

2024-2025 AFFIRMATIVE ACTION PLANS CITY UNIVERSITY OF NEW YORK-HOSTOS COMMUNITY COLLEGE

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

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This plan is available for review at: [Affirmative Action Plans - Hostos Community College \(cuny.edu\)](https://www.cuny.edu/affirmative-action-plans-hostos-community-college).

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



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PART ONE: INTRODUCTION AND BACKGROUND

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

The employee census date is June 1, 2024. The previous reporting year was June 1, 2023 – May 31, 2024. The program year for this plan is September 1, 2024 – August 31, 2025.

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

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.

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. 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.

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.

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

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

is approximately 6,000 students.

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

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

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

Mission

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

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

Appendix A displays a high-level organization chart.

Policies

As a unit of The City University of New York (CUNY), we adhere to federal, state, and city laws and regulations on non-discrimination and affirmative action, including: Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended, the Age Discrimination Act of 1975, New York State Human Rights Law and New York City Human Rights Law.

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

The President issues a reaffirmation of our commitment to our policies annually.

CUNY posts its policies on non-discrimination, sex-based misconduct, and affirmative action on its website. **Appendix B** provides the text of the major policies.

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

Responsibilities

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

The President

The President, Daisy Cocco De Filippis, Ph.D., 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, including the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator, and Title IX Coordinator. The President ensures designated personnel have authority, staffing, and other resources to fulfill their assigned roles. The President communicates commitment to equal employment opportunity (including an annual reaffirmation), and issues required reports, including this affirmative action plan.

Appendix C contains the annual reaffirmation letter issued by the President.

Chief Diversity Officer

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

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

The Chief Diversity Officer (or designee) completed the OFCCP's annual online certification of compliance with affirmative action program requirements.

Other Officials

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

Committee(s) on Diversity and Inclusion

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

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

- Nancy Genova, Chair, Behavioral and Social Sciences
- Stacey Cooper, Behavioral and Social Sciences
- Charles Rice-Gonzalez, English
- Emmanuel Alberto Velayos Larabure, Humanities
- Teresa Gray, Nursing
- Nicole Wallenbrock, Humanities
- Philip Oliveri, Chief Diversity Officer
- Laura Cuevas, Hostos Student
- Kobe Jacobs, Hostos Student

On November 27, 2023, the Affirmative Action, Diversity, Equity & Inclusion Committee, in collaboration with The Public Administration Club, sponsored a panel discussion titled: "Infant and Maternal Mortality in the Bronx: How Poverty Impacts Health Outcomes." Professor Nancy Genova, Chair of the AADEI Committee, was the moderator for this panel discussion.

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

Committee members in this past year were:

- Heidi Bollinger, Co-Chair, English
- Toya Pigford, Co-Chair, Financial Aid
- Clara Neito-Wire, Mathematics
- Eugena Griffin, Behavioral and Social Sciences
- Wendy Small-Taylor, Office of Academic Affairs
- Marie Ortiz, I.A. Director, Accessibility Resources
- 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 University Human Resources establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs and maintains data collection and self-identification systems. It also maintains job posting and applicant tracking systems.

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

We extracted data on active employees as of June 1, 2024, from CUNY's system of record, CUNYfirst. We include personnel on most paid leaves, including medical and fellowship/sabbatical leave. We exclude personnel on terminal leaves such as retirement leave, student workers (including Graduate Assistants) and people employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. We conducted the last self-identification canvas on April 22, 2024. We also invite job applicants to self-identify on the job application portal.

Of 1,231 employees (which includes both full time and part time employees), zero employees did not identify gender. Five employees did not identify race/ethnicity category. 1,217 employees did not identify veteran status. 1,191 did not identify disability status. We assign employees who do not identify a status to the "unknown" category for that characteristic and categorize them in the majority or "not protected" group for that characteristic (i.e., male, or white) as per regulations.

Self-Identification Categories

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

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

We record a person identifying as both Hispanic/Latino and another group as Hispanic/Latino, and not as Two or More Races.

We include the categories of American Indian/Alaska Native and Two or More Races under Total Protected Ethnicities and do not report them separately.

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 voluntarily provide data on their ancestries from a list of approximately sixty categories.

CUNY provides for six categories of gender identification but uses the federally mandated categories for this plan. For federal reporting, we include only persons specifically identifying as female in the federally protected gender category.

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

Analyzing Data

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

- Workforce Analysis (evaluating employment within organizational units/departments)
- Job Group Analysis (analysis of job groups and academic disciplines)
- Utilization Analysis (comparisons with labor market availability measures)
- Personnel and Recruiting Activity (personnel actions, recruitment and hiring, and compensation).

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

Workforce Analysis

Workforce Analysis is a review of employees organized by their assigned division and department. We review demographic data by job title in order of rank (salary range).

Due to length, we do not publish the Workforce Analysis charts in this report.

Tables 1 and 2 summarize the workforce by job group, and faculty workforce by tenure status.

Job Group Analysis

Job Group Analysis is a process of creating groups of jobs with similar duties and qualifications. For some reports we "roll up" job groups into categories based on the federal EEO-1 coding system.

CUNY reviews faculty job groups by both rank and academic discipline. CUNY assigns most faculty departments to disciplines as per the US Department of Education's Classification of Instructional Programs (CIP).

CUNY organizes data about College Laboratory Technicians by assigning the employees' departments to one of two categories: Scientific/Engineering/Technical or a General (non-scientific) category.

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

Utilization Analysis

We compare CUNY's job groups with an estimated labor market availability by job group. We evaluate utilization for females and federal ethnicity categories (Asian, Black/African American, and Hispanic/Latino and Total Protected Ethnicities).

Labor Market Source Data

Labor market availability is a benchmark calculated by job group. It is an estimate of the ratio of females and federally protected ethnicities available for employment. This information is based on both an external labor market in a reasonable geographic area, and an internal labor market of CUNY personnel eligible for advancement. We last calculated labor market availability in 2023.

It is not possible for anyone to exactly calculate labor market availability, as all calculations are based on historical data. We consider the calculations and the resulting findings to be general indicators.

We calculated an internal labor market utilizing lists of CUNY-wide appointments between 2017-2022. For Classified Civil Service titles, we also consulted with CUNY's Director of Civil Service Operations. This review resulted in a percentage of internal advancements for each job group. The resulting demographics are based on persons employed as of June 1, 2022.

For external labor market calculations other than faculty, we utilized the US Census American Community Survey (ACS), 5-year estimate, 2017-2021 (final), extracted from University of Minnesota's Integrated Public User Microdata Sample (IPUMS). We selected data based on geography, labor force participation, occupation, and educational attainment.

We combine internal and external labor market calculations in proportion to the numbers of internal advancements and external hires into each job group.

For faculty, we calculated labor market availability by both job group and academic discipline within job group. We utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) degree completion data, 2020-2021 (final). We used the Classification of Instructional Programs (CIP) to identify discipline.



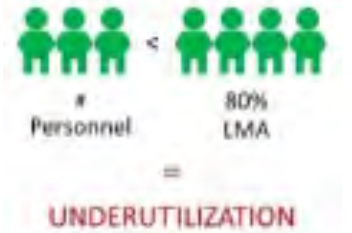
Calculating Underutilization

A workplace without bias should employ persons in protected groups in the same ratio that people in each group appear in the general labor market.

We calculate underutilization for groups with a minimum of five incumbents, with the caveat that analyzing groups of less than 30 employees may generate less reliable results. We do not report on the President's position, as it reports outside of our unit.

We report underutilization where the percent of employees belonging to a protected group does not reach a benchmark of at least 80% of the labor market estimate, and the difference is equal to at least one full-time equivalent employee. The following illustration may help explain:

Illustration: Utilization and Underutilization

<p>If a job group has ten employees and 50% of the available labor market is female, we expect 50% of employees in that job group (five persons) should be female.</p>	<p>We use a benchmark of 80% of the labor market. If at least four employees are female, there would be no underutilization.</p>	<p>In this example there are three females in the job group. Females are underutilized compared with the labor market (or "underutilization of one.")</p>
		

Appendix D details utilization/underutilization in each category (job group and/or academic discipline). We prioritize job groups with underutilization for placement goals and outreach for hiring and advancement.

While we expect year-to-year variations to be the result of implementing our affirmative action plans, variations may also arise from changes in availability, hires, advancements, and separations.

Tables 3 and 4 summarize staffing and underutilization for each job group.

Illustrative Tables

Table 1: Workforce by Job Group and Category

Table 2: Full-Time Faculty by Title and Tenure Status

Table 3: Historical Changes in Underutilization – Faculty

Table 4: Historical Changes in Underutilization – Staff and College Laboratory Technicians

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 2023-24 Reporting Year (June 1, 2023–May 31, 2024), Hostos had a total of 542 full-time, permanent employees. Of that total number, 414 (76%) were members of a protected ethnic/racial group and 304 (56%) were women. Of the College's 185 full-time employed faculty, 107 (58%) are members of a protected ethnic/racial group and 104 (56%) are women. We note that more than half of the faculty are members of a protected class, and more than half are women.

Hostos had a total of 689 part-time employees. Of that total number, 533 (77%) were members of a protected ethnic/racial group and 372 (54%) were women. Of the College's 370 part time/adjunct faculty, 258 (69%) are members of a protected ethnic/racial group and 202 (54%) are women. We note that more than half of the part time/adjunct faculty are members of a protected class, and more than half are women.

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

The Faculty groupings are:

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

The Academic Disciplines are:

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

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

For the Faculty – Lecturers group there is some underutilization, but there is no underutilization greater than one in any of these AAUs. There was also a reduction of one (Female) and an increase of one (Black) in the Lecturer: Education AAU.

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

The Underutilization in the Faculty – Developmental group/AAU remains unchanged from last year.

In the majority of the College's Faculty - Professorial AAUs where underutilization exists, self-identified Asians and Blacks are the affected minority groups. The College continues to make good faith efforts to recruit a diverse applicant pool. The lack of representation reflects the low availability rate in these disciplines. It is important to note that the underutilization is not greater than 2 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 357 full-time staff employees, 307 (86%) of whom are members of a protected ethnic/racial group. In addition to the 357 full-time staff, 200 (56%) are women. This data demonstrates that Hostos continues to have and embraces a truly diverse and multi-cultural workforce.

During the 2019-2020 reporting period, underutilization of Blacks was eliminated in two of the Administrative AAUs. That elimination remains. The underutilization for Blacks has been eliminated in all but two Staff AAUs. Underutilization of Blacks increased from 1 to 2 in the IT Computer Professional AAU. Underutilization of Blacks decreased by 1 and was eliminated in the Campus Safety Sergeant AAU, and decreased by 3 in the Campus Peace Officer AAU.

During this reporting period the underutilization of women was eliminated in the Administrative Assistant and Basic Crafts-Building and Grounds AAUs. The underutilization of Hispanics in Basic Crafts-Building and Grounds increased from 1 to 2, while underutilization of Asians was eliminated. There continues to be no underutilization of females in the Custodial Assistant AAU.

Underutilization exists in the other AAUs. The AAU of Administration 3 remains underutilized in Asians, which are underutilized by 15 in that category and remains unchanged. The Administration 2 AAU is also underutilized in Asians by 5. This is an increase by 1 as compared to the last reporting period. The Market Availability for Asians in the Administration 3 AAU remains at 16.5%, and the Market Availability for Asians in the Administration 2 AAU remains at 14.2%.

A number of concurrent factors may influence changes in underutilization and it is not always possible to pinpoint an exact cause. 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 (2024) as compared with last year's analysis (2023), we observed the following differences:

Staff

Administration II

Underutilization of Asians increased from 4 to 5. There continues to be no additional underutilization.

Administration III

Underutilization of Asians remains at 15. There continues to be no additional underutilization.

IT Computer Professional

Underutilization of Asians increased from 1 to 2. Underutilization of Blacks increased from 1 to 2. Underutilization of Females remains unchanged at 2.

Office Assistant

Underutilization of Asians decreased from 5 to 4. There continues to be no additional underutilization.

Administrative Assistant

Underutilization of Females was eliminated. Underutilization of Asians remains unchanged at 1.

Basic Crafts-Building and Grounds

Underutilization of Females was eliminated. Underutilization of Asians was also eliminated. Underutilization of Hispanics increased from 1 to 2.

Custodial Assistant

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

Campus Public Safety Sergeant

Underutilization for Females was eliminated. Underutilization for Blacks was also eliminated. There continues to be no additional underutilization.

Campus Peace Officer

Underutilization of Females remains unchanged. Underutilization of Blacks decreased from 4 to 1. Underutilization of Asians remains unchanged at 1.

College Laboratory Technicians (Administration 4)

Underutilization of Asians increased from 1 to 2.

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

Personnel and Recruiting Activity

Personnel Activity

We review personnel actions for adverse impact. We compare rates of hiring, promotion, and termination by gender and ethnicity. We review activity for each job group, but report results only for groups with a material number of actions and/or applicants.

Appendix E summarizes job actions, including tenure, by gender and ethnicity.

We compared employee titles on June 1, 2024 to titles they held on June 1, 2023. This method is necessary given system limitations but may exclude some actions, such as an employee changing job groups more than once over the year. We count hires, moves to a higher or lower job group, moves within a job group, and separations. We report employees who change job groups and/or transfer between CUNY units as having separated from the former job group and appointed to the new group (two actions). Adverse selection may occur when any one group (protected or not) has a rate of hire, advancement, or separation less than 80% of the rate of the most-selected group for that particular action.

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

“years of service” requirements. For professorial faculty, there are extensive reviews resulting in tenure recommendations to the President.

Table 5: Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Protected Ethnicities	Tenure Awards Denied
Professors	0	0	0	0
Associate Professors	4	4	3	0
Assistant Professors	1	1	1	0
Lecturers	1	1	1	0

No applications for early tenure were submitted for Academic Year (AY) 2023-24.

0 faculty were either appointed or continued in the rank of Distinguished Professor, a status recognizing extraordinary scholarship. 0 of our Distinguished Professors are female and 0 Distinguished Professors are members of federally protected ethnicities.

Recruiting Activity

CUNY is committed to recruiting 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 outreach plans.

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

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

We conduct most faculty and administrative hiring by appointing a diverse Search Committee for initial screening. The Chief Diversity Officer provides an orientation, or “charge,” to committee members on effective selection practices, including practices aimed at reducing potential for bias. The Chief Diversity Officer reviews applicant pools for sufficient representation and certifies pools prior to committee review, and reviews

selections again as searches near completion. Committees refer finalist candidates to the hiring manager(s) for a final selection.

As per federal guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, we considered their application, and they did not withdraw. We analyze applicants and selection rates by job group for interviews, offers, and hires.

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

Appendix F summarizes recruiting and selection by job group for searches concluded with a job offer between June 1, 2023, and May 31, 2024.

We made 0 exceptions to open posting and search requirements. The Chief Diversity Officer and University Human Resources review exception requests. We may grant search exceptions when it is highly unlikely that we could fill the position competitively (such as a job having unique qualification requirements). We also grant exceptions for positions representing a transfer of funding for employees originally hired by a separate entity.

Table 6: Exceptions to the Search Process

Employee Group	Total Exceptions	Exceptions-Females	Exceptions-Protected Ethnicities
Executives (Admin 1 Group)	0	0	0
Higher Education Officers (Admin 2/ Admin 3 Groups)	0	0	0
Faculty	0	0	0
Other	0	0	0

Civil Service Hiring

We selected twenty-five individuals for Classified Civil Service positions from ranked lists based on examination scores, according to CUNY’s Civil Service regulations. We also had one selection from the CUNY Campus Security Assistant (CSA) Transfer List. CUNY’s University Human Resources unit administers and validates Civil Service examinations and maintains applicant and examination records.

Thirteen Civil Service examinations resulted in twenty-five hires. The CUNY Campus Security Assistant (CSA) Transfer List resulted in one hire, making for a total of twenty-six hires.

The demographic data of the twenty-six hires is as follows - seven Black Males, two Asian Males, seven Hispanic Males, one Two/More Races (Female), one Asian Female, six Hispanic Females, one Two/More Races (Male), and one person of Unknown Ethnicity and Gender. Please see the chart below.

#	Civil Service Pool	# of Hires	Eth/Gen
1	2064 - IT Support Assistant	2	Black/Male Asian/Male
2	2059 - Campus Security Assistant	2	Black/Male Hispanic/Male
3	2074 – CUNY Office Assistant	7	Two/More Races/Female Black/Male Black/Male Asian/Female Hispanic/Male Hispanic/Female Hispanic/Female
4	2060-Campus Peace Officer	1	Black/Male
5	2071 – IT Assistant	1	Asian/Male
6	2073 - Campus Public Safety Sergeant	1	Hispanic/Female
7	2075 – College Print Shop Specialist	2	Black/Male Hispanic/Female
8	2089 – Plumber’s Helper	2	Hispanic/Male Hispanic/Male

9	2069 - CUNY Office Assistant	1	Hispanic/Female
10	0194 - Maintenance Worker	1	Unknown/Unknown
11	2114 - Painter	1	Hispanic/Male
12	2072 - Senior Custodial Supervisor	1	Hispanic/Male
13	2070 – IT Assistant	3	Hispanic/Male Hispanic/Female Two/More Races/Male
14	CUNY Campus Security Assistant Transfer List	1	Black/Male

Compensation

CUNY develops university-wide pay schedules based on bargaining unit contracts, Civil Service regulations, government wage determinations, and university policies. Outside of executives, CUNY pays employees according to the terms of the bargaining unit contract applicable to their job title, even for individuals excluded from representation. Pay 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 New York City Prevailing Wage schedules for Skilled Trades.

Officials in New York City and New York State governments review labor contracts. CUNY’s Trustees review and approve all pay plans.

The Chief Diversity Officer reviews overall practices such as:

- Setting of starting salaries
- Pay exceptions (performance-based pay and increases upon promotion)
- Tracking compensation decisions
- Document retention
- Assignment of overtime/additional assignments.

The Chief Diversity Officer and Human Resources Director discussed compensation best practices and concerns with management on August 7, 2024.

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.

2023-2024: Prior Year Programs

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

Hostos Community College's Diversity Equity and Inclusion (DEI) Incubator- On November 3, 2023, this cohort hosted a conference titled "Addressing Anti-Blackness at Hispanic-Serving Institutions," which explored how Hispanic-serving institutions address anti-blackness on their campuses. The conference offered a space for collaboration and community building that incorporated diverse perspectives from students, faculty and administrators. This one-day in-person conference was open to all CUNY campuses. Attendees had the opportunity to discuss what they learned and identified next steps to continue the work on their campuses.

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

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

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

The following is a sampling of events/performances held during the 2023 – 2024 season:

- "Repertorio Español's 'La Golondrina' (The Swallow)" – November 1 and November 2. The Hostos Center for the Arts & Culture, an integral part of Hostos Community College since 1982, serves as a valuable resource for students, faculty and staff in addition to serving the cultural needs of South Bronx residents and neighboring communities. The Hostos Center creates performing and visual arts forums in which the diverse heritages of its audiences are celebrated and cultivated. In early November, the Hostos Center presented Repertorio Español's acclaimed production, which confronts anti-LGBTQIA+ violence experienced throughout the USA. Inspired by the aftermath of the Pulse Nightclub Terrorist attack in Florida, the play resonates deeply. The Center hosted two performances: one for the College Community and Daytime audiences on Wednesday, November 1 at 2 pm, and another for South Bronx residents and neighboring communities on Thursday, November 2 at 7 pm. After

each performance, engaging talk-back sessions and Q&A discussions were moderated between the artists and the audience. These sessions provided crucial opportunities to explore LGBTQTI+ concerns and affirmations within the Latinx and African American communities. Audiences responded with openness, applause, and awareness of existing barriers, while also celebrating progress. The afternoon performance drew 150 attendees, including students, faculty, and staff from Hostos, and the evening performance had 90 attendees, with Professor Angel Morales leading the talk-back.

- “Annual Lunar New Year Celebration” – February 18 and March 12. Continuing its commitment to cultural enrichment, the Hostos Center celebrated the Lunar New Year with the acclaimed Nai-Ni Chen Dance Company on February 18 and March 12. Since 2024 marks the Year of the Dragon, symbolizing auspicious energy, strength, and courage, this celebration held significance not only in China but also across various Asian communities. In 2023, the Arts Center established its first Lunar New Year Celebration, aiming to raise awareness of the contributions, knowledge, and artistic output of AAPI communities. This year, a Sunday afternoon performance at 3 pm in the Main Theater attracted nearly 500 attendees, including families with children and young adults. On March 12, a daytime abridged performance was held for schools and daytime audiences. The performance was nearly sold out, with 845 students from schools in the Bronx and Manhattan, including PS7, PS166, PS70, Cardinal Hayes High School, the Bronx Academy for Multi-Media Studies, and the College’s own Hostos Children’s Center. Guided by a moderator explaining traditions and dances, these cross-cultural performances facilitated learning, exploration, and appreciation.

- “A Celebration of 2024 Asian American Pacific Islanders Heritage Month” – May 11 and May 12. The Hostos Center collaborated with Nai-Ni Chen Dance, as the company launched its 36th Anniversary Spring season in the Main Theater for the first time. The evening was a vibrant showcase of cross-cultural artistry. The performance featured the company's distinctive style, influenced by ancient and contemporary Asian traditions. One highlight was "Reincarnation," a piece choreographed by Aloe Ao Liu, based on her observations of the rituals of the Dragon People in the mountains of Yunnan Province, China. Her choreography weaves together movement and symbolism in a captivating exploration of identity and transformation. Additionally, the revival of Nai-Ni Chen's "Carousel Divertimento" explored the flow of energy and dynamics of the brushstrokes found in traditional Chinese painting, particularly those depicting horses. Through dance, the audience witnessed the power of cultural influences and storytelling.

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

developing workshops which build off prior dialogues.

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

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

- April 16, 2024, College Campus Civility Event- In collaboration with the Anti-Hate Initiative, the Civility Committee planned a campus event involving civil and respectful communication in the digital age. Dr. Jeffrey Lane from Rutgers University was invited to speak on fostering respectful ways of relating and learning in a higher education community, specifically on what it means to listen and how to listen to others in an authentic manner, especially in a digital environment. Dr. Lane discussed the communication mechanisms and practices that enable authentic listening along with the challenges presented by this type of listening. The question of authentic listening is central to civility and community, but we may not have the tools or preparation to truly listen, especially in a digital age where we spend considerable time focused on our own expressions. This keynote addressed the notion of listening authentically – what it means, how it is practiced, and what it produces – that is at the core of many of the current challenges of higher education from diversity and inclusion to community engagement to democratizing research. Dr. Lane drew on his own experiences, who has studied digital street life in Harlem and e-bike work in the South Bronx, as well as perspectives from experts in other domains where authentic listening is critical.

Women's History Month and International Women's Day was celebrated at Hostos with the following events:

- **"Best Believe: The Tres Hermanas, A Sisterhood for the Common Good"**- On March 11, the Office of the President conducted a captivating book presentation of "Best Believe: The Tres Hermanas, A Sisterhood for the Common Good." Written by NoNieqa Ramos and illustrated by Nicole Medina, this heartwarming children's book celebrates the

remarkable lives of community and cultural activists Dr. Evelina Antonetty, Lillian López, and Elba Cabrera, three women who fostered a sisterhood to pioneer efforts that transformed the Bronx and its communities through education and community advocacy. Their work included advocating for the College during the Save Hostos Movement (1973–1979), driven by their belief in the transformational power of high-quality, affordable education. Through this story, readers will discover the power of collective actions to effect meaningful change.

- **Race and Gender in Dominican Women's Poetry: Aida Cartagena Portalatín to This Day-** On March 5, 2024, Hostos President Daisy Cocco De Filippis and poet, playwright, and essayist Chiqui Vicioso explored Aída Cartagena Portalatín and her influence on the Dominican women's poetry landscape. Attendees navigated the intricate intersections of race, gender, and poetic expression, fostering a dialogue that unveiled the profound impact of Cartagena Portalatín's work in contemporary Dominican literature.
- **"Women Who Change the World:" Book Discussion with Book Editor Lynn Lewis-** On March 12, a book discussion on "Women Who Change the World: Stories from the Fight for Social Justice" was held. The editor of the book, Lynn Lewis, was with the Hostos community to delve into the intricacies of gathering the remarkable narratives of nine women who have devoted their lives to the pursuit of social justice, ranging from movement leaders to organizers and cultural workers. Lewis discussed the power of oral history as a vehicle for generating knowledge and illuminating women's resilience in the quest for a more just world brimming with hope, love, and joy.

"Women's History and Diversity, Equity, and Inclusion"- The Hostos Community College's Women's and Gender Studies program organized the following three events in honor of Women's History Month:

- **"Barbie," the Movie: How Diversity in the Film Reflects Today's Barbies-** On March 14, Professor Jennifer Tang (Library) explored the fraught history of Barbie and its ever-changing relationship to themes of diversity and inclusion. Student attendees had an opportunity to compete for a monetary prize in a writing contest following the session.
- **Writing and Publishing Between Languages: A Roundtable with Latina Poets-** On March 19, Professor Inmaculada Lara-Bonilla (Humanities) hosted a roundtable of contemporary Latina writers and editors to explore their role in nurturing the continuum between writing and publishing in this community, in New York City and beyond. Co-organized with Latin American Writers Institute. Student attendees were gifted books and other awards.
- **Triangle Shirtwaist Factory Fire Commemoration and Conversation-** On March 25, Professor Marcella Bencivenni (BSS) hosted a conversation on the Triangle Shirtwaist Factory Fire's

continued legacy with guest speakers Prof. Laura Ruberto and Prof. Michele Fazio. Co-sponsored by the Social Sciences Unit Speakers Series.

Black History Month was celebrated at Hostos with the following events:

- **Black Women Poets and Their Contribution to the Literary World and Beyond-** On February 6, 2024, The Division of Student Development and Enrollment Management held a conversation with Ms. Karyanne Bell, a Poet, Author, and the 2023-25 Bronx Poet Laureate.
- **Hip-Hop Feminism in the 21st Century-** On February 6, 2024, The Office of Student Activities conducted an exploration of the origins of hip-hop feminism, a term coined by hip-hop journalist and cultural critic Joan Morgan, Ph.D. in her 1999 book, "When Chickenheads Come Home to Roost: A Hip-Hop Feminist Breaks It Down." Since its inception almost twenty-five years ago, hip-hop feminism has grown from being a term used by women hip-hop icons to a field of study inside of academia that has given birth to conferences, anthologies, and scholarly books. This presentation will highlight the key elements of hip-hop feminism as laid out by hip-hop feminist scholars, educators, and activists while looking at the practical applications of these key elements in hip-hop culture.
- **Hip-Hop History 101 with DJ Chuck Chill Out-** On February 27, 2024, The Office of Student Activities held a conversation with DJ Chuck Chill Out, one of the prominent figures in the rap community since the early '80s, most notably as a DJ, producer, and radio host. He was one-third of the B-Boyz, a Bronx-based group that released the oft-sampled "Rock the House" on Vintertainment in 1983. From there, his stature grew through his shows on KISS and WBLS; he also worked sporadically with a number of groups, including Run-D.M.C. and Public Enemy (a mixing credit on "Night of the Living Baseheads" being the most significant). In 1989, Chillout joined up with Kool Chip for The Masters of the Rhythm, an album released on Polygram. After that, he continued to work with underground groups and host radio programs.

I Stand with Immigrants Day of Action was an effort to engage students and the campus community in support of immigration on October 25, 2023. Programming highlighted the benefits of immigration for our communities, economy, and country. Participation in this Day of Action helped our campus demonstrate its support for immigrant students, faculty, and staff.

The Department of Public Safety in collaboration with the NYPD 40th Precinct and the Mayor's Office to End Domestic and Gender Based Violence hosted a Domestic & Intimate Partner Panel Discussion on October 25, 2023. Students, staff and faculty were invited to learn the warning signs of an abusive relationship, how to stay safe and how to support someone in need of help.

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

LAWI also supports local communities of emerging and established writers and works to build bridges between US-based writers and their counterparts in Latin America, Spain, and other parts of the world by sponsoring and co-sponsoring creative writing workshops, literary readings, festivals, and conferences. In addition, the Institute functions as a clearing house on Latina/o and Latin American literature, with services available to professors, journalists, reviewers, translators, editors, and publishers. In keeping with its goal of increasing intercultural understanding, LAWI's activities are designed for a multiethnic audience and seek to recognize and encourage cultural diversity in its membership and in all of its programs.

LAWI published its journal, the Hostos Review/Revista Hostosiana, as a call to speak and delve deeper into the Caribbean's untold history of blackness. "De las Condiciones Negras: Un Diálogo Entre el Caribe Francófono y el Caribe Hispano/ Des Conditions Noires: Un Dialogue Entre les Caraïbes Francophones et Hispanophones/ Black Conditions: A French-Spanish Caribbean Dialogue" is a tri-lingual— English, French, and Spanish—homage to the mostly (untold and) unexplored story on the plural intersectionality that exists in the Caribbean because of the numerous European imperial nations that took hold of the lands. The repercussions are felt, seen, and heard to this day, and language plurality is an obvious reminder of this history but has mostly gone unspoken about until now. LAWI and the Hostos Review/Revista Hostosiana published its newest issue in October of 2023. The issue is titled "Hacia Una Cartografía Medioambiental de Sudamérica/ Towards an Environmental Cartography of South America." Hostos Review/Revista Hostosiana no. 19 gathers texts in English, Spanish, and Portuñol by authors from Mexico, Cuba, Venezuela, Brazil, Argentina, Honduras, Puerto Rico, the United States mainland and more.

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. Below is a sampling of programs and activities hosted by The Office of The President:

- **"Lecciones de Vida: El Pensamiento de Eugenio Maria de Hostos y su Imapcto Hoy"**- A discussion of Hostos' newest biography by author Marcos Reyes Davila, conducted between Hostos President Daisy Cocco de Filippis and the author, Marcos Reyes Davila.
- **"Exploring the Jewish Diaspora in the Dominican Republic"**- On September 20, 2023, a book discussion with author Dr. Herbert S. Stern Diaz regarding his book, "Hechos y

Documentos Sobre La Presencia Judía en República Dominicana.” Attendees learned about the fascinating journey through the history and culture of Jewish immigrants in the Dominican Republic, discovering new facts, stories, and successes of a community that found a second home on the island.

- **Campus Climate Initiative-** Celebrating diversity and multiculturalism is one of Hostos’ mission pillars that we strongly adhere to by promoting a respectful, equitable, inclusive, and safe organizational culture that values diversity and seeks to be free of discrimination and harassment. At Hostos, diversity, equity and inclusion underpin all aspects of the college, from teaching and learning, recruitment and hiring, to campus celebrations. In the fall of 2023, as part of our Campus Climate Initiative, the Office of the President continued with the Initiative by hosting The New York Peace Institute which facilitated a community-building circles on 9/26. The circle addressed specific areas of need identified by students which helped explore ways to strengthen our community and build a greater sense of belonging, including: Community-Building at Hostos; Understanding Gender Identity/Sexual Orientation; and Building a System of Respect.
- **Immigration Talk: Rights and Protections-** On October 4, Michael Eatroff, Senior Staff Attorney with NYLAG’s Immigrant Protection Unit – Office of New Americans, conducted an informative talk about immigrant rights, programs, and protections potentially available to Hostos students, families, and community members. This event was hosted by Professor Amy Ramson and the Behavioral and Social Sciences Unit.
- **Exploring Italian-American Identity: A Screening of “As Good as Bread”-** On October 19, Dr. Elisabetta Sanino D’Amanda, Principal Lecturer of Italian and Coordinator of the Italian Studies Program at Rochester Institute of Technology, conducted a screening of “As Good as Bread” (2008). This film investigates the history of Rochester’s Italian-American community, the second-largest in New York. This event shed light on Italian-Americans and their identity in the country. Leading the discussion was Allied Health Sciences Chair, Professor Charles Drago and York College colleague, Dr. Donna M. Chirico, who is also Resident Faculty at the John D. Calandra Italian American Institute and Chair of the Italian American Faculty and Staff Advisory Council.
- **Peace & Poetry-** On December 7, the Hostos Writing Center, in collaboration with the Office of the President, presented Hostos’ 2nd annual **Peace & Poetry** event. The event was a gathering where our vibrant community converged and allowed our collective imaginations soared toward the creation of a more promising world through the transformative power of words.

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

- "Racial Politics of Education" featuring CUNY Senior Vice Chancellor Glenda Grace, Esq., who delved into the complexities of racial politics, acts of resistance, and Critical Race Theory (CRT) in higher education.
- “Safeguarding Knowledge: The Case of Banned Books” - This town hall featured panelists Emily Drabinski (Queens College/CUNY and the American Library Association), Hong Yao (Queens Public Library), and Evelyn Muriel-Cooper and Genee Bright from NYPL. This event explored the cultural, societal, and political implications of book banning, highlighting libraries' pivotal role in safeguarding information and promoting free access to knowledge.

1st Annual Anti-Hate Initiative- in the Fall of 2023, Hostos was awarded a \$20,000 grant from the CUNY Anti-Hate Initiative that helped build on the campus climate work. The CUNY Anti-Hate Initiative is a five-year initiative funded through support from the NYC Council, that is aimed to confront discrimination within CUNY campuses focused on specific populations each academic year. The populations of focus for 2023-24 were the Jewish community and the Asian American and Pacific Islander Community. Hostos developed the following events and workshops which addressed discrimination for these two specific communities:

- **March 5, 2024, “The Jewish Identity & Jewish Diversity” Photo Exhibit-** The photography of Zion Ozeri documents the multifaceted nature of Jewish life around the world. His stunning black-and-white photographs depict contemporary historical events, multigenerational families, and diverse cultural celebrations and practices across the globe – from Argentina to Uzbekistan, and India to Yemen. This exhibition of Ozeri’s work offered a kaleidoscopic portrait of a vibrant people, highlighting the broad range of Jewish experience while affirming the unity of Jewish peoplehood. This exhibition was displayed in the Hostos Research Center, which opened on March 5 and was on exhibit until May 2. Opening remarks were made by both Bronx Councilmember Eric Dinowitz and Anti-Defamation League Regional Director Rabbi Ron Fish. Through this photo exhibit, we may come not only to more fully understand the complexity of Jewish identity, but to better appreciate the connections and commonalities that exist among people of all cultures.
- **April 16, 2024, College Campus Civility Event-** In collaboration with the College Civility Committee, the Anti-Hate Initiative planned a campus event involving civil and respectful communication in the digital age. Dr. Jeffrey Lane from Rutgers University was invited to speak on fostering respectful ways of relating and learning in a higher education

community, specifically on what it means to listen and how to listen to others in an authentic manner, especially in a digital environment. Dr. Lane discussed the communication mechanisms and practices that enable authentic listening along with the challenges presented by this type of listening. The question of authentic listening is central to civility and community, but we may not have the tools or preparation to truly listen, especially in a digital age where we spend considerable time focused on our own expressions. This keynote addressed the notion of listening authentically – what it means, how it is practiced, and what it produces – that is at the core of many of the current challenges of higher education from diversity and inclusion to community engagement to democratizing research. Dr. Lane drew on his own experiences, who has studied digital street life in Harlem and e-bike work in the South Bronx, as well as perspectives from experts in other domains where authentic listening is critical.

- **April 16, 2024, 2nd Annual Multi-Faith Symposium and Luncheon**- Hostos brought together leaders from different faith backgrounds to discuss the commonalities and invite all members of the Hostos community to engage in a constructive dialogue to increase awareness and understanding of our shared beliefs.
- **April 19, 2024, Zakat Celebration**- As Ramadan, the fasting month, comes to an end, this special event brought our community together. As one of the Five Pillars of Islam, Zakat is a religious duty for all Muslims who meet the necessary criteria of wealth to help the needy. It is a mandatory charitable contribution. This occasion is rooted in the Muslim tradition of giving support to those in need. Sponsored by an Educating for Diversity grant through Ms. MacKenzie Scott's Gift: President's Initiatives, Hostos student organizations lead this celebratory event.
- **May 7, 2024, "Asian-Americans & Pandemic Discrimination"**- Dr. Van Tran, Associate Professor of Sociology and International Migration Studies at CUNY Graduate Center and Hostos alumnus, presented on this critically important topic. The onset of the COVID-19 pandemic triggered significant anti-Asian sentiment, resulting in a dramatic surge in anti-Asian violence. Although the focus has been on Asians, the pandemic's impact has been devastating for Blacks and Hispanics, too. Broadening the scope of inquiry to include the experiences of all racial minorities, this study analyzed longitudinal data that tracked experiences with and perceptions of everyday discrimination during the pandemic. The findings show racial disparity in pandemic discrimination is both significant and enduring, irrespective of self-infection status. Pandemic discrimination does not vary by gender within race or across socioeconomic statuses. The broader political climate shapes these perceptions of pandemic discrimination, as demonstrated by the two major anti-Asian incidents under different political leaderships. Among U.S. Asians, the surge in "Chinese virus" tweets in March 2020 was associated with a significant increase in pandemic discrimination when political leaders deployed the stigmatizing rhetoric to stoke anti-Asian sentiment. By contrast, the Atlanta shooting incident in March 2021 did not

escalate pandemic discrimination because anti-Asian racism and violence were swiftly and unequivocally condemned by the Biden-Harris administration.

- **May 8, 2024, Anti-Asian Violence and Community Impact: A Workshop with the Asian American Federation**- In light of the challenges faced by the Asian American and Pacific Islander (AAPI) community during the COVID era, including rising anti-Asian violence and escalating mental health concerns, it was more important than ever to come together to support and understand one another. Supplemented by CUNY's Anti-Hate Initiative, this hybrid workshop with Associate Director of Programs at the Asian American Federation ("AAF"), Daphne Thammasila, provided a virtual discussion of these issues.

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

- LGBTQIA+ Consortium Welcome Party- To commemorate Hostos' inaugural year of its Consortium, a Welcome Party was held early in the Fall semester in September where students, faculty, staff and the larger Hostos community were invited and amenities, queer-themed interactive games and prizes were provided with the goal of fostering a welcoming and inclusive environment.
- International Pronouns Day- On the third Wednesday of October, celebrating inclusive and affirming language with an awareness campaign spanning all levels of the campus community by enlisting campus community members to wear buttons displaying their pronouns and encouraging everyone to engage with each other.
- CUNY-Wide Transgender Day of Remembrance: 11/20- Event hosted at the CUNY Graduate Center, where speakers, guests and art honored the lives of those who were lost as a result of anti-transgender bigotry and violence.
- "Ask Before You Act: Dealing with the Yeses and Nos of Consent & Rejection"- Mukami Gatumo from the NYC Department of Health and Mental Hygiene presented a workshop, inclusive of LGBTQIA+ communities, which defined consent, discussed various aspects of consent communication, and explored how to handle being rejected or rejecting someone else. The Lunch & Learn, in partnership with the Hostos Rainbow Club, offered an opportunity for the Hostos students, faculty, and staff to gather and "break bread."

2024-2025: Planned Programs

In this section, we share placement goals and planned initiatives.

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

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

Faculty Fellowship Publication Program (FFPP) -Recognizing that publication of academic works is one of the key criteria for advancement, CUNY’s Faculty Fellowship Publication Program aims at advancing the goal of a diverse professoriate through mentoring and educational programs which address preparing materials for publication. The Office of Academic Affairs will celebrate members of the Hostos faculty who have been invited to participate in the Spring 2025 cohort of the CUNY Faculty Fellowship Publication Program (FFPP).

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

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

The Wellness Center will continue to offer workshops on Domestic Violence as well as workshops and resources for all the members of the Hostos Community focused on mental health, physical health and programs geared to pregnant and parenting members of the college community.

The Office of Community Relations manages The Summer Professional Development Program on the Education of Dominicans, which is an international teacher training offered by Hostos Community College in collaboration with New York City CUNY colleges, New York City Public Schools, CBO- Cultural Centers and Higher Learning Institutions and the Ministry of Education in the Dominican Republic. This intensive three-week program of workshops, seminars, and field research is designed and facilitated by CUNY faculty, staff and New York City Department of Education administrators. Other participants include NYC higher education educators and their counterpart schools. Participants acquire a deeper understanding of the Latin American educational system, the New York City immigrant experience, as well as the socio-economic and cultural challenges to academic and career success. The exchange supports professionals seeking to create more effective and inclusive learning and community services environments. Participants earn Continuing Teacher and Leader Education Hours (CTLE). This year, the Summer Professional Development Program was offered for three weeks from June 17 to July 7.

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

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

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

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

The Center for Arts and Culture at Hostos continues to offer events, performances and exhibits. Every year their programming features over 20 performances - from Hip Hop, Latin Jazz, Salsa, Chamber Music, Theater, to Dance and more. As a dynamic force dedicated to the cultural and artistic life of the Bronx and New York City, Hostos plays a central role in providing accessible programs that reflect and celebrate the artistic richness and diversity of our communities. Named the “the powerful locus of Latino Art” by The New York Times, Hostos Center is recognized nationally as a leader in Latino/a/x and African-based programming.

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.

Anti-Hate Initiative- During the 2024-2025 academic year, Hostos will confront discrimination focusing on the African-American and Black communities, and Hispanic and Latinx communities, as part of CUNY's Multi-Year Anti-Hate Initiative. Hostos is currently developing plans which address discrimination for these two specific communities through campus communications; training and development for students, faculty and staff; student engagement and support; and academic and co-curricular programs.

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

- International Pronouns Day- On the third Wednesday of October, celebrating inclusive and affirming language with an awareness campaign spanning all levels of the campus community by enlisting campus community members to wear buttons displaying their pronouns and encouraging everyone to engage with each other.
- Transgender Awareness Month and Transgender Day of Remembrance- Highlighting Transgender Awareness Month in November through campus communications and on November 20, 2024, honor, commemorate and memorialize those who face discrimination and stigma for their gender identity with a speaker to educate and information students, staff and faculty. On November 20, 2024, Hostos will memorialize those lost to anti-transgender violence, while highlighting the significant increase in hate violence against trans people, especially those of color.
- Queer Arts Series- Will expand upon Hostos' existing performing arts events and programming as well as the larger Hostos community by showcasing LGBTQIA+ writers, artists, filmmakers, and/or performers.

Ongoing Activities

CUNY's University Human Resources office lists job vacancies with state workforce agencies and veterans' centers and maintains consolidated advertising programs posting with job boards serving individuals identifying as veterans, individuals with disabilities, women, and underrepresented ethnicities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium and the DirectEmployers Association. It provides training to Chief Diversity Officers and Human Resources personnel.

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

Internal Audit and Reporting

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar information. They integrate compliance information into faculty, student, and staff training. Chief Diversity Officers communicate elements of the Affirmative Action Plan and make it available for public inspection.

The Chief Diversity Officer's internal control responsibilities include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Conducting periodic employee self-identification canvassing
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports
- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement
- Working with Human Resources staff to assure employment records are complete, accurate, and current
- Completing the annual Affirmative Action certification in the US Department of Labor Contractor Portal.

CUNY has a university-wide discrimination and harassment reporting system which allows for tracking and oversight. More information is available at:

<https://www.cuny.edu/about/administration/offices/hr/discrimination-and-retaliation-report-form/>

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

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

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

Additionally, during the reporting period, the New York City Equal Employment Practices Commission (“EEPC”) conducted an audit on Hostos’ Employment Practices (with a Focus on Underutilization) for the period July 1, 2021 to December 31, 2023. The EEPC determined that Hostos was in full compliance.

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

This section covers affirmative action plans to address hiring and advancement of individuals with disabilities and veterans. It includes:

- 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

Appendix C has the text of CUNY's Equal Opportunity and Non-Discrimination Policy and other relevant policies.

Review of Personnel Practices

We 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 our 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 canvas for self-identification on April 22, 2024.

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. The Chief Diversity Officer reviews position

requirements before listing a job vacancy. They review any new job qualifications or conditions to ensure these would not screen out qualified individuals with disabilities or protected veterans.

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

Disability Accommodations

We provide accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, 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:

<http://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/>

We provide information for applicants on the Employment Page of the CUNY website and [Reasonable Accommodation - Hostos Community College \(cuny.edu\)](http://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/). There is a link on our job board (<https://cuny.jobs>) directing the candidate to our accessibility page. Applicants may also contact the Office of Recruitment and Diversity at jobs@cuny.edu or ord@cuny.edu.

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

Employees and managers may resolve requests through cooperative, interactive dialogue. Additionally, we documented 39 employee accommodation requests this year, successfully concluded 39 times and appealed 0 times. At this time there are no outstanding appeals. We responded to 0 job applicant accommodation requests and provided accommodations 0 times.

The Accessibility Resource Center (ARC) continued to fulfill its mission of providing equal access to higher education for students with disabilities for the reporting period June 1, 2023 - May 31, 2024 by focusing on the goal to increase accessibility trainings for faculty. They aimed to integrate accessibility concepts and training in at least 70% of the technology PD's offered (in collaboration with EdTech) as follows:

- Providing workshops to faculty/staff and students to teach them the functionality of AT software/hardware and how it can serve as a resource in both the classroom/workplace.
- Collaborating with EdTech on Digital Accessibility workshops for faculty in the CTE programs.
- Educating the campus community in various academic technologies that enhance accessibility and become conversant about CUNY and Hostos policies regarding students with disabilities.
- ARC worked with CUNY Central, faculty, staff, and students to create a Hostos CUNY-funded Project called CUNY Universal Design Learning & Leadership Project (UDL2). ARC received \$60,000 to fund the initiative.
- Provided professional development workshops physically and virtually on Blackboard Ally.
- Provided Accessibility/Accommodation training virtually and created a database of video instructions for faculty/staff to access to learn about digital content accessibility and how to utilize Blackboard Ally to achieve ADA course compliance.
- Assisted in developing a curriculum that would have provided step-by-step instructions on how Faculty, Staff, and Students can interface with Blackboard Ally and make course content accessible without the burden placed on faculty or the Disability Service Office.
- Perkins funding allowed us to purchase more equipment with the latest assistive technology during FY 2023/24 by supplementing Tech fee funds. Equipment such as Smartpens, laptops, and iPads are loaned to students to provide appropriate assistive technology accommodations and equal access to all programs and services the college offers. ARC purchased additional Assistive Technology to provide accommodations. The equipment purchased is as follows:

- 1) Accu-Scope- 3000 LED Microscope Series
- 2) Accu-scope- HD Camera
- 3) Accu-scope- Monitor System

Harassment Prevention

CUNY has developed anti-harassment policies and procedures concerning individuals with disabilities and protected veterans. There is a 504/ADA Coordinator who 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 and job postings. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. Either our unit or the university, as appropriate, notifies subcontractors, vendors, and suppliers of our EEO policies.

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.vetiobs.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:

- NYC Mayor's Veterans Day breakfast / NYC Veterans Day Parade
 - November 11, 2023 from 7:00 AM – 9:00 AM
 - Breakfast served and Parade launched at 10:00 AM
- East Bronx History Forum Veterans Day Ceremony
 - November 11, 2023 at 11:00 AM
 - Ceremony held at Van Nest Memorial Park
- James J Peters VAMC Veterans Day Event
 - November 11, 12:30 PM – 1:30 PM
 - Veterans Day Luncheon at the VA Hospital and the Air Force Band will be performing
- The American Legion Post 1065 Veterans Day Celebration Event
 - November 11, 6:30 PM – 1:00 AM
 - Veterans Day Celebration Event in Honor of all military service members.
- The Bronx Veterans Day Parade
 - November 12, 2023 at 10:00 AM
 - Parade located in Throggs Neck section of the Bronx
- The American Legion Post 620 Bronx Veterans Day Parade After Party Event
 - November 12, 2023 at 1:00 PM-6:00 PM
 - Veterans Parade and Appreciation Event
- Veterans Homebuyers Workshop
 - November 14, 2023 2:00 PM – 3:00 PM.
 - The Online Workshop shared critical home purchasing information for first time Veteran Homebuyers and key steps to aid them through the daunting process. The information is designed to help Veterans in securing VA home loan and property purchase.
- Blueprint for Financial Success
 - November 16, 2023 2:00 PM – 3:00 PM
 - Financial Literacy Workshop Sponsored By HOVA. Workshop in partnership with NY Life Insurance Group. Program focused on financial security, wealth building, personal and retirement investments and financial risk for veteran community.
- NASPA Conference Student Affairs Administrators in Higher Education:
 - January 30 and February 1, 2024
 - Conference designed to support, educate and share information that will assist all

military-connected students, Veteran Office Staff, Administrators and Faculty working in Higher Education with the military-connected Population.

- Memorial Day Alumni Tribute
 - May 22, 2024 at Hostos Savoy Building
 - In recognition of Hostos Community College's current and former student veterans, we executed an event honoring our esteemed service members.
- 2nd annual Veterans Appreciation Day event at Poe Park
 - June 1, 2024 from 12:00 PM to 4:00 PM
 - Bronx Community Veterans Appreciation Day event. Promoted a healthy lifestyle in the veteran's community by providing classes, workshops, and events free of charge.
- Hostos Office of Veterans Affairs and American Legion Winter Coat Drive
 - February 26, 2024 from 12:00 PM to 4:00 PM
 - Coat Drive for all military veterans
- Fordham University Explore Day at the Fordham University Rose Hill, Bronx Campus & Lincoln Center Manhattan campus
 - Fordham University had an event for all military-connected students sponsored by the Fordham University Military Veterans Club. The Explore Fordham Day provided an opportunity to have access to the campus and meet with Fordham administrators and explore their campus, the degree programs they offer and their student services and facilities.
 - March 1, 2024 from 3:00 PM to 6:00 PM
- Department of Veteran Services-Hispanic and Latino Veterans
 - January 30, 2024 at 5:00 PM at Hostos Community College
 - DVS committed to engaging with our Hispanic and Latino Veteran community stakeholders.
 - This gathering held by the NYC Department of Veterans' Services (DVS) as part of the Mayor's citywide "Breaking Bread, Building Bonds" initiative that aims to celebrate and strengthen the diversity of New York City's vibrant communities, including veterans.
- Veterans Homebuyers Workshop
 - March 28, 2024 from 1:00 PM to 2:00 PM.
 - The in-person Homebuyers Workshop will be Veterans only event and will share critical home purchasing information for 1st Veteran Homebuyers and key steps to aid them through the daunting process. The information is designed to help Veterans in securing VA home loan and property purchase.
- Blueprint for Financial Success
 - April 4, 2024 from 1:00 PM to 2:00 PM.
 - Financial Literacy Workshop Sponsored By HOVA. Workshop in partnership NY Life Insurance Group. Scheduled Program focused on financial security, wealth building, personal and retirement investments and financial risk for veteran community.

- Healing Our Heroes Spring Music Sharing
 - April 15, 2023 from 3:30 PM to 4:30 PM
- Veterans Advocacy Project Free Legal Assistance Event
 - April 8, 2024 from 10:00 AM to 2:00 PM
 - Office of Deputy Speaker Ayala partnered with the Veteran Advocacy Project to provide free legal assistance and resources to veterans and their families.

Planned Outreach, 2024-2025

We plan to pursue the following next year:

- Veteran’s Orientation continues to be a success with the effort to bring resources and a sense of belonging at Hostos for both our student and employee veterans.
- HOVA will attend the 2024 Veterans Day Parade Event & associated Ceremonial events in the Bronx on Veterans Day.
- HOVA will continue with many of the same veteran programs and events organized from the 2023-2024 year to the 2024-2025 year.
- HOVA will be participating in Bronx Borough Presidents Memorial Day Luncheon in 2024.
- HOVA is continuing the relationship with the Viscardi Center to provide employment opportunities and employment services for Hostos Veterans.
- HOVA is collaborating with the Veterans Benefits Administration (VBA) to coordinate an on-campus presentation to our population in Fall 2024. Veterans Benefits Administration will provide a presentation of existing services provided by the Regional Veterans Office located in Manhattan New York. VBA works with veterans on records corrections, record saving, storage and can access all military files of veterans. The VBA also provided HOVA with the ability to do direct referrals to them (VBA) in the event any Veteran needs VA assistance or services.
- HOVA and Fordham Universities Feerick Center Veterans Rights Project (FCVRP) is going to be providing an access-to-justice initiative for Hostos Veterans. The presentation will come from the Fordham Law School’s Feerick Center for Social Justice and will educate Veterans on several legal initiatives specific to Veterans that will benefit them.

Other outreach activities include:

- Sending information on employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Advertising job openings with external resources including the New York State Labor Department and related agencies
- Sharing information on Civil Service examinations through publishing exam notices and sending them to community organizations and public high schools
- 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 law
- Assisting qualified individuals with disabilities with appointment to classified competitive

Civil Service titles without an examination (55(a) program)

- Filing the annual federal VETS-4212 report.

Internal Policy Dissemination

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

- Included policies in manuals and other publications
- Explained policies and responsibilities to senior management and supervisors
- Conducted training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications
- Posted CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination (addressing protection from harassment on the basis of disability)
- Featured persons who are individuals with disabilities in handbooks or similar publications
- Policy updates are frequently published in *El Semanario*, Hostos' weekly publication to the college community, as well as on Hostos' Office of Compliance and Diversity webpage at: [Office of Compliance and Diversity - Hostos Community College \(cuny.edu\)](http://www.hostos.cuny.edu/office-of-compliance-and-diversity).

Implementation Responsibility

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

The President

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

504/ADA Coordinator

As 504/ADA Coordinator, Philip Oliveri, Esq.:

- Chairs 504/ADA Committee
- Monitors 504/ADA compliance
- Reviews and resolve issues such as disputed accommodation decisions
- Maintains records of accommodation requests and outcomes

- Ensures they store records securely and maintain confidentiality
- 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:

- Anne Rounds, English- Chair
- Elyse Zucker, English
- Julie Trachman, Natural Sciences
- Jorge Matos, Library
- Biao Jiang, Natural Sciences
- Alex Milsom, English
- Aaron Botwick, English
- Marie Ortiz, ARC, Ex-Officio
- Minfeng Lin, SDEM, HEO
- Marcelo Viana-Neto, Humanities
- Laura Cuevas, Hostos Student

Other Officials

Other officials promote employment and advancement of individuals with disabilities and veterans.

University Management

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

Training

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

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

Audit and Reporting System

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

The 504/ADA Coordinator oversees audit and reporting of accommodations for individuals with disabilities, identifying barriers to access and proposing remedial actions.

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

Additionally, during the reporting period, the New York City Equal Employment Practices Commission (“EEPC”) conducted an audit on Hostos’ Employment Practices (with a Focus on Underutilization) for the period July 1, 2021 to December 31, 2023. Included in the audit were Hostos’ recruitment, hiring and promotion practices. The EEPC determined that Hostos was in full compliance.

Benchmark Comparisons

Staffing Ratios for Individuals with Disabilities and Veterans

Appendix G indicates the number of 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.

Veterans represent 1.1% of our workforce. CUNY reports veteran representation annually through the federal VETS-4212 report. There is no requirement to report veteran representation in the Affirmative Action Plan.

Hiring Rates for Veterans and Individuals with Disabilities

The exhibit on the following page illustrates hiring rates for individuals with disabilities and veterans in the US Department of Labor’s required format.

In March 2024, the federal government set the benchmark Hiring Rate for veterans at 5.2%, based on the prevalence of veterans in the United States workforce.

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

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Table 11: Veterans' Hiring Rate Benchmark

The benchmark hiring rate, established by the US Department of Labor, is 5.2% as of March 2024.

<https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identified as Veterans before an offer of employment	19	9	9
B. Total number of job openings	20	14	25
C. Total number of jobs filled	20	13	85
D. Total number of applicants for all jobs	1290	679	633
E. Number of veteran applicants hired	0	0	0
F. Total number of applicants hired	63	52	40
Hiring Rate (E divided by F)	0.0%	0.0%	0.0%
Federal Hiring Rate Benchmark	5.2%	5.4%	5.5%
Benchmark Met (Yes/No)	NO	NO	NO

It is estimated that in the NY/NJ Metropolitan Statistical Area, there are 177,952 veterans under the age of 75, or 1.267% of the population under the age of 75 (US Census, American Community Survey, Accessed July, 2024). Nationally, the unemployment rate for Veterans in the “Gulf War Era-II (service 2001-present) was 3.3% and the rate for non-veterans was 3.6%. (<https://www.bls.gov/news.release/pdf/vet.pdf>)

Table 12: Hiring Rate for Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities but there is a recommended total representation of 7% in each job group.

Factor	2023-2024	2022-2023	2021-2022
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment	80	50	53
B. Total number of job openings	20	14	25
C. Total number of jobs filled	20	13	85
D. Total number of applicants for all jobs	1290	679	633
E. Number of individuals with disabilities hired	4	2	0
F. Total number of applicants hired	63	52	40
Hiring Rate (E Divided by F)	6.3%	3.8%	0.0%

As per the February 2024 “Persons with a Disability: Labor Force Characteristics - 2023” report from the US Bureau of Labor Statistics (https://www.bls.gov/news.release/archives/disabl_02222024.pdf): People with a disability account for about 13% of the population. The unemployment rate for people with a disability in the 16-64 age group was 7.7% and the rate for people without a disability was 3.5%.

APPENDICES

- A. Summary Organization Chart
- B. CUNY Policies
- C. Reaffirmation Letter
- D. Utilization Analysis
- E. Personnel Activity
- F. Recruiting Activity
- G. Individuals with Disabilities by Job Group

Appendices for the 2024-2025 Affirmative Action Plan

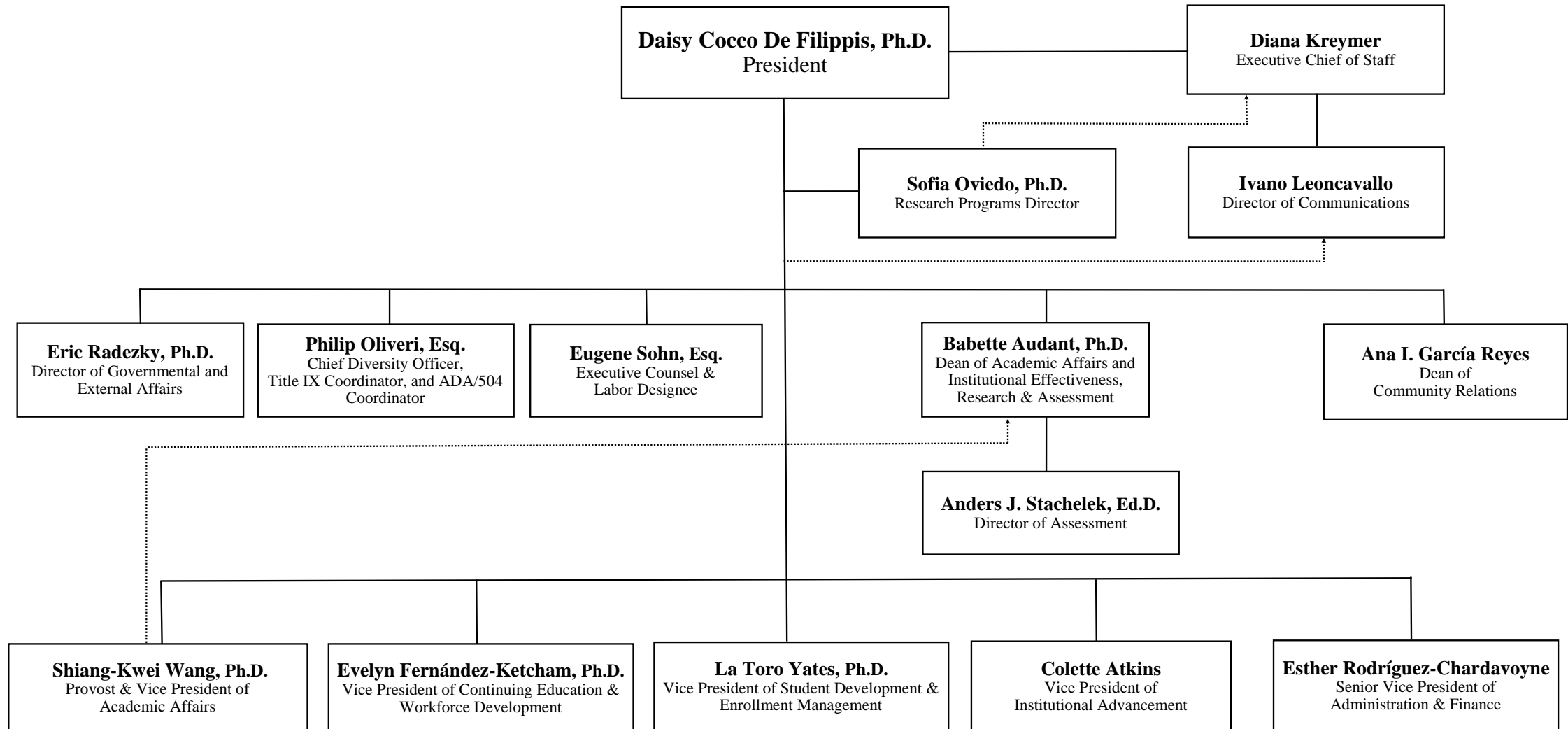
Appendix A Organization Chart

This Appendix contains a summary organization chart.

HOSTOS COMMUNITY COLLEGE

EXECUTIVE ORGANIZATIONAL CHART

AUGUST 2024



CURRENT

Appendix B CUNY Policies

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

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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

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

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

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

AFFIRMATIVE ACTION POLICY

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

ARTICLE V FACULTY, STAFF AND ADMINISTRATION

Policy 5.04 - Affirmative Action:

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

SEXUAL MISCONDUCT POLICY

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

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

Hostos CC

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

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

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

OTHER POLICIES

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

Management reaffirms its non-discrimination policies annually.

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

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

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

Appendix C Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.

To: Campus Community

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

Date: August 30, 2023

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>

[Policies and Procedures - Hostos Community College \(cuny.edu\)](#)

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Philip Oliveri, 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 Mr. Oliveri at 718- 518-4284 or poliveri@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 D-1 Utilization Analysis - Staff Job Groups

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

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments.

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 17

Weight Availability Factors

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

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

Titles held by employees in this group

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

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

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 69

Weight Availability Factors

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

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

Titles held by employees in this group

04075 HE Associate

04097 HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	39	53	5	16	29
Underutilized (Y = Yes)			Y		
Number Underutilized			5		
Actual Utilization	56.5%	76.8%	7.2%	23.2%	42.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Hostos CC

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 35

Weight Availability Factors

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

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

Titles held by employees in this group

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	21	22	2	6	14
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	60.0%	62.9%	5.7%	17.1%	40.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%

Hostos CC

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 115

Weight Availability Factors

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

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

Titles held by employees in this group

- 04017 Asst to HEO
- 04099 HE Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	87	105	4	23	76
Underutilized (Y = Yes)			Y		
Number Underutilized			15		
Actual Utilization	75.7%	91.3%	3.5%	20.0%	66.1%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%

Hostos CC

Category: Professional Non-Faculty

Job Group: Disability Accommodation Specl Adjunct

Description: Hourly Disability Accommodation Specialists and Sign Language Interpreters

Appointments: 6

Weight Availability Factors

100.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma and occupaton 2005.

0.00% NA

Titles held by employees in this group

04832 Disability Accommodations Spec

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	6	0	1	5
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	83.3%	100.0%	0.0%	16.7%	83.3%
Labor Market Availability	73.3%	46.7%	8.9%	22.2%	13.3%

Hostos CC

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 13

Weight Availability Factors

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

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

Titles held by employees in this group

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	3	13	2	0	9
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	2		2	2	
Actual Utilization	23.1%	100.0%	15.4%	0.0%	69.2%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%

Hostos CC

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 6

Weight Availability Factors

0.00% Internal Only - Promotional Title

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

Titles held by employees in this group

04804 CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	5	6	0	2	3
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	83.3%	100.0%	0.0%	33.3%	50.0%
Labor Market Availability	89.4%	77.7%	10.0%	36.6%	29.3%

Hostos CC

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 39

Weight Availability Factors

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

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

Titles held by employees in this group

04802 CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	30	35	2	7	24
Underutilized (Y = Yes)			Y		
Number Underutilized			4		
Actual Utilization	76.9%	89.7%	5.1%	17.9%	61.5%
Labor Market Availability	71.8%	58.9%	15.0%	17.6%	23.5%

Hostos CC

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 239

Weight Availability Factors

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

0.00% NA

Titles held by employees in this group

10102 College Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	133	226	13	72	133
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	49		15		
Actual Utilization	55.6%	94.6%	5.4%	30.1%	55.6%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%

Hostos CC

Category: Technicians

Job Group: Broadcast-Media Adjunct

Description: Hourly Broadcast/Media Technicians and Graphic Designers

Appointments: 26

Weight Availability Factors

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

0.00% NA

Titles held by employees in this group

04888 Theatre Lead Tech

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	7	9	0	3	5
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	3		2		
Actual Utilization	26.9%	34.6%	0.0%	11.5%	19.2%
Labor Market Availability	40.3%	26.6%	7.6%	5.8%	9.3%

Hostos CC

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 9

Weight Availability Factors

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

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

Titles held by employees in this group

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

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

Hostos CC

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 7

Weight Availability Factors

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

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

Titles held by employees in this group

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	6	0	2	4
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	0.0%	85.7%	0.0%	28.6%	57.1%
Labor Market Availability	19.9%	73.8%	6.8%	24.3%	40.5%

Hostos CC

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 5

Weight Availability Factors

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

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

Titles held by employees in this group

90698 Maintenance Worker

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	0	4	0	4	0
Underutilized (Y = Yes)					Y
Number Underutilized					2
Actual Utilization	0.0%	80.0%	0.0%	80.0%	0.0%
Labor Market Availability	7.7%	57.6%	8.1%	13.8%	32.7%

Hostos CC

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 5

Weight Availability Factors

0.00% Internal Only-Promotional Title

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

Titles held by employees in this group

04846 Campus Pub Safety Sergeant

04845 Campus Security Specialist

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	5	0	2	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	20.0%	100.0%	0.0%	40.0%	60.0%
Labor Market Availability	24.0%	86.3%	4.5%	49.2%	30.7%

Hostos CC

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 10

Weight Availability Factors

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

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

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	1	9	0	3	6
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	2		1	1	
Actual Utilization	10.0%	90.0%	0.0%	30.0%	60.0%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%

Hostos CC

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 5

Weight Availability Factors

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

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

Titles held by employees in this group

04841 Campus Security Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	2	5	0	4	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	40.0%	100.0%	0.0%	80.0%	20.0%
Labor Market Availability	30.6%	71.1%	8.2%	36.4%	23.6%

Hostos CC

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 25

Weight Availability Factors

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

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

Titles held by employees in this group

04861 Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino
Number of Employees	11	25	0	6	19
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	44.0%	100.0%	0.0%	24.0%	76.0%
Labor Market Availability	33.4%	77.6%	5.0%	29.2%	41.2%

Appendix D-2 Utilization Analysis - College Laboratory Technicians

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

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is comprised of two components, external (general population) and internal (CUNY employees eligible for advancement into the job group). The factors are blended according to the balance of internal/external hiring at CUNY. This exhibit details the specific factors we use for each job group. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need for utilization to equal the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For the federal plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races. For the italian american plan, we add a calculation for employees identifying as italian american, in addition to any other group to which they identify.

College Laboratory Technicians at all levels are classified according to whether they are assigned to a department that represents a scientific, technical, or engineering discipline. All others, such as employees working in the Humanities, are assigned to the non-scientific category.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their appointments span multiple departments.

Hostos CC

Job Group: Admin 4: College Lab Technician

Description: College Laboratory Technicians (all levels)

Weight Availability Factors

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

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

Appointments: 9

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

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

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/Latino
Number of Employees	6	6	0	1	4
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	66.7%	66.7%	0.0%	11.1%	44.4%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

Hostos CC

Job Group: Admin 4: College Lab Technician Adjunct

Description: Adjunct College Laboratory Technicians (all levels)

Weight Availability Factors

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

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

Appointments: 8

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

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

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Oth Pac. Isl.	Black/African American	Hispanic/Latino
Number of Employees	3	7	2	0	5
Underutilized (Y = Yes)	Y				
Number Underutilized	1				
Actual Utilization	37.5%	87.5%	25.0%	0.0%	62.5%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%

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

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

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is based on IPEDS degree completions as counted by the National Center for Education Statistics. We last calculated labor market availability in 2023.

Underutilization occurs where the utilization of a protected group is less than 80% of the labor market estimate. It represents the number of additional employees we would need to have for utilization to be equal to the labor market estimate. For the federal plan, underutilization numbers for females and total minorities represent placement goals when there are opportunities for hiring/advancement.

For this plan, we calculate underutilization for the following categories: female, total minority, asian/hawaiian/other pacific islander, black/african american, and hispanic/latino. The total minority category includes asian, black, and hispanic job groups but also incorporates individuals identifying as native american/alaska native and two or more races.

Utilization is calculated by job group and academic discipline. Job groups for faculty are: professoriate, instructor, lecturer, faculty librarian, K-12, developmental (CLIP/START), and continuing education. Not all campuses have faculty in all job groups. Academic disciplines are assigned to academic departments at the campus level.

We calculate underutilization separately for full-time (annual) and part-time (hourly) employees. To address the situation of employees holding multiple concurrent appointments, we do not count part-time appointments for employees holding full-time appointments. For individuals with multiple part-time appointments, we count only one appointment per department per campus, giving priority to teaching appointments, then appointments according to pay level. At some campuses, a small number of employees (ten or fewer) may be counted more than once in part-time job groups because their multiple appointments span multiple departments within the same campus.

Hostos CC

Biological and Biomedical Sciences AND Physical Sciences

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

10033 Natural Sciences

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 15

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	5	10	0	5	5
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	4		3		
Actual Utilization	33.3%	66.7%	0.0%	33.3%	33.3%
Labor Market Availability	59.4%	44.5%	18.4%	9.4%	13.3%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 19

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

Hostos CC

Biological and Biomedical Sciences AND Physical Sciences

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

10033 Natural Sciences

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 40

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	31	13	8	10
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	42.5%	77.5%	32.5%	20.0%	25.0%
Labor Market Availability	46.6%	25.5%	10.1%	3.7%	7.8%

Hostos CC

Business, Management, Marketing and Support

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

10042 Business

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 8

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

Hostos CC

Education

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

- 10084 Education
- 10176 Language & Cognition

Job Group Faculty: Lecturer

Weight Availability Factors

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

Total Appointments: 5

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	3	3	0	0	3
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization	60.0%	60.0%	0.0%	0.0%	60.0%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 25

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	20	0	5	15
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	7		1		
Actual Utilization	52.0%	80.0%	0.0%	20.0%	60.0%
Labor Market Availability	78.2%	33.7%	5.1%	11.0%	15.2%

Hostos CC

Education

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

- 10084 Education
- 10176 Language & Cognition

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 14

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	8	0	4	4
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	71.4%	57.1%	0.0%	28.6%	28.6%
Labor Market Availability	68.7%	36.6%	3.8%	20.6%	9.6%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 12

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	6	0	3	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	50.0%	0.0%	25.0%	25.0%
Labor Market Availability	68.7%	36.6%	3.8%	20.6%	9.6%

Hostos CC

Education - Developmental

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

- 15004 Adult & Cont Educ Adj - Hostos
- 10396 Adult & Cont Educ Adm - Hostos
- 65068 CLIP
- 65017 College Now Program

Job Group Faculty: Continuing Education

Weight Availability Factors

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

Total Appointments: 47

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	26	38	2	22	13
Underutilized (Y = Yes)			Y		
Number Underutilized			3		
Actual Utilization	55.3%	80.9%	4.3%	46.8%	27.7%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Job Group Faculty: Developmental

Weight Availability Factors

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

Total Appointments: 15

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	10	9	1	6	2
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	66.7%	60.0%	6.7%	40.0%	13.3%
Labor Market Availability	64.5%	30.7%	10.7%	9.2%	8.9%

Hostos CC

English Language and Literature/Letters

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

10102 English

Job Group Faculty: Lecturer

Weight Availability Factors

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

Total Appointments: 6

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

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 24

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	19	1	6	11
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	62.5%	79.2%	4.2%	25.0%	45.8%
Labor Market Availability	71.9%	37.9%	6.7%	9.2%	18.3%

Hostos CC

English Language and Literature/Letters

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

10102 English

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 21

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

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 17

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	9	3	0	1	2
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization	52.9%	17.6%	0.0%	5.9%	11.8%
Labor Market Availability	59.4%	20.2%	3.7%	5.8%	6.9%

Hostos CC

Health Professions and Related Programs

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

10310 Allied Health Sciences

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	19	16	1	1	14
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			2	2	
Actual Utilization	86.4%	72.7%	4.5%	4.5%	63.6%
Labor Market Availability	78.0%	43.4%	15.6%	12.4%	13.0%

Job Group Faculty: Professoriate

Weight Availability Factors

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

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	17	18	6	5	6
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	65.4%	69.2%	23.1%	19.2%	23.1%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

Hostos CC

Health Professions and Related Programs

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

10310 Allied Health Sciences

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 40

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	33	33	5	21	7
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization	82.5%	82.5%	12.5%	52.5%	17.5%
Labor Market Availability	60.7%	36.5%	17.9%	7.5%	7.7%

Hostos CC

Liberal Arts and Sciences, General Studies & Humanities

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

10115 Humanities

Job Group Faculty: Lecturer

Weight Availability Factors

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

Total Appointments: 5

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	3	0	0	3
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	1			1	
Actual Utilization	40.0%	60.0%	0.0%	0.0%	60.0%
Labor Market Availability	63.4%	35.1%	4.7%	12.3%	14.4%

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 27

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	15	17	1	5	11
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	55.6%	63.0%	3.7%	18.5%	40.7%
Labor Market Availability	63.4%	35.1%	4.7%	12.3%	14.4%

Hostos CC

Liberal Arts and Sciences, General Studies & Humanities

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

10115 Humanities

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 15

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	8	9	0	0	8
Underutilized (Y = Yes)			Y	Y	
Number Underutilized			1	2	
Actual Utilization	53.3%	60.0%	0.0%	0.0%	53.3%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 24

Utilization Report					
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	13	8	2	1	5
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization	54.2%	33.3%	8.3%	4.2%	20.8%
Labor Market Availability	59.0%	28.6%	3.8%	14.3%	7.6%

Hostos CC

Library (Librarians/Non-Teaching)

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

70054 Library

Job Group Faculty: Librarian

Weight Availability Factors

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

Total Appointments: 9

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	6	5	2	2	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	55.6%	22.2%	22.2%	11.1%
Labor Market Availability	81.3%	15.5%	3.6%	4.5%	4.8%

Hostos CC

Mathematics and Statistics

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

10195 Mathematics

Job Group Faculty: Lecturer

Weight Availability Factors

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

Total Appointments: 5

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	2	5	0	0	5
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization	40.0%	100.0%	0.0%	0.0%	100.0%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 23

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	1	21	0	7	14
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	8		5		
Actual Utilization	4.3%	91.3%	0.0%	30.4%	60.9%
Labor Market Availability	40.3%	40.7%	21.3%	5.1%	11.4%

Hostos CC

Mathematics and Statistics

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

10195 Mathematics

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 16

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

Hostos CC

Social Sciences

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

10028 Behavioral & Social Sciences

Job Group Faculty: Lecturer Adjunct

Weight Availability Factors

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

Total Appointments: 24

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	16	18	3	5	9
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization	66.7%	75.0%	12.5%	20.8%	37.5%
Labor Market Availability	55.7%	47.0%	11.7%	12.6%	19.3%

Job Group Faculty: Professoriate

Weight Availability Factors

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

Total Appointments: 17

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

Hostos CC

Social Sciences

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

10028 Behavioral & Social Sciences

Job Group Faculty: Professoriate Adjunct

Weight Availability Factors

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

Total Appointments: 13

	Utilization Report				
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino
Number of Faculty	4	5	0	0	4
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	2		1	1	
Actual Utilization	30.8%	38.5%	0.0%	0.0%	30.8%
Labor Market Availability	49.7%	25.4%	7.7%	6.2%	8.1%

Appendix E Personnel Activity

This Appendix details personnel activities.

The charts in this section provide detail on personnel activity by job group and by EEO Category.

The charts illustrate activity moving into a job group (e.g., new hires, transfers, advancements) and activity moving out of a job group. With the exception of new hires and terminations, the action of an employee moving into one job group through a promotion or other transfer results in a similar action of the employee leaving their previous job group for the same reasons. As a result, these charts also provide detail on the net changes to each job group over the past year.

Advancements include not only promotions along established promotional tracks but other occasions when an employee moved into a title that is generally considered to be a higher title, usually related to pay level.

It is important to compare the ratios of hires, advancements and separations among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

The charts represent only those groups with a material level of activity.

Personnel Actions, 6/1/23 - 6/1/24
All Job Groups

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(15)	63	34		29							(78)	(55)		(23)		(12)		(10)	(1)		12			
Male	(9)	33	21	62%	12	41%	5	3	3	1		(42)	(32)	58%	(11)	48%	(7)		(3)	(1)		3	25%		
Female	(5)	30	13	38%	17	59%	8	2	7			(35)	(23)	42%	(12)	52%	(5)		(7)			9	75%		
Other Gender	-			0%		0%								0%		0%							0%		
Unknown Gender	-			0%		0%								0%		0%							0%		
Fed. Protected Ethnicity	(15)	52	27	79%	25	86%	11	4	9	1		(67)	(47)	85%	(21)	91%	(11)		(9)	(1)		9	75%		
Asian/Hawaiian/OPI	(1)	4	2	6%	2	7%	2		4			(5)	(4)	7%	(1)	4%	(1)					2	17%		
Black/African Amer.	2	18	11	32%	7	24%	3	2	1	1		(16)	(12)	22%	(4)	17%	(2)		(1)	(1)		3	25%		
Hispanic/Latino	(17)	27	13	38%	14	48%	5	2	7			(44)	(31)	56%	(14)	61%	(7)		(7)			3	25%		
Other Protected Grp	1	3	1	3%	2	7%	1		1			(2)		0%	(2)	9%	(1)		(1)			1	8%		
White	0	10	6	18%	4	14%	2	1	1			(10)	(8)	15%	(2)	9%	(1)		(1)			3	25%		
Unknown Ethnicity	1	1	1	3%		0%								0%		0%							0%		
Italian-American*	0	1		0%	1	3%		1				(1)	(1)	2%		0%							0%		
Veterans	(1)			0%		0%						(1)	(1)	2%		0%							0%		
Indiv. w/Disabilities	(3)	3	1	3%	2	7%		1	1			(6)	(4)	7%	(2)	9%	(1)		(1)				0%		

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Executive/Administrative/Managerial

	Net Group Changes	NET HIRES		Hires by Type		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %
Total	2	8	3		5	
Male	(2)	3	1	33%		0%
Female	4	7	2	67%	5	100%
Other Gender				0%		0%
Unknown Gender				0%		0%
Fed. Protected Ethnicity		5	1	33%	4	80%
Asian/Hawaiian/OPI				0%		0%
Black/African Amer.	1	1		0%	1	20%
Hispanic/Latino	(2)	3	1	33%	2	40%
Other Protected Grp	1	1		0%	1	20%
White	2	3	2	67%	1	20%
Unknown Ethnicity				0%		0%
Italian-American*				0%		0%
Veterans				0%		0%
Indiv. w/Disabilities				0%		0%

Detail, Internal Hires by Type					
Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty
-	-	-	5	-	-
-	-	-	5	-	-
-	-	-	4	-	-
-	-	-	1	-	-
-	-	-	2	-	-
-	-	-	1	-	-
-	-	-	1	-	-
-	-	-	2	-	-
-	-	-	1	-	-
-	-	-	1	-	-
-	-	-	1	-	-
-	-	-	0%	-	-
-	-	-	0%	-	-

NET EXITS		Exits by Type			
Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	
(6)	(5)		(1)		
(3)	(2)	40%	(1)	100%	
(3)	(3)	60%		0%	
		0%		0%	
		0%		0%	
(5)	(4)	80%	(1)	100%	
		0%		0%	
		0%		0%	
(5)	(4)	80%	(1)	100%	
		0%		0%	
(1)	(1)	20%		0%	
		0%		0%	
		0%		0%	
		0%		0%	
		0%		0%	

Detail, Internal Exits by Type				
Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty
(1)				
(1)				
(1)				
(1)				

Changes within Job Group (not counted in totals)		
Advancements within Job Group	Advancements %	Other Changes within Job Group
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-
-	0%	-

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Administration 2 (Managers)

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Hires by Type					Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(1)	3	3		5				5			(4)	(3)		(1)	(1)									
Male	-	1	1	33%	0%							(1)		(1)	100%										
Female	-	3	2	67%	100%				5			(3)	(3)	100%											
Other Gender	-			0%	0%																				
Unknown Gender	-			0%	0%																				
Fed. Protected Ethnicity	(1)	2	1	33%	80%							(3)	(2)	67%	(1)	100%	(1)								
Asian/Hawaiian/OPI	-			0%	0%																				
Black/African Amer.	0	0		0%	20%																				
Hispanic/Latino	(2)	1	1	33%	40%				2			(3)	(2)	67%	(1)	100%	(1)								
Other Protected Grp	0	0		0%	20%				1																
White	1	2	2	67%	20%					1		(1)	(1)	33%											
Unknown Ethnicity	-			0%	0%																				
Italian-American*	-			0%	0%																				
Veterans	-			0%	0%																				
Indiv. w/Disabilities	-			0%	0%																				

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 IT Manager

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)			0%	0%							(1)	(1)	100%		0%										
Male	(1)			0%	0%							(1)	(1)	100%		0%										0%
Female				0%	0%									0%		0%										0%
Other Gender				0%	0%									0%		0%										0%
Unknown Gender				0%	0%									0%		0%										0%
Fed. Protected Ethnicity	(1)			0%	0%							(1)	(1)	100%		0%										0%
Asian/Hawaiian/OPI				0%	0%									0%		0%										0%
Black/African Amer.				0%	0%									0%		0%										0%
Hispanic/Latino	(1)			0%	0%							(1)	(1)	100%		0%										0%
Other Protected Grp				0%	0%									0%		0%										0%
White				0%	0%									0%		0%										0%
Unknown Ethnicity				0%	0%									0%		0%										0%
Italian-American*				0%	0%									0%		0%										0%
Veterans				0%	0%									0%		0%										0%
Indiv. w/Disabilities				0%	0%									0%		0%										0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Facility Manager

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)			0%	0%							(1)	(1)	100%		0%										
Male	(1)			0%	0%							(1)	(1)	100%		0%										0%
Female				0%	0%									0%		0%										0%
Other Gender				0%	0%									0%		0%										0%
Unknown Gender				0%	0%									0%		0%										0%
Fed. Protected Ethnicity	(1)			0%	0%							(1)	(1)	100%		0%										0%
Asian/Hawaiian/OPI				0%	0%									0%		0%										0%
Black/African Amer.				0%	0%									0%		0%										0%
Hispanic/Latino	(1)			0%	0%							(1)	(1)	100%		0%										0%
Other Protected Grp				0%	0%									0%		0%										0%
White				0%	0%									0%		0%										0%
Unknown Ethnicity				0%	0%									0%		0%										0%
Italian-American*				0%	0%									0%		0%										0%
Veterans				0%	0%									0%		0%										0%
Indiv. w/Disabilities				0%	0%									0%		0%										0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Professional Faculty

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(9)	8	1		7	6	1					(17)	(16)		(1)		(1)					9			
Male	(5)	4	1	100%	3	2	1					(9)	(9)	56%		0%									
Female	(4)	4		0%	4	4						(8)	(7)	44%	(1)	100%						9	100%		
Other Gender				0%										0%		0%									
Unknown Gender				0%										0%		0%									
Fed. Protected Ethnicity	(11)	4		0%	4	4						(15)	(14)	88%	(1)	100%						6	67%		
Asian/Hawaiian/OPI				0%										0%		0%						2	22%		
Black/African Amer.	(4)	1		0%	1	1						(5)	(4)	25%	(1)	100%						3	33%		
Hispanic/Latino	(7)	3		0%	3	3						(10)	(10)	63%		0%						1	11%		
Other Protected Grp				0%										0%		0%									
White	2	4	1	100%	3	2	1					(2)	(2)	13%		0%						3	33%		
Unknown Ethnicity				0%										0%		0%									
Italian-American*		1		0%	1		1					(1)	(1)	6%		0%									
Veterans				0%										0%		0%									
Indiv. w/Disabilities				0%										0%		0%									

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Faculty-Professorial

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(5)	1	1		2	2						(6)	(6)									7			
Male	(2)	1	1	100%	0%							(3)	(3)	50%											
Female	(2)	1		0%	2	2						(3)	(3)	50%								7	100%		
Other Gender				0%										0%											
Unknown Gender				0%										0%											
Fed. Protected Ethnicity	(6)	1		0%	1	1						(6)	(6)	100%								4	57%		
Asian/Hawaiian/OPI				0%										0%								1	14%		
Black/African Amer.	(1)	1		0%	1	1						(1)	(1)	17%								2	29%		
Hispanic/Latino	(5)			0%								(5)	(5)	83%								1	14%		
Other Protected Grp				0%										0%											
White	2	2	1	100%	1	1								0%								3	43%		
Unknown Ethnicity				0%										0%											
Italian-American*				0%										0%											
Veterans				0%										0%											
Indiv. w/Disabilities				0%										0%											

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Faculty-Lecturer

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(6)				2	2						(6)	(6)									2			
Male	(4)	1		0%	2	2						(5)	(5)	83%											
Female	(1)			0%								(1)	(1)	17%								2	100%		
Other Gender				0%										0%											
Unknown Gender				0%										0%											
Fed. Protected Ethnicity	(4)	1		0%	2	2						(5)	(5)	83%								2	100%		
Asian/Hawaiian/OPI				0%										0%								1	50%		
Black/African Amer.	(3)			0%								(3)	(3)	50%								1	50%		
Hispanic/Latino	(1)	1		0%	2	2						(2)	(2)	33%											
Other Protected Grp				0%										0%											
White	(1)			0%								(1)	(1)	17%											
Unknown Ethnicity				0%										0%											
Italian-American*	(2)			0%								(2)	(2)	33%											
Veterans				0%										0%											
Indiv. w/Disabilities				0%										0%											

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Faculty-Librarian

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)					
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(2)				1								(2)	(2)	0%											
Male	1	1		0%	1																				0%	
Female	(2)			0%	0								(2)	(2)	100%											0%
Other Gender				0%	0										0%											0%
Unknown Gender				0%	0										0%											0%
Fed. Protected Ethnicity	(1)			0%	0								(1)	(1)	50%											0%
Asian/Hawaiian/OPI				0%	0										0%											0%
Black/African Amer.				0%	0										0%											0%
Hispanic/Latino	(1)			0%	0								(1)	(1)	50%											0%
Other Protected Grp				0%	0										0%											0%
White		1		0%	1								(1)	(1)	50%											0%
Unknown Ethnicity				0%	0										0%											0%
Italian-American*	1	1		0%	1										0%											0%
Veterans				0%	0										0%											0%
Indiv. w/Disabilities				0%	0										0%											0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Faculty-Developmental

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(2)				2	2						(2)	(1)		(1)		(1)								
Male				0%										0%											
Female	(1)	1		0%	2	2						(2)	(1)	100%	(1)	100%	(1)								
Other Gender				0%										0%											
Unknown Gender				0%										0%											
Fed. Protected Ethnicity	(2)	1		0%	1	1						(2)	(1)	100%	(1)	100%	(1)								
Asian/Hawaiian/OPI				0%										0%											
Black/African Amer.	(1)			0%										0%	(2)	100%	(1)								
Hispanic/Latino	(1)	1		0%	1	1						(1)	(1)	100%											
Other Protected Grp				0%										0%											
White	1	1		0%	1	1								0%											
Unknown Ethnicity				0%										0%											
Italian-American*				0%										0%											
Veterans				0%										0%											
Indiv. w/Disabilities				0%										0%											

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Faculty-Instructor

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)			0%	0%							(1)	(1)	100%		0%										
Male	(1)			0%	0%							(1)	(1)	100%		0%										0%
Female				0%	0%										0%											0%
Other Gender				0%	0%										0%											0%
Unknown Gender				0%	0%										0%											0%
Fed. Protected Ethnicity	(1)			0%	0%							(1)	(1)	100%		0%										0%
Asian/Hawaiian/OPI				0%	0%										0%											0%
Black/African Amer.				0%	0%										0%											0%
Hispanic/Latino	(1)			0%	0%							(1)	(1)	100%		0%										0%
Other Protected Grp				0%	0%										0%											0%
White				0%	0%										0%											0%
Unknown Ethnicity				0%	0%										0%											0%
Italian-American*				0%	0%										0%											0%
Veterans				0%	0%										0%											0%
Indiv. w/Disabilities				0%	0%										0%											0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Professional Non-Faculty

Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total (2)	23	14		9		3	3		3			(25)	(14)		(11)		(6)		(5)			2		
Male	12	7	50%	5	56%	2	1		2			(12)	(9)	54%	(3)	27%	(3)					2	100%	
Female (2)	11	7	50%	4	44%	1	2		1			(13)	(9)	36%	(8)	73%	(3)		(5)					0%
Other Gender			0%		0%									0%		0%								0%
Unknown Gender			0%		0%									0%		0%								0%
Fed. Protected Ethnicity (1)	20	11	79%	9	100%	3	3		3			(21)	(11)	79%	(10)	91%	(6)		(4)			2	100%	
Asian/Hawaiian/OPI	2	1	7%	1	11%	1						(2)	(1)	7%	(1)	9%	(1)							0%
Black/African Amer.	1	3	21%	3	33%	2	1					(5)	(3)	21%	(2)	18%	(1)		(1)					0%
Hispanic/Latino (1)	11	6	43%	5	56%	2	2		3			(12)	(7)	50%	(5)	45%	(3)		(2)			1	50%	
Other Protected Grp (1)	1	1	7%		0%							(2)		0%	(2)	18%	(1)		(1)			1	50%	
White (2)	2	2	14%		0%							(4)	(3)	21%	(1)	9%			(1)					0%
Unknown Ethnicity	1	1	7%		0%									0%		0%								0%
Italian-American*			0%		0%									0%		0%								0%
Veterans			0%		0%									0%		0%								0%
Indiv. w/Disabilities (1)	3	1	7%	2	22%		1		1			(4)	(3)	21%	(1)	9%	(1)							0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Administration 3 (Professional)

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(8)	13	13		6	2	3					(2)	(10)		(1)	(1)	(6)		(5)						
Male	(3)	7	6	46%	3	1	1					(9)	(6)	60%	(3)	27%	(3)								
Female	(5)	8	7	54%	3	1	2					(12)	(4)	40%	(8)	23%	(3)		(5)						
Other Gender				0%										0%		0%									
Unknown Gender				0%										0%		0%									
Fed. Protected Ethnicity	(6)	11	10	77%	6	2	3					(17)	(7)	70%	(10)	91%	(6)		(4)						
Asian/Hawaiian/OPI		1	1	8%								(1)		0%	(1)	5%	(1)								
Black/African Amer.	(1)	4	3	23%	3	2	1					(4)	(2)	20%	(2)	18%	(3)		(1)						
Hispanic/Latino	(5)	6	5	38%	3		2					(10)	(5)	50%	(5)	45%	(3)		(2)						
Other Protected Grp	(1)	1	1	8%								(2)		0%	(2)	18%	(1)		(1)						
White	(2)	2	2	15%								(4)	(3)	30%	(1)	9%			(1)						
Unknown Ethnicity	1	1	1	8%										0%		0%									
Italian-American*				0%										0%		0%									
Veterans				0%										0%		0%									
Indiv. w/Disabilities	(3)	1	1	8%	1							(4)	(3)	30%	(1)	9%	(1)								

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 IT Computer Professional

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(3)	1	1		3	1			2			(4)	(4)									2			
Male	(1)	2	1	100%	2	1			2			(3)	(3)	75%								2	100%		
Female	(1)	0		0%	1							(1)	(1)	25%											
Other Gender		0		0%	1									0%											
Unknown Gender				0%	1									0%											
Fed. Protected Ethnicity	(2)	2	1	100%	3	1			2			(4)	(4)	100%								2	100%		
Asian/Hawaiian/OPI	(1)	0		0%	1							(1)	(1)	25%											
Black/African Amer.	(1)			0%	1							(1)	(1)	25%											
Hispanic/Latino	(0)	2	1	100%	2			2				(2)	(2)	50%								1	50%		
Other Protected Grp				0%	1									0%								1	50%		
White				0%	0									0%											
Unknown Ethnicity				0%	0									0%											
Italian-American*				0%	0									0%											
Veterans				0%	0									0%											
Indiv. w/Disabilities	0	0		0%	1									0%											

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Administrative Support Workers

Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total (4)	6	3		3		3						(10)	(6)		(4)		(1)		(2)	(1)				
Male	2	2	67%		0%							(2)		0%	(2)	50%			(1)	(1)				0%
Female (4)	4	1	33%	3	100%	3						(8)	(6)	100%	(2)	50%	(1)		(1)					0%
Other Gender			0%		0%									0%		0%								0%
Unknown Gender			0%		0%									0%		0%								0%
Fed. Protected Ethnicity (4)	6	3	100%	3	100%	3						(10)	(6)	100%	(4)	100%	(1)		(2)	(1)				0%
Asian/Hawaiian/OPI	1	1	33%		0%									0%		0%								0%
Black/African Amer.	2	2	67%		0%							(2)	(1)	17%	(1)	25%				(1)				0%
Hispanic/Latino (6)	2		0%	2	67%	2						(8)	(5)	83%	(3)	75%	(1)		(2)					0%
Other Protected Grp	1		0%	1	33%	1								0%		0%								0%
White			0%		0%									0%		0%								0%
Unknown Ethnicity			0%		0%									0%		0%								0%
Italian-American*			0%		0%									0%		0%								0%
Veterans			0%		0%									0%		0%								0%
Indiv. w/Disabilities			0%		0%									0%		0%								0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 CUNY Admin Assistant

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(1)			0%	0%							(1)		0%	(1)	100%									
Male	(1)			0%	0%							(1)		0%	(1)	100%									
Female				0%	0%									0%		0%									0%
Other Gender				0%	0%									0%		0%									0%
Unknown Gender				0%	0%									0%		0%									0%
Fed. Protected Ethnicity	(1)			0%	0%							(1)		0%	(1)	100%									0%
Asian/Hawaiian/OPI				0%	0%									0%		0%									0%
Black/African Amer.	(1)			0%	0%							(1)		0%	(1)	100%									0%
Hispanic/Latino				0%	0%									0%		0%									0%
Other Protected Grp				0%	0%									0%		0%									0%
White				0%	0%									0%		0%									0%
Unknown Ethnicity				0%	0%									0%		0%									0%
Italian-American*				0%	0%									0%		0%									0%
Veterans				0%	0%									0%		0%									0%
Indiv. w/Disabilities				0%	0%									0%		0%									0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 CUNY Office Assistant

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(4)	3	3		3	3						(7)	(5)		(2)		(1)		(1)						
Male	1	2	2	67%								(1)		0%	(1)	50%			(1)						
Female	(4)	2	1	33%	3	3						(6)	(5)	100%	(1)	50%			(1)						
Other Gender				0%										0%		0%									
Unknown Gender				0%										0%		0%									
Fed. Protected Ethnicity	(3)	4	3	100%	3	3						(7)	(5)	100%	(2)	100%			(1)						
Asian/Hawaiian/OPI	1	1	1	33%										0%		0%									
Black/African Amer.	1	2	2	67%										20%	(1)	0%									
Hispanic/Latino	(5)	1		0%	2	2						(1)	(1)	20%		0%									
Other Protected Grp	0	0		0%	1	1						(6)	(4)	80%	(2)	100%			(1)	(2)					
White				0%										0%		0%									
Unknown Ethnicity				0%										0%		0%									
Italian-American*				0%										0%		0%									
Veterans				0%										0%		0%									
Indiv. w/Disabilities				0%										0%		0%									

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Accountant Assistant

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(1)			0%	0%							(1)	(1)	0%		0%										
Male				0%	0%									0%		0%										0%
Female	(1)			0%	0%							(1)	(1)	100%		0%										0%
Other Gender				0%	0%									0%		0%										0%
Unknown Gender				0%	0%									0%		0%										0%
Fed. Protected Ethnicity	(1)			0%	0%							(1)	(1)	100%		0%										0%
Asian/Hawaiian/OPi				0%	0%									0%		0%										0%
Black/African Amer.				0%	0%									0%		0%										0%
Hispanic/Latino	(1)			0%	0%							(1)	(1)	100%		0%										0%
Other Protected Grp				0%	0%									0%		0%										0%
White				0%	0%									0%		0%										0%
Unknown Ethnicity				0%	0%									0%		0%										0%
Italian-American*				0%	0%									0%		0%										0%
Veterans				0%	0%									0%		0%										0%
Indiv. w/Disabilities				0%	0%									0%		0%										0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Technicians

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	2	6	3	67%	3	33%	1	-	-	1	1	(4)	(2)	50%	(2)	100%	-	-	(2)	-	-	-	-	-	-
Male	2	4	2	67%	2	67%	1	-	-	1	1	(2)	(3)	50%	(1)	50%	-	-	(1)	-	-	-	-	0%	-
Female	-	2	1	33%	1	33%	-	-	-	-	-	(2)	(3)	50%	(1)	50%	-	-	(1)	-	-	-	-	0%	-
Other Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Unknown Gender	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Fed. Protected Ethnicity	1	5	2	67%	3	100%	1	-	-	1	1	(4)	(2)	100%	(2)	100%	-	-	(2)	-	-	-	-	0%	-
Asian/Hawaiian/OPI	-	1	-	0%	1	33%	1	-	-	-	-	(1)	(1)	50%	-	0%	-	-	-	-	-	-	-	0%	-
Black/African Amer.	2	3	2	67%	1	33%	-	-	-	1	1	(1)	(1)	50%	-	0%	-	-	-	-	-	-	-	0%	-
Hispanic/Latino	(1)	1	-	0%	1	33%	-	-	-	-	-	(2)	-	0%	(2)	100%	-	-	(2)	-	-	-	-	0%	-
Other Protected Grp	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
White	1	1	1	33%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Unknown Ethnicity	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Italian-American*	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Veterans	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-	0%	-	-	-	-	-	-	-	0%	-
Indiv. w/Disabilities	(1)	-	-	0%	-	0%	-	-	-	-	-	(1)	-	0%	(1)	50%	-	-	(1)	-	-	-	-	0%	-

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Administration 4 (College Lab Tech)

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	1	2	2									(1)	(1)												
Male	1	1	1	50%	0%									0%											
Female	1	1	1	50%	0%							(1)	(1)	100%											
Other Gender				0%	0%									0%											
Unknown Gender				0%	0%									0%											
Fed. Protected Ethnicity		1	1	50%	0%							(1)	(1)	100%											
Asian/Hawaiian/OPI				0%	0%									0%											
Black/African Amer.		1	1	50%	0%							(1)	(1)	100%											
Hispanic/Latino				0%	0%									0%											
Other Protected Grp				0%	0%									0%											
White	1	1	1	50%	0%									0%											
Unknown Ethnicity				0%	0%									0%											
Italian-American*				0%	0%									0%											
Veterans				0%	0%									0%											
Indiv. w/Disabilities				0%	0%									0%											

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 IT Support Technician

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(2)	1	1	100%	1	100%	1					(3)	(1)	100%	(2)	50%			(2)						
Male		2	1	100%	1	100%	1					(2)	(1)	100%	(1)	50%			(1)						
Female	(1)			0%		0%						(1)		0%	(1)	50%			(1)						
Other Gender				0%		0%								0%		0%									
Unknown Gender				0%		0%								0%		0%									
Fed. Protected Ethnicity	(1)	2	1	100%	1	100%	1					(3)	(1)	100%	(2)	100%			(2)						
Asian/Hawaiian/OPI		1	1	100%	1	100%	1					(1)	(1)	100%		0%									
Black/African Amer.	1	1	1	100%		0%								0%		0%									
Hispanic/Latino	(2)			0%		0%						(2)		0%	(2)	100%			(2)						
Other Protected Grp				0%		0%								0%		0%									
White				0%		0%								0%		0%									
Unknown Ethnicity				0%		0%								0%		0%									
Italian-American*				0%		0%								0%		0%									
Veterans				0%		0%								0%		0%									
Indiv. w/Disabilities	(1)			0%		0%						(1)		0%	(1)	50%			(1)						

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Print Shop

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	1	1		0%	1	100%					1														
Male	1	1		0%	1	100%					1														
Female	1	1		0%	1	100%					1														
Other Gender	-	-		0%	-	0%					-														
Unknown Gender	-	-		0%	-	0%					-														
Fed. Protected Ethnicity	1	1		0%	2	100%					1														
Asian/Hawaiian/OPI	-	-		0%	-	0%					-														
Black/African Amer.	1	1		0%	1	50%					1														
Hispanic/Latino	1	1		0%	1	50%					1														
Other Protected Grp	-	-		0%	-	0%					-														
White	-	-		0%	-	0%					-														
Unknown Ethnicity	-	-		0%	-	0%					-														
Italian-American*	-	-		0%	-	0%					-														
Veterans	-	-		0%	-	0%					-														
Indiv. w/Disabilities	-	-		0%	-	0%					-														

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Craft Workers

Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
	Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total (1)	4	3		1					1			(5)	(3)		(2)		(2)								
Male (1)	4	3	100%	1	100%				1			(5)	(3)	100%	(2)	100%	(2)								
Female			0%		0%									0%		0%									
Other Gender			0%		0%									0%		0%									
Unknown Gender			0%		0%									0%		0%									
Fed. Protected Ethnicity	1	3	100%	1	100%				1			(3)	(2)	67%	(1)	50%	(1)								0%
Asian/Hawaiian/OPI			0%		0%									0%		0%									0%
Black/African Amer.	1	1	33%		0%									0%		0%									0%
Hispanic/Latino	3	2	67%	1	100%				1			(3)	(2)	67%	(1)	50%	(1)								0%
Other Protected Grp			0%		0%									0%		0%									0%
White	(2)		0%		0%							(2)	(1)	33%	(1)	50%	(1)								0%
Unknown Ethnicity			0%		0%									0%		0%									0%
Italian-American*			0%		0%									0%		0%									0%
Veterans	(1)		0%		0%							(1)	(1)	33%		0%									0%
Indiv. w/Disabilities			0%		0%									0%		0%									0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Basic Crafts-Buildings and Grounds

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(2)	1	1									(3)	(1)		(2)		(2)								
Male	(2)	1	1	100%								(3)	(1)	100%	(2)	100%	(2)								
Female				0%										0%		0%									
Other Gender				0%										0%		0%									
Unknown Gender				0%										0%		0%									
Fed. Protected Ethnicity		1	1	100%								(1)		0%	(1)	50%	(1)								
Asian/Hawaiian/OPI				0%										0%		0%									
Black/African Amer.	1	1	1	100%										0%		0%									
Hispanic/Latino	(1)			0%								(1)		0%	(1)	50%	(1)								
Other Protected Grp				0%										0%		0%									
White	(2)			0%								(2)	(1)	100%	(1)	50%	(1)								
Unknown Ethnicity				0%										0%		0%									
Italian-American*				0%										0%		0%									
Veterans	(1)			0%								(1)	(1)	100%		0%									
Indiv. w/Disabilities				0%										0%		0%									

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

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Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Laborers and Helpers

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS				Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)					
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	1	1		0%	1	100%																				
Male	1	1		0%	1	100%																				
Female				0%		0%																				
Other Gender				0%		0%																				
Unknown Gender				0%		0%																				
Fed. Protected Ethnicity	1	1		0%	1	100%																				
Asian/Hawaiian/OPI				0%		0%																				
Black/African Amer.				0%		0%																				
Hispanic/Latino	1	1		0%	1	100%																				
Other Protected Grp				0%		0%																				
White				0%		0%																				
Unknown Ethnicity				0%		0%																				
Italian-American*				0%		0%																				
Veterans				0%		0%																				
Indiv. w/Disabilities				0%		0%																				

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Skilled Trades

	Net Group Changes	NET HIRES		Hires by Type					Detail, Internal Hires by Type						NET EXITS					Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group							
Total	2	2	2	100%	0%							(2)	(2)	100%																		
Male	2	2	2	100%	0%							(2)	(2)	100%																		
Female				0%	0%									0%																		
Other Gender				0%	0%									0%																		
Unknown Gender				0%	0%									0%																		
Fed. Protected Ethnicity	2	2	2	100%	0%							(2)	(2)	100%																		
Asian/Hawaiian/OPi				0%	0%									0%																		
Black/African Amer.				0%	0%									0%																		
Hispanic/Latino	2	2	2	100%	0%							(2)	(2)	100%																		
Other Protected Grp				0%	0%									0%																		
White				0%	0%									0%																		
Unknown Ethnicity				0%	0%									0%																		
Italian-American*				0%	0%									0%																		
Veterans				0%	0%									0%																		
Indiv. w/Disabilities				0%	0%									0%																		

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

EEO Category Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Service Workers

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into new Job Group	Advanced into new Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(3)	8	7		1							(11)	(9)		(2)		(1)		(1)			1			
Male	(4)	6	5	71%	1	100%						(10)	(8)	89%	(2)	100%	(1)		(1)			1	100%		
Female	1	2	2	29%		0%						(1)	(1)	11%		0%							0%		
Other Gender				0%		0%								0%		0%							0%		
Unknown Gender				0%		0%								0%		0%							0%		
Fed. Protected Ethnicity	(2)	8	7	100%	1	100%						(10)	(8)	89%	(2)	100%	(1)		(1)			1	100%		
Asian/Hawaiian/OPI	(2)			0%		0%						(2)	(2)	22%		0%							0%		
Black/African Amer.	1	4	3	43%	1	100%		1				(3)	(3)	33%		0%							0%		
Hispanic/Latino	(1)	4	4	57%		0%						(5)	(3)	33%	(2)	100%	(1)		(1)			1	100%		
Other Protected Grp				0%		0%								0%		0%							0%		
White	(1)			0%		0%						(1)	(1)	11%		0%							0%		
Unknown Ethnicity				0%		0%								0%		0%							0%		
Italian-American*				0%		0%								0%		0%							0%		
Veterans				0%		0%								0%		0%							0%		
Indiv. w/Disabilities	(1)			0%		0%						(1)	(1)	11%		0%							0%		

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Campus Peace Officer

	Net Group Changes	NET HIRES					Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(3)	1	1									(4)	(3)		(1)		(1)								
Male	(2)	1	1	100%								(3)	(2)	67%	(1)	100%	(1)								0%
Female	(1)			0%								(1)	(1)	33%											0%
Other Gender				0%										0%											0%
Unknown Gender				0%										0%											0%
Fed. Protected Ethnicity	(3)	1	1	100%								(4)	(3)	100%	(1)	100%	(1)								0%
Asian/Hawaiian/OPI	(1)			0%								(1)	(1)	33%											0%
Black/African Amer.	1	1	1	100%										0%											0%
Hispanic/Latino	(3)			0%								(3)	(2)	67%	(1)	100%	(1)								0%
Other Protected Grp				0%										0%											0%
White				0%										0%											0%
Unknown Ethnicity				0%										0%											0%
Italian-American*				0%										0%											0%
Veterans				0%										0%											0%
Indiv. w/Disabilities				0%										0%											0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Campus Peace Officer-Sergeant

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)				
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group	
Total	(2)			0%	0%							(2)	(2)	100%		0%										
Male	(2)			0%	0%							(2)	(2)	100%		0%										0%
Female				0%	0%									0%		0%										0%
Other Gender				0%	0%									0%		0%										0%
Unknown Gender				0%	0%									0%		0%										0%
Fed. Protected Ethnicity	(2)			0%	0%							(2)	(2)	100%		0%										0%
Asian/Hawaiian/OPi	(1)			0%	0%							(1)	(1)	50%		0%										0%
Black/African Amer.				0%	0%									0%		0%										0%
Hispanic/Latino	(1)			0%	0%							(1)	(1)	50%		0%										0%
Other Protected Grp				0%	0%									0%		0%										0%
White				0%	0%									0%		0%										0%
Unknown Ethnicity				0%	0%									0%		0%										0%
Italian-American*				0%	0%									0%		0%										0%
Veterans				0%	0%									0%		0%										0%
Indiv. w/Disabilities				0%	0%									0%		0%										0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Campus Security Assistant

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total	(1)	1		0%	1	100%						(1)	(1)	100%											
Male		1		0%	1	100%						(1)	(1)	100%											0%
Female				0%		0%								0%											0%
Other Gender				0%		0%								0%											0%
Unknown Gender				0%		0%								0%											0%
Fed. Protected Ethnicity	1	1		0%	1	100%								0%											0%
Asian/Hawaiian/OPI				0%		0%								0%											0%
Black/African Amer.	1	1		0%	1	100%								0%											0%
Hispanic/Latino				0%		0%								0%											0%
Other Protected Grp				0%		0%								0%											0%
White	(1)			0%		0%						(1)	(1)	100%											0%
Unknown Ethnicity				0%		0%								0%											0%
Italian-American*				0%		0%								0%											0%
Veterans				0%		0%								0%											0%
Indiv. w/Disabilities	(1)			0%		0%						(1)	(1)	100%											0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Custodial Supervisor

	Net Group Changes	NET HIRES		Hires by Type					Detail, Internal Hires by Type						NET EXITS					Exits by Type					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)		
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group							
Total	(2)			0%	0%							(2)	(2)	100%		0%							1									
Male	(2)			0%	0%							(2)	(2)	100%		0%							1		100%							
Female				0%	0%									0%		0%									0%							
Other Gender				0%	0%									0%		0%									0%							
Unknown Gender				0%	0%									0%		0%									0%							
Fed. Protected Ethnicity	(2)			0%	0%							(2)	(2)	100%		0%							1		100%							
Asian/Hawaiian/OPI				0%	0%									0%		0%									0%							
Black/African Amer.	(2)			0%	0%							(2)	(2)	100%		0%									0%							
Hispanic/Latino				0%	0%									0%		0%							1		100%							
Other Protected Grp				0%	0%									0%		0%									0%							
White				0%	0%									0%		0%									0%							
Unknown Ethnicity				0%	0%									0%		0%									0%							
Italian-American*				0%	0%									0%		0%									0%							
Veterans				0%	0%									0%		0%									0%							
Indiv. w/Disabilities				0%	0%									0%		0%									0%							

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Job Group Summary
 Personnel Actions, 6/1/23 - 6/1/24
 Custodial Assistant

	Net Group Changes	NET HIRES				Detail, Internal Hires by Type						NET EXITS					Detail, Internal Exits by Type					Changes within Job Group (not counted in totals)			
		Addition #	External Hire	External Hire %	Internal Hire into Job Group	Internal Hire %	Hired from Part Time	Hired from Other College	Demoted into New Job Group	Advanced into New Job Group	Other Change	Returned to Faculty	Sub. #	Exit from CUNY	Exit from CUNY %	Exit from Job Group	Exit from Job Grp %	Left for Other CUNY College	Demoted out of Job Group	Advanced out of Job Group	Other Change	Returned to Faculty	Advancements within Job Group	Advancements %	Other Changes within Job Group
Total				0%	0%																				
Male				0%	0%																				0%
Female				0%	0%																				0%
Other Gender				0%	0%																				0%
Unknown Gender				0%	0%																				0%
Fed. Protected Ethnicity				0%	0%																				0%
Asian/Hawaiian/OPI				0%	0%																				0%
Black/African Amer.				0%	0%																				0%
Hispanic/Latino				0%	0%																				0%
Other Protected Grp				0%	0%																				0%
White				0%	0%																				0%
Unknown Ethnicity				0%	0%																				0%
Italian-American*				0%	0%																				0%
Veterans				0%	0%																				0%
Indiv. w/Disabilities				0%	0%																				0%

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

*As of 2023, Italian American status is counted regardless of other ethnicity choices

Appendix F Recruiting Activity

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

The charts in this section provide detail on applicants, interviews, and offers by job group for posted searches.

The scope of this report includes searches officially concluded during the previous plan year (June 1, 2023 through May 31, 2024). This means that the search needed to have been "closed" in our systems during this period. To be "closed" indicates there has been an accepted offer, even if the employee had not started work by May 31.

The number of interviews and offers/hires listed is dependent on this detail being entered into the system. In some situations, this detail is maintained outside our system of record.

For each search, we omit duplicate applications from the same person. According to the federal Internet Applicant Rule, we also omit applicants who withdrew from consideration and applicants who were deemed to lack the minimum qualifications for the position to which they applied. We assume anyone who has been hired also belongs in the interview category and anyone who was interviewed is treated as having met the Internet Applicant Rule.

It is important to compare the ratios of interviews to applicants and hires to interviews among demographic groups. This is referred to as a "selection rate" and strong variations among groups may indicate areas for further investigation and oversight by the Chief Diversity Officer.

Campus Level

Summary - All Searches

Total: 20

	Records	Applicants	App%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,308	1,290	99%	23	1.8%	20	1.6%	20	1.6%
Male	663	654	51%	11	1.7%	8	1.2%	8	1.2%
Female	612	602	47%	12	2.0%	12	2.0%	12	2.0%
Other	-	-	0%	-	0.0%	-	0.0%	-	0.0%
Unknown	33	33	3%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	696	687	53%	11	1.6%	8	1.2%	8	1.2%
Total Minorities	1,056	1,038	80%	21	2.0%	18	1.7%	18	1.7%
Asian	238	236	18%	3	1.3%	3	1.3%	3	1.3%
Black	326	322	25%	1	0.3%	1	0.3%	1	0.3%
Hispanic	465	453	35%	15	3.3%	13	2.9%	13	2.9%
Other inc 2 or more	27	27	2%	2	7.4%	1	3.7%	1	3.7%
Italian-American	21	21	2%	1	4.8%	1	4.8%	1	4.8%
White	170	169	13%	1	0.6%	1	0.6%	1	0.6%
Unknown Ethnicity	63	63	5%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	233	232	18%	1	0.4%	1	0.4%	1	0.4%
Veterans	19	19	1%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	81	80	6%	4	5.0%	4	5.0%	4	5.0%

	Least Selected: Male+Oth White+Unk	OK Sel Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	47%		52.2%		60.0%	60.0%
Percent Total Minorities	80%		91.3%		90.0%	90.0%
Percentage Veterans	1%		0.0%		0.0%	0.0%
Percentage w Disabil.	6%		17.4%		20.0%	20.0%

Campus Level

EEO Category Summary

Executive/Administrative/Managerial

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	137	135	98.5%	2	1.5%	2	1.5%	2	1.5%
Male	50	50	37.0%	-	0.0%	-	0.0%	-	0.0%
Female	83	81	60.0%	2	2.5%	2	2.5%	2	2.5%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	4	4	3.0%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	54	54	40.0%	-	0.0%	-	0.0%	-	0.0%
Total Min	111	109	80.7%	1	0.9%	1	0.9%	1	0.9%
Asian	8	8	5.9%	-	0.0%	-	0.0%	-	0.0%
Black	50	49	36.3%	-	0.0%	-	0.0%	-	0.0%
Hispanic	52	51	37.8%	1	2.0%	1	2.0%	1	2.0%
Other inc 2 or more	1	1	0.7%	-	0.0%	-	0.0%	-	0.0%
Italian-American	6	6	4.4%	-	0.0%	-	0.0%	-	0.0%
White	18	18	13.3%	1	5.6%	1	5.6%	1	5.6%
Unknown Ethnicity	3	3	2.2%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	21	21	15.6%	1	4.8%	1	4.8%	1	4.8%
Veterans	2	2	1.5%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	9	9	6.7%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth	Adverse	Least Selected: Male+Oth	Adverse	Least Selected: Male+Oth	Adverse
	Ttl Minorities	Adverse	Ttl Minorities	Adverse	Ttl Minorities	Adverse
Percent Female	60.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Percent Total Minorities	80.7%	50.0%	50.0%	50.0%	50.0%	50.0%
Percentage Veterans	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	6.7%	0.0%	0.0%	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	137	135	98.5%	2	1.5%	2	1.5%	2	1.5%
Male	50	50	37.0%	-	0.0%	-	0.0%	-	0.0%
Female	83	81	60.0%	2	2.5%	2	2.5%	2	2.5%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	4	4	3.0%	-	0.0%	-	0.0%	-	0.0%
Total Min	111	109	80.7%	1	0.9%	1	0.9%	1	0.9%
Asian	8	8	5.9%	-	0.0%	-	0.0%	-	0.0%
Black	50	49	36.3%	-	0.0%	-	0.0%	-	0.0%
Hispanic	52	51	37.8%	1	2.0%	1	2.0%	1	2.0%
Other inc 2 or more	1	1	0.7%	-	0.0%	-	0.0%	-	0.0%
Italian-American	6	6	4.4%	-	0.0%	-	0.0%	-	0.0%
White	18	18	13.3%	1	5.6%	1	5.6%	1	5.6%
Unknown Ethnicity	3	3	2.2%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	21	21	15.6%	1	4.8%	1	4.8%	1	4.8%
Veterans	2	2	1.5%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	9	9	6.7%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse	Least Selected: Male+Oth Ttl Minorities	Adverse Adverse
Percent Female	60.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Percent Total Minorities	80.7%	50.0%	50.0%	50.0%	50.0%	50.0%
Percentage Veterans	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%

Campus Level

EEO Category Summary

Professional Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	53	53	100.0%	1	1.9%	1	1.9%	1	1.9%
Male	23	23	43.4%	-	0.0%	-	0.0%	-	0.0%
Female	28	28	52.8%	1	3.6%	1	3.6%	1	3.6%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	2	2	3.8%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	25	25	47.2%	-	0.0%	-	0.0%	-	0.0%
Total Min	35	35	66.0%	1	2.9%	1	2.9%	1	2.9%
Asian	7	7	13.2%	-	0.0%	-	0.0%	-	0.0%
Black	7	7	13.2%	-	0.0%	-	0.0%	-	0.0%
Hispanic	17	17	32.1%	1	5.9%	1	5.9%	1	5.9%
Other inc 2 or more	4	4	7.5%	-	0.0%	-	0.0%	-	0.0%
Italian-American	4	4	7.5%	-	0.0%	-	0.0%	-	0.0%
White	12	12	22.6%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	3	3	5.7%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	15	15	28.3%	-	0.0%	-	0.0%	-	0.0%
Veterans	1	1	1.9%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	4	4	7.5%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
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Percent Female	52.8%	100.0%	100.0%	100.0%
Percent Total Minorities	66.0%	100.0%	100.0%	100.0%
Percentage Veterans	1.9%	0.0%	0.0%	0.0%
Percentage w Disabil.	7.5%	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	13	13	100.0%	-	0.0%	-	0.0%	-	0.0%
Male	7	7	53.8%	-	0.0%	-	0.0%	-	0.0%
Female	6	6	46.2%	-	0.0%	-	0.0%	-	0.0%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Total Min	6	6	46.2%	-	0.0%	-	0.0%	-	0.0%
Asian	2	2	15.4%	-	0.0%	-	0.0%	-	0.0%
Black	2	2	15.4%	-	0.0%	-	0.0%	-	0.0%
Hispanic	2	2	15.4%	-	0.0%	-	0.0%	-	0.0%
Other inc 2 or more	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Italian-American	1	1	7.7%	-	0.0%	-	0.0%	-	0.0%
White	6	6	46.2%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	6	6	46.2%	-	0.0%	-	0.0%	-	0.0%
Veterans	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	2	2	15.4%	-	0.0%	-	0.0%	-	0.0%

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

Percent Female	46.2%	#DIV/0!	#DIV/0!	#DIV/0!
Percent Total Minorities	46.2%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage Veterans	0.0%	#DIV/0!	#DIV/0!	#DIV/0!
Percentage w Disabil.	15.4%	#DIV/0!	#DIV/0!	#DIV/0!

Campus Level

Job Group Summary

Faculty-Developmental

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	40	40	100.0%	1	2.5%	1	2.5%	1	2.5%
Male	16	16	40.0%	-	0.0%	-	0.0%	-	0.0%
Female	22	22	55.0%	1	4.5%	1	4.5%	1	4.5%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	2	2	5.0%	-	0.0%	-	0.0%	-	0.0%
Total Min	29	29	72.5%	1	3.4%	1	3.4%	1	3.4%
Asian	5	5	12.5%	-	0.0%	-	0.0%	-	0.0%
Black	5	5	12.5%	-	0.0%	-	0.0%	-	0.0%
Hispanic	15	15	37.5%	1	6.7%	1	6.7%	1	6.7%
Other inc 2 or more	4	4	10.0%	-	0.0%	-	0.0%	-	0.0%
Italian-American	3	3	7.5%	-	0.0%	-	0.0%	-	0.0%
White	6	6	15.0%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	3	3	7.5%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	9	9	22.5%	-	0.0%	-	0.0%	-	0.0%
Veterans	1	1	2.5%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	2	2	5.0%	-	0.0%	-	0.0%	-	0.0%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	55.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Percent Total Minorities	72.5%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Campus Level

EEO Category Summary

Professional Non-Faculty

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	1,118	1,101	98.5%	20	1.8%	17	1.5%	17	1.5%
Male	590	581	52.8%	11	1.9%	8	1.4%	8	1.4%
Female	501	493	44.8%	9	1.8%	9	1.8%	9	1.8%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	27	27	2.5%	-	0.0%	-	0.0%	-	0.0%
Total Not Female	617	608	55.2%	11	1.8%	8	1.3%	8	1.3%
Total Min	910	894	81.2%	19	2.1%	16	1.8%	16	1.8%
Asian	223	221	20.1%	3	1.4%	3	1.4%	3	1.4%
Black	269	266	24.2%	1	0.4%	1	0.4%	1	0.4%
Hispanic	396	385	35.0%	13	3.4%	11	2.9%	11	2.9%
Other inc 2 or more	22	22	2.0%	2	9.1%	1	4.5%	1	4.5%
Italian-American	11	11	1.0%	1	9.1%	1	9.1%	1	9.1%
White	140	139	12.6%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	57	57	5.2%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	197	196	17.8%	-	0.0%	-	0.0%	-	0.0%
Veterans	16	16	1.5%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	68	67	6.1%	4	6.0%	4	6.0%	4	6.0%

	Least Selected: Male+Oth White+Unk	OK Sel Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	44.8%	45.0%	52.9%	52.9%		
Percent Total Minorities	81.2%	95.0%	94.1%	94.1%		
Percentage Veterans	1.5%	0.0%	0.0%	0.0%		
Percentage w Disabil.	6.1%	20.0%	23.5%	23.5%		

Campus Level

Job Group Summary

Administration 3 (Professional)

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	645	632	98.0%	15	2.4%	12	1.9%	12	1.9%
Male	215	209	33.1%	7	3.3%	4	1.9%	4	1.9%
Female	419	412	65.2%	8	1.9%	8	1.9%	8	1.9%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	11	11	1.7%	-	0.0%	-	0.0%	-	0.0%
Total Min	525	513	81.2%	14	2.7%	11	2.1%	11	2.1%
Asian	74	72	11.4%	1	1.4%	1	1.4%	1	1.4%
Black	172	171	27.1%	1	0.6%	1	0.6%	1	0.6%
Hispanic	265	256	40.5%	10	3.9%	8	3.1%	8	3.1%
Other inc 2 or more	14	14	2.2%	2	14.3%	1	7.1%	1	7.1%
Italian-American	11	11	1.7%	1	9.1%	1	9.1%	1	9.1%
White	76	75	11.9%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	33	33	5.2%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	109	108	17.1%	-	0.0%	-	0.0%	-	0.0%
Veterans	6	6	0.9%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	49	48	7.6%	2	4.2%	2	4.2%	2	4.2%

	Least Selected: Female White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	OK Sel Adverse	Least Selected: Male+Oth White+Unk	OK Sel Adverse
Percent Female	65.2%	53.3%	66.7%	66.7%		
Percent Total Minorities	81.2%	93.3%	91.7%	91.7%		
Percentage Veterans	0.9%	0.0%	0.0%	0.0%		
Percentage w Disabil.	7.6%	13.3%	16.7%	16.7%		

Campus Level

Job Group Summary

IT Computer Professional

	Records	Applicants	Appl%	Interviews	Selection Rate %	Offers	Selection Rate %	Hires	Selection Rate %
Total + Total Selection Rate	337	336	99.7%	4	1.2%	4	1.2%	4	1.2%
Male	274	274	81.5%	3	1.1%	3	1.1%	3	1.1%
Female	55	54	16.1%	1	1.9%	1	1.9%	1	1.9%
Other	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Unknown	8	8	2.4%	-	0.0%	-	0.0%	-	0.0%
Total Min	278	277	82.4%	4	1.4%	4	1.4%	4	1.4%
Asian	93	93	27.7%	1	1.1%	1	1.1%	1	1.1%
Black	75	75	22.3%	-	0.0%	-	0.0%	-	0.0%
Hispanic	106	105	31.3%	3	2.9%	3	2.9%	3	2.9%
Other inc 2 or more	4	4	1.2%	-	0.0%	-	0.0%	-	0.0%
Italian-American	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%
White	45	45	13.4%	-	0.0%	-	0.0%	-	0.0%
Unknown Ethnicity	14	14	4.2%	-	0.0%	-	0.0%	-	0.0%
White+Unknown	59	59	17.6%	-	0.0%	-	0.0%	-	0.0%
Veterans	6	6	1.8%	-	0.0%	-	0.0%	-	0.0%
Indiv. w Disabilities	14	14	4.2%	2	14.3%	2	14.3%	2	14.3%

	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse	Least Selected: Male+Oth White+Unk	Adverse Adverse
Percent Female	16.1%	25.0%	25.0%	25.0%	25.0%	25.0%
Percent Total Minorities	82.4%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage Veterans	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage w Disabil.	4.2%	50.0%	50.0%	50.0%	50.0%	50.0%

Appendix G Individuals with Disabilities by Job Group

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

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

APPENDIX G - Utilization of Individuals with Disabilities by Job Group

2024-2025

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

Total Individual(s) with Disabilities: 40

Percent of total reported employees: 3.2%

Category:	Executive/Administrative/Managerial	Total Staff	Indiv. with Disabilities	Rate
	Admin 1: Executive	17	1	5.9%
	Admin 2: Managerial	69	3	4.3%
	Admin 2: Managerial Adjunct	35	3	8.6%
	Managerial: Facilities	1	0	0.0%
	Managerial: Security	3	0	0.0%
Category:	Professional Faculty	Total Staff	Indiv. with Disabilities	Rate
	Faculty: Professoriate	129	6	4.7%
	Faculty: Librarian	9	2	22.2%
	Faculty: Lecturer	32	0	0.0%
	Faculty: Lecturer Adjunct	168	3	1.8%
	Faculty: Professoriate Adjunct	152	3	2.0%
	Faculty: Developmental	15	0	0.0%
	Faculty: Developmental Adjunct	3	0	0.0%
	Faculty: Continuing Education	47	0	0.0%
Category:	Professional Non-Faculty	Total Staff	Indiv. with Disabilities	Rate
	Admin 3: Professional	115	14	12.2%
	Disability Accommodation Specl Adjunct	6	0	0.0%
	Info Tech: Professional	13	1	7.7%
	Info Tech: Professional Adjunct	2	0	0.0%
	Nurse	1	0	0.0%
Category:	Administrative Support Workers	Total Staff	Indiv. with Disabilities	Rate
	Administrative Assistant	6	0	0.0%
	Office Assistant	39	0	0.0%
	Office Assistant Adjunct	239	3	1.3%
	Mail Services Worker	3	0	0.0%
Category:	Technicians	Total Staff	Indiv. with Disabilities	Rate
	Admin 4: College Lab Technician	13	1	7.7%
	Admin 4: College Lab Technician Adjunct	8	0	0.0%
	Broadcast-Media Adjunct	26	0	0.0%
	Info Tech: Technician	3	0	0.0%
	Info Tech: Technician Adjunct	3	0	0.0%
	Print Media Technician	2	0	0.0%
Category:	Craft Workers	Total Staff	Indiv. with Disabilities	Rate
	Skilled Trades: Supervisory	2	0	0.0%
	Skilled Trades: Not Supervisory	9	0	0.0%
	Laborers and Helpers	7	0	0.0%
	Basic Crafts-Buildings and Grounds	5	0	0.0%
Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate
	Campus Public Safety Sergeant	5	0	0.0%
	Campus Peace Officer	10	0	0.0%
	Campus Security Assistant	5	0	0.0%

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Category:	Service Workers	Total Staff	Indiv. with Disabilities	Rate
	Custodial: Supervisory	4	0	0.0%
	Custodial: Assistant	25	0	0.0%