24%	1	3%	1	3%	1	3%
Other inc 2 or more	2	2	1%	-	0%	-	0%	-	0%
Total White	44	44	32%	-	0%	-	0%	-	0%
Unknown Ethnicity	4	4	3%	-	0%	-	0%	-	0%
White+Unknown	48	48	35%	-	0%	-	0%	-	0%
Veterans	-	-	0%	-	0%	-	0%	-	0%
Indiv. w Disabilities	12	12	9%	-	0%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:	
Not Female	<i>Adverse</i>	Not Female	<i>Adverse</i>	Not Female	<i>Adverse</i>
Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>

Percent Female	38%	66.7%	66.7%	66.7%
Percent Total Mins.	65%	100.0%	100.0%	100.0%
Percentage Veterans	0%	0.0%	0.0%	0.0%
Percentage w Disabil.	9%	0.0%	0.0%	0.0%

Campus Level

Job Group Summary
Administration 2 (Managers)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	138	138	100%		3	2%	3	2%	3	2%
Male	66	66	48%		1	2%	1	2%	1	2%
Female	53	53	38%		2	4%	2	4%	2	4%
Other	2	2	1%		-	0%	-	0%	-	0%
Unknown	17	17	12%		-	0%	-	0%	-	0%
Total Not Female	85	85	62%		1	1%	1	1%	1	1%
Total Min	90	90	65%		3	3%	3	3%	3	3%
Asian	9	9	7%		1	11%	1	11%	1	11%
Black	46	46	33%		1	2%	1	2%	1	2%
Hispanic	33	33	24%		1	3%	1	3%	1	3%
Other inc 2 or more	2	2	1%		-	0%	-	0%	-	0%
Total White	44	44	32%		-	0%	-	0%	-	0%
Unknown Ethnicity	4	4	3%		-	0%	-	0%	-	0%
White+Unknown	48	48	35%		-	0%	-	0%	-	0%
Veterans	-	-	0%		-	0%	-	0%	-	0%
Indiv. w Disabilities	12	12	9%		-	0%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:
Not Female	<i>Adverse</i>	Not Female	<i>Adverse</i>	Not Female
Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>	Not Minority

Percent Female	38%	66.7%	66.7%	66.7%
Percent Total Minorities	65%	100.0%	100.0%	100.0%
Percentage Veterans	0%	0.0%	0.0%	0.0%
Percentage w Disabil.	9%	0.0%	0.0%	0.0%

Campus Level

Category Summary
Professional Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	268	267	100%	1	0%	1	0%	1	0%
Male	98	98	37%	-	0%	-	0%	-	0%
Female	110	109	41%	1	1%	1	1%	1	1%
Other	8	8	3%	-	0%	-	0%	-	0%
Unknown	52	52	19%	-	0%	-	0%	-	0%
Total Not Female	158	158	59%	-	0%	-	0%	-	0%
Total Min	122	121	45%	1	1%	1	1%	1	1%
Asian	17	17	6%	-	0%	-	0%	-	0%
Black	57	56	21%	-	0%	-	0%	-	0%
Hispanic	39	39	15%	-	0%	-	0%	-	0%
Other inc 2 or more	9	9	3%	1	11%	1	11%	1	11%
Total White	129	129	48%	-	0%	-	0%	-	0%
Unknown Ethnicity	17	17	6%	-	0%	-	0%	-	0%
White+Unknown	146	146	55%	-	0%	-	0%	-	0%
Veterans	2	2	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	25	25	9%	-	0%	-	0%	-	0%

Least Selected:				
Not Female	<i>Adverse</i>	Not Female	<i>Adverse</i>	Not Female
Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>	Not Minority

Percent Female	41%	100.0%	100.0%	100.0%
Percent Total Mins.	45%	100.0%	100.0%	100.0%
Percentage Veterans	1%	0.0%	0.0%	0.0%
Percentage w Disabil.	9%	0.0%	0.0%	0.0%

Campus Level

Job Group Summary

Faculty-Professorial

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	7	7	100%		-	0%	-	0%	-	0%
Male	5	5	71%		-	0%	-	0%	-	0%
Female	1	1	14%		-	0%	-	0%	-	0%
Other	-	-	0%		-	0%	-	0%	-	0%
Unknown	1	1	14%		-	0%	-	0%	-	0%
Total Not Female	6	6	86%		-	0%	-	0%	-	0%
Total Min	3	3	43%		-	0%	-	0%	-	0%
Asian	1	1	14%		-	0%	-	0%	-	0%
Black	2	2	29%		-	0%	-	0%	-	0%
Hispanic	-	-	0%		-	0%	-	0%	-	0%
Other inc 2 or more	-	-	0%		-	0%	-	0%	-	0%
Total White	2	2	29%		-	0%	-	0%	-	0%
Unknown Ethnicity	2	2	29%		-	0%	-	0%	-	0%
White+Unknown	4	4	57%		-	0%	-	0%	-	0%
Veterans	-	-	0%		-	0%	-	0%	-	0%
Indiv. w Disabilities	-	-	0%		-	0%	-	0%	-	0%

Least Selected: Not Female *OK Sel* Least Selected: Not Female *OK Sel* Least Selected: Not Female *OK Sel*
 Not Minority *OK Sel* Not Minority *OK Sel* Not Minority *OK Sel*

Percent Female	14%	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	43%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	0%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	0%	#DIV/0!	#DIV/0!	#DIV/0!

Campus Level

Job Group Summary

Faculty-Lecturer

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	261	260	100%		1	0%	1	0%	1	0%
Male	93	93	36%		-	0%	-	0%	-	0%
Female	109	108	42%		1	1%	1	1%	1	1%
Other	8	8	3%		-	0%	-	0%	-	0%
Unknown	51	51	20%		-	0%	-	0%	-	0%
Total Not Female	152	152	58%		-	0%	-	0%	-	0%
Total Min	119	118	45%		1	1%	1	1%	1	1%
Asian	16	16	6%		-	0%	-	0%	-	0%
Black	55	54	21%		-	0%	-	0%	-	0%
Hispanic	39	39	15%		-	0%	-	0%	-	0%
Other inc 2 or more	9	9	3%		1	11%	1	11%	1	11%
Total White	127	127	49%		-	0%	-	0%	-	0%
Unknown Ethnicity	15	15	6%		-	0%	-	0%	-	0%
White+Unknown	142	142	55%		-	0%	-	0%	-	0%
Veterans	2	2	1%		-	0%	-	0%	-	0%
Indiv. w Disabilities	25	25	10%		-	0%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:
Not Female	<i>Adverse</i>	Not Female	<i>Adverse</i>	Not Female
Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>	Not Minority
				<i>Adverse</i>

Percent Female	42%	100.0%	100.0%	100.0%
Percent Total Minorities	45%	100.0%	100.0%	100.0%
Percentage Veterans	1%	0.0%	0.0%	0.0%
Percentage w Disabil.	10%	0.0%	0.0%	0.0%

Campus Level

Category Summary

Professional Non-Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	227	226	100%	15	7%	2	1%	2	1%
Male	77	77	34%	5	6%	1	1%	1	1%
Female	122	121	54%	10	8%	1	1%	1	1%
Other	2	2	1%	-	0%	-	0%	-	0%
Unknown	26	26	12%	-	0%	-	0%	-	0%
Total Not Female	105	105	46%	5	5%	1	1%	1	1%
Total Min	189	188	83%	14	7%	2	1%	2	1%
Asian	27	27	12%	-	0%	-	0%	-	0%
Black	73	73	32%	6	8%	1	1%	1	1%
Hispanic	84	83	37%	7	8%	1	1%	1	1%
Other inc 2 or more	5	5	2%	1	20%	-	0%	-	0%
Total White	31	31	14%	1	3%	-	0%	-	0%
Unknown Ethnicity	7	7	3%	-	0%	-	0%	-	0%
White+Unknown	38	38	17%	1	3%	-	0%	-	0%
Veterans	7	7	3%	-	0%	-	0%	-	0%
Indiv. w Disabilities	16	16	7%	1	6%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:	
Not Female	<i>Adverse</i>	Female	<i>OK Sel</i>	Female	<i>OK Sel</i>
Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>	Not Minority	<i>Adverse</i>

Percent Female	54%	66.7%	50.0%	50.0%
Percent Total Mins.	83%	93.3%	100.0%	100.0%
Percentage Veterans	3%	0.0%	0.0%	0.0%
Percentage w Disabil.	7%	6.7%	0.0%	0.0%

Campus Level

Job Group Summary

Administration 3 (Professional)

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	155	154	99%		15	10%	2	1%	2	1%
Male	37	37	24%		5	14%	1	3%	1	3%
Female	104	103	67%		10	10%	1	1%	1	1%
Other	1	1	1%		-	0%	-	0%	-	0%
Unknown	13	13	8%		-	0%	-	0%	-	0%
Total Not Female	51	51	33%		5	10%	1	2%	1	2%
Total Min	137	136	88%		14	10%	2	1%	2	1%
Asian	9	9	6%		-	0%	-	0%	-	0%
Black	54	54	35%		6	11%	1	2%	1	2%
Hispanic	69	68	44%		7	10%	1	1%	1	1%
Other inc 2 or more	5	5	3%		1	20%	-	0%	-	0%
Total White	14	14	9%		1	7%	-	0%	-	0%
Unknown Ethnicity	4	4	3%		-	0%	-	0%	-	0%
White+Unknown	18	18	12%		1	6%	-	0%	-	0%
Veterans	1	1	1%		-	0%	-	0%	-	0%
Indiv. w Disabilities	11	11	7%		1	9%	-	0%	-	0%

Least Selected: Female Not Minority	<i>OK Sel</i> <i>Adverse</i>	Least Selected: Female Not Minority	<i>Adverse</i> <i>Adverse</i>	Least Selected: Female Not Minority	<i>Adverse</i> <i>Adverse</i>
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Percent Female	67%	66.7%	50.0%	50.0%
Percent Total Minorities	88%	93.3%	100.0%	100.0%
Percentage Veterans	1%	0.0%	0.0%	0.0%
Percentage w Disabil.	7%	6.7%	0.0%	0.0%

Campus Level

Job Group Summary

IT Computer Professional

	Records	Applicants	Appl%		Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	72	72	100%		-	0%	-	0%	-	0%
Male	40	40	56%		-	0%	-	0%	-	0%
Female	18	18	25%		-	0%	-	0%	-	0%
Other	1	1	1%		-	0%	-	0%	-	0%
Unknown	13	13	18%		-	0%	-	0%	-	0%
Total Not Female	54	54	75%		-	0%	-	0%	-	0%
Total Min	52	52	72%		-	0%	-	0%	-	0%
Asian	18	18	25%		-	0%	-	0%	-	0%
Black	19	19	26%		-	0%	-	0%	-	0%
Hispanic	15	15	21%		-	0%	-	0%	-	0%
Other inc 2 or more	-	-	0%		-	0%	-	0%	-	0%
Total White	17	17	24%		-	0%	-	0%	-	0%
Unknown Ethnicity	3	3	4%		-	0%	-	0%	-	0%
White+Unknown	20	20	28%		-	0%	-	0%	-	0%
Veterans	6	6	8%		-	0%	-	0%	-	0%
Indiv. w Disabilities	5	5	7%		-	0%	-	0%	-	0%

Least Selected:		Least Selected:		Least Selected:
Not Female	OK Sel	Not Female	OK Sel	Not Female
Not Minority	OK Sel	Not Minority	OK Sel	Not Minority

Percent Female	25%	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	72%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	8%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	7%	#DIV/0!	#DIV/0!	#DIV/0!

Appendix G Exceptions to the Search Process

This Appendix lists search exceptions.

Search requirements may be waived in rare situations. Positions are identified by title and department with information on the basis of the waiver. Individuals are not identified.

The waiver process requires an application with justification that is reviewed by the Office of the Vice Chancellor for Human Resources.

This listing includes waivers that were scheduled to be effective during the Plan Year. Some candidates may have declined or delayed appointments. Waivers granted to correct minor search issues and adjustments to titles are not listed.

The waiver process applies to full-time appointments only.

Hostos CC

Waivers effective between 6/1/2021 and 5/31/2022. Excludes title adjustments based on reviews, search corrections, and withdrawn requests.

President's Office

Gender

Ethnicity

Asst Administrator

Female

White

Basis Advancement

Appendix H 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 set placement goals.

This report lists full-time and part-time employee job groups separately.

APPENDIX H - Utilization of Individuals with Disabilities by Job Group (Full Time)

2022 - 2023

Hostos CC

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

Total Individual(s) with Disabilities: 21 Percent of total reported employees: 3.6%

Category:	Staff	Indiv. with Disabilities	Rate
Executive/Administrative/Managerial			
Admin 1: Executive	15	1	6.7%
Admin 2: Managerial	63	2	3.2%
Managerial: Facilities	2	0	0.0%
Managerial: Info Tech	2	0	0.0%
Managerial: Security	2	0	0.0%
Professional Faculty			
Faculty: Professoriate	133	2	1.5%
Faculty: Librarian	10	2	20.0%
Faculty: Instructor	3	0	0.0%
Faculty: Lecturer	29	0	0.0%
Faculty: Developmental	17	0	0.0%
Professional Non-Faculty			
Admin 3: Professional	134	13	9.7%
Info Tech: Professional	13	0	0.0%
Nurse	1	0	0.0%
Administrative Support Workers			
Accountant: Assistant	2	0	0.0%
Administrative Assistant	7	0	0.0%
Office Assistant	44	0	0.0%
Mail Services Worker	4	0	0.0%
Technicians			
Admin 4: College Lab Technician	12	0	0.0%
Info Tech: Technician	4	1	25.0%
Print Media Technician	1	0	0.0%
Craft Workers			
Skilled Trades: Supervisory	2	0	0.0%
Skilled Trades: Not Supervisory	11	0	0.0%
Laborers and Helpers	6	0	0.0%
Basic Crafts-Buildings and Grounds	7	0	0.0%
Service Workers			
Campus Public Safety Sergeant	6	0	0.0%
Campus Peace Officer	18	0	0.0%
Campus Security Assistant	5	0	0.0%
Custodial: Supervisory	8	0	0.0%
Custodial: Assistant	25	0	0.0%

APPENDIX H - Utilization of Individuals with Disabilities by Job Group (Part-Time Appointments) 2022 - 2023

Hostos CC

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

Total Individual(s) with Disabilities: 7 Percent of total reported employees: 0.9%

Category:	Staff	Indiv. with Disabilities	Rate
Executive/Administrative/Managerial			
Admin 2: Managerial Adjunct	53	4	7.5%
Professional Faculty			
Faculty: Instructor Adjunct	1	0	0.0%
Faculty: Lecturer Adjunct	198	2	1.0%
Faculty: Professoriate Adjunct	216	0	0.0%
Faculty: Developmental Adjunct	5	0	0.0%
Faculty: Continuing Education	43	0	0.0%
Professional Non-Faculty			
Disability Accommodation Specl Adjunct	5	0	0.0%
Info Tech: Professional Adjunct	3	0	0.0%
Administrative Support Workers			
Office Assistant Adjunct	185	0	0.0%
Technicians			
Admin 4: College Lab Technician Adjunct	8	0	0.0%
Broadcast-Media Adjunct	19	0	0.0%
Info Tech: Technician Adjunct	4	1	25.0%