

Baruch College 2019-2020 AFFIRMATIVE ACTION PLAN

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

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This plan is available for review at:
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PART ONE: INTRODUCTION AND BACKGROUND

This report is the annual update of the Affirmative Action Plan (AAP) for federal contractors as required by federal regulations related to:

- Presidential Executive Order 11246, for women and federally protected racial/ethnic groups
- Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, for protected Veterans
- Section 503 of the Rehabilitation Act of 1973, as amended, for Individuals with Disabilities

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees Affirmative Action Plan requirements for federal contractors. Some aspects of this plan are also informed by New York State and New York City regulations and guidelines for public agencies.

The College produces a separate Affirmative Action Plan for Italian Americans. The Chancellor of CUNY designated Italian Americans as a protected group at CUNY in 1976.

Part One (this section) describes the College and those individuals and groups with responsibility for Affirmative Action and Diversity programs.

The Census Date for employees is June 1, 2019. The Plan Reporting Year (basis for historical data) is June 1, 2018–May 31, 2019. The Program Year is September 1, 2019–August 31, 2020.

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

COLLEGE OVERVIEW

Location, Degrees, Accreditation

Baruch College is ranked among the region's and nation's top colleges by *U.S. News & World Report*, *Forbes*, *Princeton Review*, and others. The campus is within easy reach of Wall Street, Midtown, and the global headquarters of major companies and non-profit and cultural organizations, giving students unparalleled internship, career, and networking opportunities. The College's more than 18,000 students, who speak more than 110 languages and trace their heritage to more than 170 countries, have been repeatedly named one of the most ethnically diverse student bodies in the United States.

The College is comprised of three Schools: (a) **THE GEORGE AND MILDRED WEISSMAN SCHOOL OF ARTS AND SCIENCES**. Weissman School has more than 50 areas of study that blend rigorous theory with practical experience. Degrees include the BA, BS, MA, MS, and PhD, (b) **THE AUSTIN W. MARXE SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS** prepares students for careers in government and nonprofit sector, offering programs leading to BSPA, MPA, Executive MPA, MIA, and MS in Education degrees while serving as a resource for governmental and nonprofit entities at the local, state, and national levels, and (c) **THE ZICKLIN SCHOOL OF BUSINESS** has renowned faculty experts across the business spectrum and acclaimed AACSB-accredited programs leading to BBA, MBA, MS, Executive MBA and MS, and PhD degrees.

Baruch College's nationally recognized, award-winning library, the William and Anita Newman Library, houses a collection that includes over 625,000 print volumes 150,000 eBooks, and over two million units of microform. The Library's collection of electronic resources include several hundred online databases, accessible from nearly 100 PC workstations.

In addition, Baruch College is home to a number of centers and institutes including the Lawrence N. Field Center for Entrepreneurship, the Robert Zicklin Center for Corporate Integrity, the Wasserman Trading Floor/Subotnick Financial Services Center, the Center for the Study of Business and Government, the Weissman Center for International Business, the Baruch College Survey Research Unit, the Steven L. Newman Real Estate Institute, the Bernard L. Schwartz Communication Institute, and the Baruch Performing Arts Center (BPAC). The College's Division of Continuing and Professional Studies (CAPS) offers numerous work-related programs and training courses, many of which can lead to certificates in Business, Real Estate, Bookkeeping, Human resources and Information Technology. Comprehensive modern languages and English as a Second Language courses are also offered. Courses in Continuing and Professional Studies are taught by professionals in the fields.

The award-winning Newman Vertical Campus features state-of-the-art classrooms, computer and research laboratories, auditoriums, a recreation and fitness center, conference rooms, faculty offices, a performing arts center, a bookstore, and a food

court.

History

Tracing its routes to the founding of the Free Academy in 1847, Baruch College is part of the nation's first tuition free institution of higher education. In 1919, the School of Business and Civic Administration was established, and in 1953 the College was named in honor of Bernard M. Baruch, benefactor, statesman, financier, and alumnus of the Free Academy. In 1968 Baruch College was established as an independent senior college of the City University of New York. US News & World Report, Forbes, and The Princeton Review, among others, rank Baruch College among the top colleges in the United States. Today, Baruch College enrolls more than 18,000 students representing over 168 countries; its student body continues to be named one of the most ethnically diverse in the United States. It also has 13 varsity NCAA Division III sports teams on campus.

Mission

The College's commitment to higher education and to the larger community is reflected in its Mission Statement: Baruch College of the City University of New York remains dedicated to being a catalyst for the social, cultural, and financial mobility of a diverse student body, reflective of its historical mission. Baruch College educates men and women for leadership roles in business, civic and cultural affairs, and academia. It offers rigorous baccalaureate, Masters, and doctoral programs to qualified students who seek careers in business, public affairs, and the arts and sciences. Integrating professional education with the arts and sciences for undergraduates, Baruch College's faculty cultivates its students' analytical ability, critical thinking, cultural awareness, and ethical sensibility. The College's graduate programs focus on professional preparation that enables students to become leaders and innovators in their fields. The faculty's contributions to knowledge reflect a commitment to teaching, research, scholarship, public policy, and artistic creativity. Through executive education, continuing studies programs, and public events, Baruch engages the larger civic and international community that includes its supportive alumni, extending the College's visibility and nurturing its global reputation.

ORGANIZATION CHART

Appendix A displays an organization chart.

RELEVANT POLICIES

As a unit of The City University of New York (CUNY), a public university system, the College follows federal, state, and city laws and regulations on non-discrimination and affirmative action. These include Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Section 402 of the

Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended and the Age Discrimination Act of 1975, the New York State Human Rights Law and the New York City Human Rights Law.

The protected classes, delineated in Executive Order 11246 and updates are: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and Women. Additionally, the Chancellor of CUNY designated Italian Americans as a protected group in 1976 and CUNY prepares a separate Italian American Affirmative Action Plan.

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

[Click for CUNY's Policies \(www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html\)](http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html)

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

The University's original Affirmative Action Policy of May 28, 1985 is part of CUNY's Manual of General Policy.

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. The policy states:

Every member of The City University of New York ("CUNY") community, including students, employees and visitors, deserves the opportunity to live, learn and work free from Sexual Misconduct (sexual harassment, gender-based harassment and sexual violence). Accordingly, CUNY is committed to:

Defining conduct that constitutes prohibited Sexual Misconduct;

Providing clear guidelines for students, employees and visitors on how to report incidents of Sexual Misconduct and a commitment that any complaints will be handled respectfully;

Promptly responding to and investigating allegations of Sexual Misconduct, pursuing disciplinary action when appropriate, referring the incident to local law enforcement when appropriate, and taking action to investigate and address any allegations of retaliation;

Providing ongoing assistance and support to students and employees who make allegations of Sexual Misconduct;

Providing awareness and prevention information on Sexual Misconduct, including widely disseminating this policy, as well as a "students' bill of rights" and implementing training and educational programs on Sexual Misconduct to college constituencies; and

Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents.

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

Further information is available using the links below (accurate as of May, 2019).

[The CUNY Policy on Equal Opportunity and Nondiscrimination](#) prohibits discrimination on the basis of a number of protected characteristics as per federal, state and local law, and addresses sex discrimination other than sexual misconduct.

[The CUNY Campus and Workplace Violence Policy](#) addresses workplace violence.

[The CUNY Domestic Violence and the Workplace Policy](#) addresses domestic violence in or affecting employees in the workplace.

[The CUNY Procedures for Implementing Reasonable Accommodations and Academic Adjustments](#) addresses the procedures CUNY will follow when there is a request for a reasonable accommodation or academic adjustment.

In addition, CUNY campuses report crime statistics, including statistics relating to sexual violence, under the federal Jeanne Clery Act. Information is available from the Baruch's Department of Public Safety's website <https://www.baruch.cuny.edu/psafety/index.html>

Other Policies

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

The College non-discrimination policy is reaffirmed by President Mitchel B. Wallerstein, annually. **Appendix B** contains a copy of the annual Reaffirmation Letter which was issued on 3/7/2019.

RESPONSIBILITY FOR IMPLEMENTATION

While the entire College community participates in promoting diversity and inclusion, the College has assigned certain responsibilities as noted below.

The President

The President, Mitchel B. Wallerstein, oversees implementation of Affirmative Action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations as well as University policies. Additionally, the President:

- Designates personnel responsible for managing Affirmative Action, diversity, and compliance efforts, including a Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator
- Ensures responsible personnel have the authority, staff, and other resources to successfully fulfill their assigned responsibilities
- Communicates a commitment to equal employment opportunity programs and issues an

Annual Re-Affirmation supporting affirmative action, diversity and equal opportunity (see copy of Re-Affirmation Letter in **Appendix B.**)

- Approves and releases required reports, including this Affirmative Action Plan.

Chief Diversity Officer

The President has designated Mona Jha as the Chief Diversity Officer (CDO) and primary designee who:

- Provides confidential consultation for, investigates and resolves discrimination/harassment complaints
- Distributes relevant policies, notices and revisions, and assures integration into training programs, search committee orientations, websites, and other media
- Evaluates the impact of 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 to promote a diverse workforce
- Assures the College's participation in university-wide initiatives promoting diversity and inclusion.

College Officials

College executives, department chairpersons, managers, and supervisors are critical partners in the equal employment/affirmative action program. They help ensure compliance with regulations and policies, foster an inclusive environment, and help develop, and implement the Affirmative Action Plan.

Committee(s) on Diversity and Inclusion

The College will have a standing committee advising the President on affirmative action policy, reviewing the impact of policies on the College governance plan, developing and implementing strategic diversity plans, and promoting College programs to reflect pluralistic values and goals. The committee members will be appointed in the beginning of the academic year.

The role of the committee may include the following:

- Advise the president about policies, procedures and practices intended to recruit and retain a diverse workforce and student body

- Review institutional research on campus climate for diversity and propose initiatives that focus on inclusive excellence and intercultural engagement
- Highlight programs and initiatives that promote campus diversity values
- Create opportunities for students, faculty, and campus staff to raise concerns about diversity

University Management

The University's Office of Recruitment and Diversity (ORD) establishes job groups and other report parameters and prepares summary statistics. ORD also reports on overall progress to senior management and sponsors several diversity programs to be described later in this document. Details of University reports and diversity programs are provided here:

[Click for University Diversity Resources](#)

PART TWO: DATA AND ANALYSIS

The College analyzes workforce data to reflect regulations and best practices. No one method provides a complete picture, and none should be used exclusively. Methods include:

- Workforce Analysis of employees within organizational units
- Establishment of Job Groups and relevant academic Disciplines
- Development of Labor Market Availability measures
- Utilization Analysis for Job Groups and Disciplines
- Review of Personnel Actions (e.g., Hiring, Separation, Promotion)
- Review of Recruitment Activity
- Review of Hiring from Civil Service applicant pools
- Review of Compensation.

Details on these prescribed methods are provided in by the U.S. Department of Labor's Office of Contract Compliance Programs (OFCCP) at: [Click for U.S. Department of Labor Website](#)

DATA SOURCES FOR THIS REPORT

Employee Data

The main data source for current employees is an extract from CUNY's system of record, CUNYFirst, of full-time active employees as of June 1, 2019 (downloaded in early July). The population includes individuals on selected paid leaves, such as medical leave or fellowship/sabbatical leave. We do not include individuals on retirement/terminal leaves, student workers or individuals employed by CUNY's separate Research Foundation.

CUNY's employees are invited to self-identify as members of protected groups. Employees may update their selection at any time via an Employee Self-Service portal, and the College last conducted a self-identification canvas in May 2018. It contacted employees via email, providing instructions and a Question and Answer document explaining the reasons behind collecting self-identification data, and stressing that providing this information was voluntary. The next comprehensive canvas is scheduled for 2020.

The same choices are available to job applicants, who are invited to self-identify using the job application portal in CUNYFirst.

Self-Identification Categories

To evaluate representation by race/ethnicity, we use federally-mandated categories:

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

American Indian/Alaska Native and Two or More Races are included under Total Minority but not separately reported. Hispanic/Latino is a choice that has priority, so, if for example a person identifies as both Hispanic/Latino and Asian, they are recorded as Hispanic/Latino, and not as Two or More Races.

We also ask for identification of Italian American ethnicity consistent with University legal settlements dating to the 1990's. Information on Italian Americans is analyzed in a separate Italian American Affirmative Action Plan. To retain overall comparisons to individuals in federal categories and to prevent double-counting, Italian Americans are not included in the Total Minority category in either plan. If an individual identifies in a federally-protected race/ethnicity and as Italian American, we default to the federally-protected race/ethnicity, again to prevent double counting.

To evaluate representation by gender, we use federally-mandated categories of Male and Female. Our system captures non-binary general identification but only individuals identifying as "female" are included in the protected gender category.

Of a total of 1234 employees, 1 employee did not identify a gender and 1 employee either did not identify a race/ethnicity or did not completely specify one (for example, identified as non-Hispanic without providing a specific race/ethnicity). Anyone who did not specify a gender and/or ethnicity is included in the Workforce Analysis but not assigned to a protected group for further analyses.

Of a total of 1234 employees, 724 employees did not identify a Veteran status and 1110 did not identify a Disability status. Self-identification in these categories is a priority for future self-identification campaigns.

Labor Market Source Data

One of the required reviews is a comparison of the employee population with the Labor Market from which the college would reasonably recruit, train, or promote. The University re-calculated availability for this year's report. Given that estimates were substantially updated for this cycle, some availability estimates are materially different from those in prior plans. The following is a general summary of data sources for this year's report as compared to the previous plans.

Used for This Report	Used for 2017 and 2018 Reports	Impact
For internal candidates, CUNY-wide review of employee appointments over 2016-2017 and 2017-2018 to determine weighting and feeder jobs. Employee population based on June 1, 2018 census (start of last plan year).	Based on various reviews performed between 2011 and 2015. Last updated in 2015.	Advances data by between three and seven years, depending on group.
For external candidates, the American Community Survey of the US Census (ACS), 5-year estimate, 2013-2017 (final).	American Community Survey data, 5-year estimate, 2007-2011 (final).	Advances data by six years.
Faculty discipline estimates based on the US Dept. of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data for 2015-2016 (final). Disciplines evaluated by Classification of Instructional Programs (CIP), most often at the two-digit level (major category).	IPEDS degree completion data for 2013-2014.	Advances data by two years.

WORKFORCE ANALYSIS

The Workforce Analysis is a review of overall representation of females and minorities by division, department and title/rank. It is presented by job title in a hierarchical order so that higher paid/higher ranked jobs are listed first. It is used to evaluate diversity by organizational unit rather than job group.

Due to length, Workforce Analysis charts are not included here.

- 622 or 50.36% of staff members identify themselves as female and 612 or 49.55% identify themselves as male.
 - a. Of the above staff members who identify themselves as female, 360, or 57.87% identify themselves as belonging to one of the “minority” groups.
 - b. Of the above staff members who identify themselves as male, 286, or 46.73% identify themselves as belonging to one of the “minority” groups.
 - c. The total number of those who identify themselves in the “minority” group as females exceed those who identify themselves as males in the “minority” group by 75.

- 622 or 50.36 identify themselves as belonging to one of the “minority” groups and 646, or 52.13% identify themselves as being “White” (and not “Italian”). Thus, the total number of staff members who identify themselves as being part of a “minority” group exceed the number of staff members who identify themselves as being “White” (and not “Italian”) by 107.
- 49 or 3.96% of the staff identify themselves as Italian-American; 22 or 44.89% of those in this group, identify themselves as female and 27 or 55.10% as males.

JOB GROUPS, DISCIPLINES, AND MARKET DATA

This section summarizes design issues underlying the analyses.

Job Groups

With the exception of the Workforce Analysis (reviewed by department), we analyze data by job group (jobs with similar duties, qualifications, and other conditions of employment). The University establishes the job groups and reviews them annually. These are detailed in **Appendix C**, with a summary at the end of this section.

Each employer defines its own job groups, but all groups can be summarized into larger, standard categories which are referred to as EEO-1 categories.

This year, the University made the following updates:

- The Peace Officer groups were adjusted so that there is a Campus Security Assistant job group and a Campus Peace Officer job group. Previously, Campus Peace Officer-1 was comprised of Campus Security Assistant and Campus Peace Officer Level 1, and Campus Peace Officer Level 2 was in a separate group. It was determined by consulting with the University’s Civil Service Unit that the adjusted groupings more closely reflected duties and qualification requirements.
- The title of Supervisor – Maintenance and Labor was moved from “Skilled Trades Supervisory” to “Craft-Buildings and Grounds” recognizing that this title does not supervise titles in the Skilled Trades and has different qualification requirements.
- The University introduced three new titles to the Broadcast/Media Job Group related to Media and Production.
- The University introduced other titles, most in the executive ranks, assigned to job groups as appropriate.

Disciplines

We conduct an additional level of review for Faculty and College Laboratory Technicians with

groupings based on discipline. With few exceptions, faculty departments are assigned to disciplines within the Classification of Instructional Programs (CIP), previously described. Discipline for College Laboratory Technicians was determined by assigning departments to either a Scientific/Engineering/Technical group or a General group.

This year, the discipline of “Public Administration and Social Work” was split into its component parts at the request of units with large departments in these disciplines.

Appendix D presents a listing of faculty disciplines with the underlying academic departments at the College, noting any necessary exceptions.

Exhibit: Job Groups and Staffing 6/1/19

See following page.

Exhibit: Workforce Summary

Baruch College

Total Employees: 1,234

Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %
Administration 1 (Executive)	33	18	54.5%	11	33.3%
Administration 2 (Manager)	155	108	69.7%	69	44.5%
Facility Manager	1				
IT Computer Manager	2			2	100.0%
Security Manager	2	1	50.0%	2	100.0%

Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %
Faculty-Professorial	428	166	38.8%	132	30.8%
Faculty Librarians	21	10	47.6%	10	47.6%
Faculty-Lecturer	61	28	45.9%	14	23.0%

Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %
Accountant	6	6	100.0%	5	83.3%
Administration 3 (Professional)	199	146	73.4%	138	69.3%
Administration 5 (Engineer-Architect)	2			2	100.0%
IT Computer Professional	25	7	28.0%	22	88.0%

Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %
Accountant Assistant	7	5	71.4%	6	85.7%
Administrative Assistant	21	17	81.0%	15	71.4%
Office Assistant	53	46	86.8%	40	75.5%
Mail Services Worker	3	1	33.3%	3	100.0%

Craft Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %
Basic Crafts-Buildings and Grounds	12			7	58.3%
Laborers and Helpers	2			1	50.0%
Skilled Trades-Supervisor	2				
Skilled Trades	23	1	4.3%	3	13.0%

Technicians

Job Group	Staff	Female #	Female %	Minority #	Minority %
Administration 4 (College Lab Tech)	7	4	57.1%	3	42.9%
Broadcast/Media	4			4	100.0%
IT Support Technician	1	1	100.0%	1	100.0%

Service Workers and Others

Job Group	Staff	Female #	Female %	Minority #	Minority %
Campus Public Safety Sergeant	10	1	10.0%	9	90.0%
Campus Peace Officer	34	9	26.5%	34	100.0%
Campus Security Assistant	33	13	39.4%	31	93.9%
Custodial Supervisor	10	3	30.0%	10	100.0%
Custodial	77	31	40.3%	72	93.5%

Labor Market Availability Calculations

Labor Market Availability is an estimate used to benchmark utilization of protected groups. It represents the proportion of each protected group available for employment in the labor market from which we recruit (internal or external). CUNY typically reviews Labor Market Availability every other year, and revised the estimates for this plan.

Appendix C and **Appendix D** referenced above provide details about the basis of availability calculations for each job group and discipline.

Internal Labor Market

The internal labor market is considered to be University-wide and currently reflects the full-time employee population. Estimates were based on a review of 2016-2017 and 2017-2018 job moves of CUNY employees. The result is an estimated weighting of internal hiring by job group and identification of feeder jobs and conditions (such as permanency status). We identified feeder jobs regardless of the official promotional path. Outliers were excluded.

The availability calculations are based on the Census Date of the last plan year, June 1, 2018, a reasonable estimate of the available internal market between June 1, 2018 and June 1, 2019. This June 1, 2018 census consisted of 20,504 full-time employees.

External Labor Market

Estimates for the external markets vary by job group. The following factors are used:

Internal/External Weighting

The external weighting is based on the review of internal hiring as described above.

Geography

Geography varies by job group and is based on CUNY policy as well as a review of CUNY experience. One of the following geographic labor markets is used:

- A national labor market is applied to the following groups: Administration 1 – Executive, Faculty – Professorial, and Faculty – Instructor Rank. This is consistent with CUNY policies that it should recruit as broadly as possible in these groups; CUNY also can offer relocation assistance for hires in these groups.
- For Faculty in the Lecturer group, a two-state region of New York and New Jersey is utilized because IPEDS completion data is only available by State and recruiting is regional rather than national.
- A New York State-only labor market is applied to the following groups, as due to statute, New York State residency is required for appointments to titles in these groups:
 - College Security Assistant
 - Campus Peace Officer
 - Campus Public Safety Sergeant

- Security Manager
- The New York/New Jersey Metropolitan Statistical Area (MSA) will be utilized as the labor market for all remaining non-faculty job groups. A review of hires in the past year indicates that 98.6% of new hires in these groups reside within this MSA. This area represents a large and highly diverse population.

Qualifications – Other than Collegiate Faculty

- Occupational Group – CUNY compared the Standard Occupational Classification assigned to every job title with the available Census Occupational Codes and determined those codes that would best represent the labor market.
- Degree Requirements – Degree requirements were applied based on the minimum degree requirement for the lowest-ranked job in the job group. These range from No Educational Requirement through Master’s Level degrees for non-faculty.
- Experience Level – in a few cases where there is a requirement for a specific number of years of experience following a degree, we used age as a proxy, utilizing standards created for Census data; for example, a Bachelor’s degree assumes a standard age of 21, so a Bachelor’s degree plus four years of experience would correspond to a minimum age of 25.

Qualifications - Collegiate Faculty – Federal Plan

Collegiate Faculty are assigned to the Professorial, Instructor, or Lecturer job groups. Availability for these groups in the federal plan is based on a combination of degree requirements and academic discipline.

- Degree Requirements – these are applied as follows:
 - Professorial – Doctoral Degree
 - Instructor – Master’s Degree
 - Lecturer – Bachelor’s Degree or Master’s Degree.
- Discipline -- Within each Faculty job group, we analyze utilization by academic program or discipline. The University codes its disciplines using the US Department of Education’s “Classification of Instructional Programs” (CIP). We assign an academic discipline to each academic department using the CIP coding, usually at the 2-digit level (major category). On an exception basis, we either calculate a blended labor market availability for interdisciplinary programs, or create an exception assignment of individual faculty to specific disciplines. Where multiple departments are assigned to the same discipline we may also review a break-out by department within discipline.

Qualifications – Collegiate Faculty - Italian American Plan

Discipline-specific data is not available for Italian-American ancestry and instead we utilize American Community Survey data for Professorial Faculty, Instructor Faculty, and Lecturer Faculty in consolidated groupings.

UTILIZATION ANALYSIS

We evaluate utilization of females and total minorities by job group as compared with the estimated labor market. While required only for the Total Minority category, CUNY has traditionally included a review by protected ethnicity. The resulting groups are:

- Female
- Total Minority
- Asian/Hawaiian/Other Pacific Islander
- Black/African American
- Hispanic/Latino
- Italian American (Italian American Plan only).

There must be at least five incumbents in order to evaluate a job group. Job groups with 30 or fewer employees produce results that are less reliable, and more variable, than job groups with larger populations.

We report underutilization where the utilization of individuals in a protected group is more than 20% below labor market and where the difference can be expressed as at least one full-time equivalent employee.

Job groups and disciplines for which there is underutilization are considered priorities for placement goals and enhanced outreach when there are hiring opportunities.

Appendix E details the utilization/underutilization of each individual Job Group/Affirmative Action Unit and Academic Program/Category (Faculty and College Laboratory Technicians).

Changes in utilization from year to year may arise from multiple factors. Obviously, updates to availability calculations and job groups will have significant impact, but other factors include actual hires, promotions, and separations. It is usually not possible to pinpoint a single, direct cause. In job groups with small numbers of employees, utilization may change substantially even if only single employee is replaced.

The following factors in updating Labor Market Availability may have an impact on underutilization results:

- Change in timing of external data – moving our basis for comparison to more recent years
- Change in internal/external hiring patterns – including the ratio of internal to external hires and the types of jobs from which we recruit internally
- Change in composition of job groups and the mapping of occupational codes to job groups.
- Change in designated geography.

The following Exhibit summarizes staffing and underutilization for each job group at the College with a comparison to the previous year.

Exhibit: Summary of Underutilization and Goals

See following page.

Exhibit: Summary of Historical Changes in Underutilization -Staff and College Lab Techs

Baruch College

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

This summary provides three measurements:

-2018: Underutilization reported in the previous plan (i.e., last year, calculated with last year's staffing and last year's Labor Market Availability estimates).

-2019: Underutilization reported in the current year (i.e., this plan, calculated with this year's staffing and updated Labor Market Availability estimates).

-A hypothetical underutilization were CUNY still using last year's Labor Market Availability estimates with this year's staffing. This measurement provides insight into the impact of changes in Labor Market Availability estimates on underutilization calculations (i.e., changes which are not due to outreach, employee turnover, or other college-specific factors).

Also, in 2019 the arrangement of job groups for security staff has changed. The 2018 figures reflect the prior organization (job groups named CPO-1 and CPO-2) and the 2019 figures reflect the new organization (Campus Security Assistant and Campus Peace Officer). The prior CPO-1 group contained Campus Security Assistant and Campus Peace Officer Level 1 only and CPO-2 contained Campus Peace Officer Level 2 only). The new groups are Campus Security Assistant and CPO (both CPO-1 and CPO-2 titles).

Category: Executive/Administrative/Managerial

		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Administration 1 (Executive)							
	2018	30					2
	2019	33					
2019	Hypothetical using 2018 Labor Mkt	33					
Administration 2 (Manager)							
	2018	153					
	2019	155				7	
2019	Hypothetical using 2018 Labor Mkt	155					

Category: Professional Non-Faculty

		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Accountant							
	2018	6				1	1
	2019	6				2	
2019	Hypothetical using 2018 Labor Mkt	6				2	
Administration 3 (Professional)							
	2018	190					

Exhibit: Summary of Historical Changes in Underutilization -Staff and College Lab Techs

Category: Professional Non-Faculty

		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Administration 3 (Professional)							
2019		199					
2019	Hypothetical using 2018 Labor Mkt	199					
IT Computer Professional							
2018		25					
2019		25	4				
2019	Hypothetical using 2018 Labor Mkt	25					

Category: Administrative Support Workers

		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Accountant Assistant							
	2018	6					
	2019	7					
2019	Hypothetical using 2018 Labor Mkt	7					
Administrative Assistant							
	2018	23					2
	2019	21					1
2019	Hypothetical using 2018 Labor Mkt	21					2
Office Assistant							
	2018	61					
	2019	53					
2019	Hypothetical using 2018 Labor Mkt	53					

Category: Craft Workers

		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Basic Crafts-Buildings and Grounds							
	2018	9	2				
	2019	12	2		1	1	
2019 Hypothetical using 2018 Labor Mkt		12	2				

Exhibit: Summary of Historical Changes in Underutilization -Staff and College Lab Techs

Category: Craft Workers

		UNDERUTILIZATION				
Total Staff		Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
24			3	1	2	
23			7		3	4
23			4		2	2

Category: Technicians

		UNDERUTILIZATION				
Total Staff		Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
5						1
5						

Category: Service Workers and Others

		UNDERUTILIZATION				
Total Staff		Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
34				2		
34				1		
58						
6						
12	2		1			
10	1					
10	1		1			
33						

Category: Service Workers and Others

UNDERUTILIZATION					
Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino

Campus Security Assistant

2019 Hypothetical using 2018 Labor Mkt	33					
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Custodial

2018	76					
2019	77					
2019 Hypothetical using 2018 Labor Mkt	77					

Custodial Supervisor

2018	11	1				
2019	10			1		
2019 Hypothetical using 2018 Labor Mkt	10					

Exhibit: Summary of Historical Changes in Underutilization - Faculty

Baruch College

This is a summary of underutilization, of protected groups by faculty Job Group and Discipline. Only those combinations of Job Group and Discipline with five or more faculty are reported.

This summary provides three measurements:

-2018: Underutilization reported in the previous plan (i.e., last year, calculated with last year's staffing and last year's Labor Market Availability estimates).

-2019: Underutilization reported in the current year (i.e., this plan, calculated with this year's staffing and updated Labor Market Availability estimates).

-A hypothetical underutilization were CUNY still using last year's Labor Market Availability estimates with this year's staffing. This measurement provides insight into the impact of changes in Labor Market Availability estimates on underutilization calculations (i.e., changes which are not due to outreach, employee turnover, or other college-specific factors).

Other Changes for 2019:

-Librarians are reported in a separate Job Group. In 2018 they were reported with Professorial faculty.

-The former discipline of Public Administration and Social Service Professions was separated into two disciplines: Public Administration and Social Service Professions. 2018 numbers are reported under the combined discipline, and 2019 numbers are reported separately.

Faculty-Lecturer		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Business, Management, Marketing, Support Services							
	2018	22	2	1	1		
	2019	21		3	2		1
	2019 Hypothetical using 2018 Labor Mkt	21			1		
Mathematics and Statistics							
	2018	9		3	2		
	2019	10	1	4	2	1	1
	2019 Hypothetical using 2018 Labor Mkt	10	1	3	2		
Public Administration							
	2019	9		3	1	1	1
	2019 Hypothetical using 2018 Labor Mkt	9	2	2		1	1
Public Administration and Social Service Professions							
	2018	11	2	3	1	1	1
Faculty-Librarian		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino

Exhibit: Summary of Historical Changes in Underutilization - Faculty

Faculty-Librarian		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Faculty Librarians (prior to 2019 were in Professoriate)							
	2018	20	7				
	2019	21	7				
2019	Hypothetical using 2018 Labor Mkt	21	7				
Faculty-Professorial							
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
Biological and Biomedical Sciences AND Physical Science							
	2018	25					
	2019	23	3	2	1		1
2019	Hypothetical using 2018 Labor Mkt	23		2	1		
Business, Management, Marketing, Support Services							
	2018	125	14			23	2
	2019	129	13			26	3
2019	Hypothetical using 2018 Labor Mkt	129	15			25	
Communications, Journalism, and Related Programs							
	2018	26		2		1	1
	2019	26		2			1
2019	Hypothetical using 2018 Labor Mkt	26		2		1	1
English Language and Literature/Letters							
	2018	35					
	2019	38					
2019	Hypothetical using 2018 Labor Mkt	38					
Foreign Languages, Literatures, and Linguistics							
	2018	15	3				
	2019	15	3				
2019	Hypothetical using 2018 Labor Mkt	15	3				
History							
	2018	12					
	2019	13					
2019	Hypothetical using 2018 Labor Mkt	13					
Legal Professions and Studies							
	2018	13		2		2	
	2019	14		4	1	1	2

Exhibit: Summary of Historical Changes in Underutilization - Faculty

Faculty-Professorial		UNDERUTILIZATION					
		Total Staff	Female	Total Minority	Asian/NatH aw./Other Pac. Isl.	Black/ African Am.	Hispanic/ Latino
2019 Hypothetical using 2018 Labor Mkt		14		3		2	
Mathematics and Statistics							
2018		55	4				
2019		57				1	
2019 Hypothetical using 2018 Labor Mkt		57	3			1	
Philosophy and Religious Studies							
2018		6	2				
2019		6	2				
2019 Hypothetical using 2018 Labor Mkt		6	2				
Psychology							
2018		23	5	1		1	1
2019		23	7	2		1	1
2019 Hypothetical using 2018 Labor Mkt		23	7			1	
Public Administration							
2019		39	10			6	
2019 Hypothetical using 2018 Labor Mkt		39	12			7	
Public Administration and Social Service Professions							
2018		38	12			7	
Social Sciences							
2018		25		1			2
2019		26					1
2019 Hypothetical using 2018 Labor Mkt		26	3				1
Visual and Performing Arts							
2018		16		1			1
2019		15				1	1
2019 Hypothetical using 2018 Labor Mkt		15					1

Utilization, Underutilization, and Placement Goals

Appendix E reports that the following faculty disciplines and professional non-faculty categories have no underutilization:

No underutilization

Faculty	Staff
English History	Administration 1 (Executive) Administration 3 (Professional) Accountant Assistant Office Assistant Campus Security Assistant Custodial

Reduction in underutilization (Changes from 2018 – 2019)

Faculty	Staff
<p>Communications, Journalism, and Related Programs: Underutilization for Blacks was reduced for 1 to 0.</p> <p>Legal Professions and Studies: Underutilization for Blacks was reduced from 2 to 1.</p> <p>Social Science: Underutilization for Hispanics was reduced from 2 to 1.</p>	<p>Accountant: Underutilization for Asians was reduced from 1 to 0.</p> <p>Administrative Assistant: Underutilization for Hispanics was reduced from 2 to 1.</p> <p>Skilled Trades: Underutilization for Asians was reduced from 1 to 0.</p> <p>Administration 4 (College Lab Tech) – Sci/Tech/Eng: Underutilization for Hispanics was reduced from 1 to 0.</p> <p>Campus Peace Officer: Underutilization for Asians was reduced from 2 to 1.</p> <p>Campus Public Safety Sergeant: Underutilization for females was reduced from 2 to 1. Underutilization for Asians was reduced from 1 to 0.</p> <p>Custodial Supervisor: Underutilization for females was reduced from 1 to 0.</p>

Above changes in underutilization maybe due to the change in labor market availability data used in this year's version of the Affirmative Action Plan.

Marxe's School of Public and International Affairs (SPIA) has an active Faculty Diversity Committee. A member of that committee serves on every one of SPIA's searches and recommends strategies for improving the diversity of the pools. They also recommend diversity initiatives that are not directly related to hiring. The Zicklin School continues to invest in the PhD Project for long term deployment of underrepresented populations.

During the FY 18-19, the Weissman School completed 22 faculty hires, which included lecturers. Out of the 22 faculty hires 11 were female. Of these 11 females, 3 were African American, 2 were Asian and 2 were Hispanic. This was achieved by working closely with different departments in order to maximize the chances that underrepresented were hired in the school.

In addition, Appendix E reports that there is no underutilization in the Administration 1 (Executive) job group. In total, 18 of the 33 employees in this job group are females. In addition, 11 of the 33 employees are minorities. The underutilization of Hispanics was reduced from 2 to 0. Of the 5 hires made in this job group, there was a Black female, Hispanic female and a Hispanic male.

OTHER ANALYSES

Personnel Activity

We review personnel actions for adverse impact (personnel decisions made at substantially different rates for different groups). We report activity for those groups which have a material number of actions and/or applicants over the previous plan year.

Appendix F provides detail on personnel activity by Job Group, rolling up to larger EEO-1 categories:

- Job Actions by Gender and Ethnicity
- Faculty Tenure Actions by Gender and Ethnicity (by department and by job group).

We compared employee title changes between reference dates (i.e., June 1, 2018 and June 1, 2019). The reports track hires, moves to a higher or lower Job Group, moves within a Job Group, and Separations.

Personnel actions involving employees who leave one Job Group to take a position in another are reported as two actions (separated from one group and joined another group). Personnel actions taking place across CUNY colleges are likewise treated as a separation from one college and a hire in the other.

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). Individuals are eligible after meeting service requirements. There is an additional review process for Professorial Faculty, involving department and College-wide Personnel and Budget Committees making recommendations to the President. It is also possible for a faculty member to be hired with Tenure. Faculty reported here received tenure/CCE status effective September 1, 2018.

The tenure report tracks the following statuses:

- Awarded Tenure
- Hired with Tenure
- Denied Tenure (not common).

Appendix F reports a total of 14 faculty members who have received tenure. No faculty members were denied tenure this FY. Out of the 14 faculty members, 11 faculty members gained tenure and 3 faculty members were hired with tenure. Out of the 11 faculty members that gained tenure, 1 was a Hispanic female. In addition, 3 were female. Out of the 3 faculty members hired with tenure, 2 were female.

Recruiting Activity

Recruiting and selection should promote diversity as well as operational effectiveness.

Prior to posting a job vacancy, the Chief Diversity Officer reviews posting language from the standpoint of language or requirements that could impose bias. In most cases, the Chief Diversity Officer also reviews a Recruiting Plan for intended outreach.

Many hiring efforts are conducted by a diverse Search Committee, particularly searches for faculty, administrators, and executives. The Chief Diversity Officer provides an orientation, or “charge”, to committee members on effective selection practices, including practices aimed at reducing the potential for bias. The CDO reviews the applicant pool for sufficient representation and certifies the pool prior to a review by the committee. The CDO reviews the list of individuals selected for interviews, and at the end of the recruiting process, approves the entire search.

The standard in evaluating recruiting data is referred to as Impact Analysis. Federal guidelines are that “Adverse Impact” may occur when any one group has a selection rate less than 80% of the selection rate of the most-selected group.

Appendix G summarizes recruiting and selection by job group based on available data about searches that were concluded with a job offer between June 1, 2018 and May 31, 2019. We report all searches resulting in an offer regardless of whether the search was cancelled at some point after an offer was made.

For some job groups, notably faculty, there is a significant gap between offer and start dates (sometimes six months or more). We track the conclusion of a search based on accepted job offer, not start date, in order to avoid a lag in reporting search results. The impact, however, is that the number of offers reported may not match the number of hires in the personnel exhibits.

Applicant categories follow the federal guidelines for Internet Applicants:

- Applicant (Qualified individual submitting an application for a specific position)
- Interview (Selected for an interview, and interviewed)
- Offer/Hire (Selected for the position)

The Chief Diversity Officer reviews applicant self-identification data and determines if there is a need to adjust recruiting and outreach plans in attract diverse, qualified applicant pools.

There was a large decrease in the amount of applicants that applied to positions at Baruch this year compared to the previous two years. The decrease might be, in part, caused by many of the college's searches being closed due to budgetary issues. Also, compared to last year which had 167 job openings, the current year only had 68 job openings.

	2018-2019	2017-2018	2016-2017
Total number of job openings	68	167	76
Total number of jobs filled	65	130	69
Total number of applicants for all jobs	3,935	17,442	11,125
Total number of applicants hired	67	152	77

Hiring from Civil Service Applicant Pools

The College participated in 6 University-wide hiring pools for Classified Civil Service hires. At a hiring pool, applicants who are pre-qualified based on a Civil Service examination score indicate their interest in working at one or more Colleges, and colleges make selections as per Civil Service regulations. These hires are included in the counts of employees hired in [Appendix F](#) and the counts of applicants in [Appendix G](#).

Title	Number of Hires	Demographics
Campus Security Assistant (2 hiring pools 10/9/2018 & 2/4/2019)	4 Hires	3x Black, Female 1x Asian, Male
Oiler (1 hiring pool 9/17/2018)	1 Hire	1x Asian, Male
Maintenance Worker (1 hiring pool 9/26/2018)	2 Hires	1x Black, Male 1x Hispanic, Male
Stationary Engineer (2 hiring pools 8/16/2018 & 9/7/2018)	4 Hires	4x White, Male

Compensation

The University manages pay plans according to title and/or bargaining unit. These include an Executive Compensation Plan (ECP), Faculty and Non-Teaching Instructional Staff Pay Schedules, Classified Civil Service Plans for Managerial Personnel and Non-Managerial Staff, and Prevailing Wage schedules for Skilled Trades.

Pay plan flexibility can be limited by bargaining unit contract, Civil Service regulations, Prevailing Wage determinations, and/or University policy.

We review overall practices such as:

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

We also review salaries by job group and title and evaluate areas where there is a discrepancy of 5% or more based on average salary as well as a material number of employees.

PART THREE: ACTION-ORIENTED PROGRAMS

This section provides a qualitative assessment, evaluates how the College has, or has not, achieved its goals, and details activities aimed at achieving the coming year's goals.

Part Three contains:

- Implementation of Prior-Year Programs
- Implementation of 2018-2019 Programs
- Ongoing Activities in Support of Affirmative Action
- Internal Audit and Reporting.

IMPLEMENTATION OF PRIOR-YEAR PROGRAMS

Over the prior plan year, the College undertook the following programs to support Affirmative Action and create a climate of inclusion.

Summary of Campus Programs, 2018-2019

Program	Impact
<p>Richard Rothstein - The Color of Law: A Forgotten History of How Our Government Segregated America</p> <p>Richard Rothstein is a research associate of the Economic Policy Institute and fellow at the Thurgood Marshall Institute of the NAACP Legal Defense Fund, he made remarks, answered questions, and signed copies of his book, <i>The Color of Law</i>. The book expands upon and provides a national perspective on his recent work that has documented the history of state-sponsored residential segregation.</p>	<p>All of the listed programs helped foster a climate of inclusion. Furthermore, some of the programs have help inform the campus community regarding issues of racial justice and fairness.</p> <p>Gillian Thomas – Sex Discrimination at Work: Then and Now and Being Queer in the Workplace: A panel discussion yielded useful information regarding the struggles women and LGBTQ employees encounter in the workplace.</p> <p>CURB activities, which have included book discussions open to campus community, have connected faculty and staff to continue discussions on best practices for achieving diversity.</p>
<p>CERRU: The Center for Ethnic, Racial, and Religious Understanding (CERRU)</p> <p>Queens College provided a workshop for Baruch staff on building and fostering cultural competency skills through the use of dialogue and undoing bias techniques.</p>	
<p>Being Queer in the Workplace: A Panel</p> <p>This event offered, in collaboration with the Starr Career Development Center and the Office of Alumni Relations and Volunteer Engagement, a panel of professionals who addressed widely held concerns of the LGBTQ+ community in the workplace.</p>	
<p>Loud and Proud: An LGBTQ + Faculty & Staff Teach-in</p> <p>This event promoted dialogue around issues, concerns, and pride at Baruch.</p>	

Program	Impact
<p>Welcoming remarks were given by Weissman School Dean Aldemaro Romero Jr., PhD. The event was facilitated by multiple Professors at Baruch and was sponsored by the Office of Diversity, Compliance & Equity Initiatives.</p>	
<p>LGBTQ+ Allies Meet & Greet</p> <p>Faculty, staff, alumni, and student allies joined together to help foster and further develop a supportive and inclusive community at Baruch</p>	
<p>“Promoting Equality in an Age of Austerity: The Role for State and Local Governments”</p> <p>The National Academy of Public Administration (NAPA) Social Equity Leadership Conference on “Promoting Equality in an Age of Austerity. The Role for State and Local Governments”: They examined best practices designed to achieve racial, gender, and economic equity in the current climate of reduced federal budgets. It was co-sponsored by NAPA’s Standing Panel on Social Equity in Governance and the Marx School of Public and International Affairs.</p>	
<p>Peace Corp Panel</p> <p>This event included a panel of returned Peace Corps volunteers who work and teach at Baruch. The event took place during the College’s International Education Week (November 12–16), offering a discussion of service and a Q&A with panelists.</p>	
<p>Gillian Thomas – Sex Discrimination at Work: Then and Now</p> <p>Gillian Thomas is a senior staff attorney</p>	

Program	Impact
<p>with the American Civil Liberties Union Women’s Rights Project. She previously litigated sex discrimination cases at the U.S. Equal Employment Opportunity Commission and at Legal Momentum (formerly NOW Legal Defense and Education Fund) as well as at private firms in New York and Philadelphia. She is the author of <i>Because of Sex: One Law, Ten Cases, and Fifty Years That Changed American Women’s Lives at Work</i> (St. Martin’s Press, 2016).</p> <p>Ms. Thomas discussed her book as well as the Supreme Court’s landmark sex discrimination cases. She spoke about how history can teach us about the fight to achieve gender justice on the job. In addition, she provided answers to the following questions: What are the existing legal protections for working women? How were those victories won? And what lessons can we learn from those past battles, in order to make progress in the future?</p>	
<p>Ajay Nair, PHD President of Arcadia University The Inaugural Robert C. Weaver President Lecture Series</p> <p>The inaugural lecture focused on diversity and leadership in honor of Baruch College’s first president, Robert C. Weaver. In addition to his legacy at Baruch College, Dr. Weaver is remembered as the first African American to be appointed to a U.S. cabinet-level position. He served as the first U.S. Secretary of Housing and Urban Development from 1966 through 1968 and Baruch College president from 1968 through 1970.</p> <p>The inaugural speaker was Ajay Nair, PhD, president of Arcadia University, a nationally recognized expert in student affairs issues and an accomplished social justice, race, and ethnicity scholar. Dr. Nair was the first person of color to be appointed president at Arcadia and is among the first college or university presidents of Indian American</p>	

Program	Impact
descent in the U.S. His talk, entitled “Leading from the Center,” focused on higher education’s mission in the 21st century—what it means and what it takes to be influential in the current context—and left attendees with a call to action regarding influence, advocacy, and authentic leadership.	
<p>CURB Meetings</p> <p>The Baruch "Coalition to Undo Racism at Baruch" is a monthly meeting for administrators, faculty and staff who have attended the Undoing Racism Workshop and wish to continue connecting about the workshop and anti-racist work on campus.</p>	

IMPLEMENTATION OF 2019-2020 PROGRAMS

In this section, we affirm the College’s placement goals and key initiatives for the coming year.

Planned Campus Programs, 2019-2020

Program	Expected Impact
<p>Dionne Ford, co-editor of <i>Slavery’s Descendants: Shared Legacies of Race and Reconciliation</i>: The contributors to the book tell their stories of dealing with America’s racial past through their experiences and their family histories. Some are descendants of slaveholders, some are descendants of the enslaved, and many are descendants of both slaveholders and the enslaved. They share a commitment for critical discussion and thinking about our nation’s history of oppression and its impact and their quest to achieve a vision of a just and truth society that acknowledges the past and seeks to heal.</p>	<p>All of the listed programs will help foster a climate of inclusion. Furthermore, some of the programs will help inform the campus community about racial justice and fairness issues.</p>

Program	Expected Impact
<p>Film Screening, <i>True Justice</i>: An HBO documentary that features the work of Bryan Stevenson, founder and director of the Equal Justice Initiative, an organization committed to ending mass incarceration and excessive punishment. This is a fitting sequel to Netflix's 13th documentary, which we featured last year.</p>	
<p>Mix and Mingle, Black Male Initiative: (BMI) staff invites all faculty and staff to connect with the BMI staff to explore opportunities for partnership and collaborations.</p>	
<p>Challenging Historical Adversities Today: An educational dialogue about anti-blackness ideologies in the Latinx community.</p>	
<p>Latinos Profesionales: Latinx professionals from various fields will discuss what it is like to be Latinx in the work environment. Co-sponsored by the Office of Alumni Relations and Volunteer Engagement and the Starr Career Development Center.</p>	
<p>LGBTQ and Allies Meet and Greet: An event to network with faculty, staff, alumni, and students. To help foster and further develop a supportive and inclusive community at Baruch.</p>	
<p>LGBTQ+ Alumni and Employer Event: The Starr Career Development Center and the Office of Alumni Relations and Volunteer Engagement, are hosting a professional event focusing on the experiences of being LGBTQ+ in the workplace. This event will feature a panel of professionals and employers.</p>	
<p>Transgender Day of Remembrance: Join us as we remember and celebrate those who have been killed by transgender based violence. Learn about what you can do to support those impacted.</p>	

ONGOING ACTIVITIES IN SUPPORT OF AFFIRMATIVE ACTION

The College's programs benefit from additional University-wide recruitment, diversity, and compliance programs. The University:

- Sends job postings to State Workforce Agencies and Veterans' career centers
- Maintains consolidated advertising programs, including job boards serving Veterans, Individuals with Disabilities, women, and protected minority groups
- Maintains social media accounts for recruitment and employment branding
- Advertises and administers Civil Service examinations
- Publishes guides and training materials on effective recruiting and selection
- Publishes an annual notice of non-discrimination in the New York Times newspaper
- Provides training and ongoing updates to Chief Diversity Officers.

In 2018-2019, the University implemented a University-wide on-line training program for faculty and staff on sexual harassment prevention. The College is in the process of assuring that all employees benefit from this training.

Recruitment policies support developing diverse applicant pools through:

- Required posting of open positions and of Civil Service Notices of Exam; typical faculty vacancies are posted for 30-60 days and administrative vacancies are posted for 14-30 days
- Collection of all applications into a single automated system where pre-established screening practices relevant to the specific function may be applied
- A job application process where candidates are automatically invited to self-identify race/ethnicity, gender, veteran status, and disability status; data is kept confidentially and used to analyze the composition of applicant pools
- For many positions, a committee recruiting process by which a diverse team evaluates candidates according to consistent criteria and job-related interview questions
- An annual survey of newly appointed employees to identify potential areas of concern in how the College communicates with its candidates.

INTERNAL AUDIT AND REPORTING

The Chief Diversity Officer posts and distributes notices of policies, changes in regulations, and similar compliance information, and makes the Affirmative Action Plan available for public inspection. He/she also integrates compliance information into training programs for faculty, students, and staff.

The Chief Diversity Officer is responsible for audits and reviews of the effectiveness of College programs. This includes:

- Monitoring records of personnel activities, including new hires, transfers, promotions, and terminations
- Monitoring the status of employee self-identification programs
- Reviewing the effectiveness of recruiting outreach and advertising
- Monitoring complaints or incident reports which may indicate underlying trends
- Reviewing personnel activities and the Affirmative Action Plan with senior level officers
- Advising management of program effectiveness and provide recommendations for improvement.

The College maintains employment records in the central CUNYFirst system used to provide the data underlying Affirmative Action Plans. The Chief Diversity Officer works with Human Resources staff to assure College records are complete, accurate, and timely.

The University reports statistics and diversity metrics to the University community and the CUNY Board of Trustees.

PART FOUR: INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

Federal regulations mandate Affirmative Action plans address hiring and advancement of Individuals with Disabilities and Veterans.

The sections of Part Four, as mandated by regulation, are:

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

EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

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

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

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

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

The City University of New York, 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. Further details on University policies are available at: [Click for CUNY's Policies.](#)

REVIEW OF PERSONNEL PROCESSES

Our goal is to ensure personnel activities are consistent with providing equal employment opportunity for employees and applicants who are Individuals with Disabilities and/or Protected Veterans. We periodically review our personnel processes for potential barriers to employment, training, and promotion.

The College’s personnel processes do not stereotype Individuals with Disabilities or Protected Veterans or otherwise limits their access to jobs for which they are qualified; further, the College strives to include Individuals with Disabilities and Veterans in media such as college publications and websites.

We invite employees to self-identify through an online self-service system. We invite applicants to self-identify upon each application through CUNY’s online applicant tracking system. The University maintains this data in its system of record with appropriate security measures for confidentiality of individual information. The College last conducted a self-identification campaign in 2018 and plans to have the next comprehensive campaign in 2020.

REVIEW OF PHYSICAL AND MENTAL QUALIFICATIONS

We wish to ensure that physical and mental qualifications and requirements are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion.

We will review the requirements of a given position when there is a change in working conditions or requirements. As new job qualifications are established, the College reviews them to ensure that they would not screen out qualified Individuals with Disabilities or Protected Veterans (unless they reflect essential functions of these particular jobs).

The University's Civil Service unit reviews job requirements prior to issuing new or revised Civil Service specifications. The University also provides a checklist for planning a recruiting effort that includes a sign-off on a review of job qualifications.

REASONABLE ACCOMMODATIONS

The College provides reasonable accommodations to Individuals with Disabilities and Disabled Veterans in order to apply for a position or perform the duties of their jobs. As per *CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments*, the Human Resources Director is responsible for responding to requests for accommodation (by applicants, employees, contractors, visitors, and others).

The College contact for accommodation requests is:

Name: Andrea Caviness

Title: Executive Director of Human Resources

Phone: 646-312-6596

Email: Andrea.Caviness@baruch.cuny.edu

CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments is available on CUNY's website:

[Click for CUNY's Policies \(http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html\)](http://www.cuny.edu/about/administration/offices/ohrm/policies-procedures.html).

Information for applicants for employment is provided on the Employment Page of the CUNY Website and <https://www.baruch.cuny.edu/hr/employment.htm>. The text of the statement is as follows:

Any applicant who requires an accommodation for a disability in order to apply for a position or proceed with the job search process should contact the Human Resources office at the College posting the position (list at www.cuny.edu/employment/campus-hr.html) or contact the Office of Recruitment and Diversity at jobs@cuny.edu or at 395 Hudson St., New York, NY 10014.

As per University policy, the College also provides reasonable accommodations to individuals based on a disability; pregnancy, childbirth, or a medical condition related to pregnancy or

childbirth; religious practices and status as a victim of domestic violence, sex offense or stalking.

In the last year:

- While recognizing that many requests are resolved through an informal process, the College responded to 20 official requests for employee accommodations, for which the process was successfully concluded 20 times and appealed 0 times. At this time there are no outstanding appeals
- The College responded to 0 requests for reasonable accommodation from job applicants.
- The College upgraded campus facilities to improve access in:

Administrative Building - The restrooms on the 8th and 10th floors have been renovated and are the first ADA compliant restrooms in the building. An on-going capital project will upgrade the entrance doors on the ground floor.

Information and Technology Building (Library) - Temporary ADA front doors have been installed until a capital project completely upgrades the entire entrance.

HARASSMENT PREVENTION PROCEDURES

The University has developed procedures to ensure that Individuals with Disabilities or Protected Veterans are not harassed. (See above, *Policy Statements on Equal Employment Opportunity*). The 504/ADA Coordinator, Mona Jha administers efforts to ensure access and non-discrimination for Individuals with Disabilities.

EXTERNAL DISSEMINATION OF POLICY

Each job vacancy announcement has a summary of CUNY's policy.

The University also posts its Non-Discrimination Policy on its employment website ([Click for CUNY's Employment Page \(www.cuny.edu/employment.html\)](http://www.cuny.edu/employment.html)) and announces the policy annually in the New York Times newspaper.

The University Office of Labor Relations provides an annual notice of our policies to labor unions.

The College sends written notice of the Affirmative Action Policy to all subcontractors, vendors, and suppliers requesting compliance with our policy.

OUTREACH AND POSITIVE RECRUITING

Ongoing efforts include:

- Disseminating information concerning employment opportunities to media that reach Disabled Veterans, other Protected Veterans, and Individuals with Disabilities
- Advertising job openings with a variety of external resources, including required reporting to the New York State Labor Department and related agencies
- Filing the federal VETS-4212 report annually
- As defined by New York State statute, 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 defined by New York State statute, assisting qualified Individuals with Disabilities to apply for, and be appointed to classified competitive Civil Service titles without an examination.

INTERNAL DISSEMINATION OF POLICY

To foster positive support for the Affirmative Action Program for Protected Veterans and Individuals with Disabilities, the College has:

- Included policies in manuals and other in-house publications
- Met with senior staff and supervisors to explain the intent of the policy and individual responsibilities
- Scheduled training for employees involved in recruitment, selection, and promotion decision-making
- Discussed policies in employee orientation and management training programs
- Included articles on accomplishments of Disabled Veterans, other Veterans, and Individuals with Disabilities in College publications
- Posted *CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments* on College bulletin boards, along with the *CUNY Policy on Non-Discrimination* (which also covers protection from harassment on the basis of disability)
- Featured persons who are Individuals with Disabilities in handbooks or similar publications

RESPONSIBILITY FOR IMPLEMENTATION

As part of its efforts to ensure equal employment opportunity to Disabled Veterans, other Veterans, and Individuals with Disabilities, the College has designated specific responsibilities.

The President

The President, Mitchel B. Wallerstein, oversees Affirmative Action and compliance programs. He/she appoints the 504/ADA Coordinator to oversee College compliance activities and provides management support and resources to manage the implementation of Affirmative Action and compliance programs. Issues uncovered in self-audits or reviews are ultimately reported to the President who oversees implementation of appropriate responses.

504/ADA Coordinator

The President assigned the duties of the 504/ADA Coordinator to Mona Jha. Responsibilities include:

- Chairing the 504/ADA Committee
- Monitoring the college for 504/ADA compliance
- Resolving issues before they become potential grievances; considering appeals and disputed accommodation decisions
- Maintaining information on accommodations requested and provided
- Ensuring pertinent records are stored securely and confidentiality is maintained
- Providing training as needed on issues related to Individuals with Disabilities.

504/ADA Committee

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

- Mona Jha
- Olga Dais
- Patricia Fleming
- Rusudan Chitaia
- Joy Allison
- Kenya Lee
- Lisa Edwards
- Michael Richichi

• College Officials

College officials assume certain responsibilities to assure compliance with regulations, including working with the Office of Human Resources to fund, identify and implement accommodations and other improvements to promote accessibility on campus.

University Management

The University's Office of Recruitment and Diversity reports summary statistics to senior management, including university-wide and college-specific data. The University posts these reports online at:

[Click here for University Resources:](#)

<http://www2.cuny.edu/about/administration/offices/hr/recruitment-diversity/>

TRAINING

Employees involved with recruitment, selection, promotion, disciplinary actions, training, and related processes for Individuals with Disabilities or Veterans are acquainted with the College's Affirmative Action Program. CUNY's Office of Recruitment and Diversity and the Office of Professional Development and Learning Management provide training opportunities to help employees maximize their personal and workplace effectiveness, including Diversity Training courses. There were various training held at CUNY's Central office. The Chief Diversity Officer and Diversity Coordinator attended all of these trainings.

AUDIT AND REPORTING SYSTEM

The 504/ADA Coordinator oversees College audit and reporting systems in support of Individuals with Disabilities, evaluating how the College is meeting its objectives, identifying barriers to access, and identifying the need for remedial action.

The Chief Diversity Officer audits the effectiveness of outreach and Affirmative Action programs as part of the Affirmative Action Plan process. The CDO also monitors recruitment activities and discrimination claims related to status as a Veteran or Individual with a Disability.

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

BENCHMARK COMPARISONS

Staffing

Appendix H details the utilization of Individuals with Disabilities by job group. The number of Individuals with Disabilities, and the percent of total staff, is listed. This should be compared with the (federal) suggested guideline of 7.0%. While there is a requirement to report staffing, there is no requirement to calculate underutilization or set placement goals.

There is no guideline for utilization of Veterans.

Hiring Rate

The Exhibit on the next page illustrates hiring rates for Veterans and Individuals with Disabilities as compared with the previous two plans years. This is presented in the format prescribed by the Department of Labor.

In March 2019, the federal benchmark Hiring Rate for Veterans was set at 5.9%.

There is no hiring rate benchmark for Individuals with Disabilities.

Exhibit: Benchmark Comparisons for Veterans and Individuals with Disabilities

Veterans Hiring Benchmark

The benchmark Hiring Rate is established annually by the U.S. Department of Labor and was 5.9% as of March, 2019.

Factor	2018-2019	2017-2018	2016-2017
Benchmark	5.9%	6.4%	6.7%
A. Number of applicants who self-identified as Veterans before an offer of employment is made	45	244	154
B. Total number of job openings	68	167	76
C. Total number of jobs filled	65	130	69
D. Total number of applicants for all jobs	3,935	17,442	11,125
E. Number of Veteran applicants hired	0	0	0
F. Total number of applicants hired	68	152	77
Hiring Rate (E divided by F)	0%	0%	0%
Was Benchmark Met? (Yes/No)	No	No	No

Hiring Rate, Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities.

Factor	2018-2019	2017 - 2018	2016 - 2017
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment is made	121	577	392
B. Total number of job openings	68	167	76
C. Total number of jobs filled	65	130	69
D. Total number of applicants for all jobs	3,935	17,442	11,125
E. Number of Individuals with Disabilities hired	2	6	1
F. Total number of applicants hired	67	152	77
Hiring Rate (E Divided by F)	2.94%	3.95%	1.29%

APPENDICES

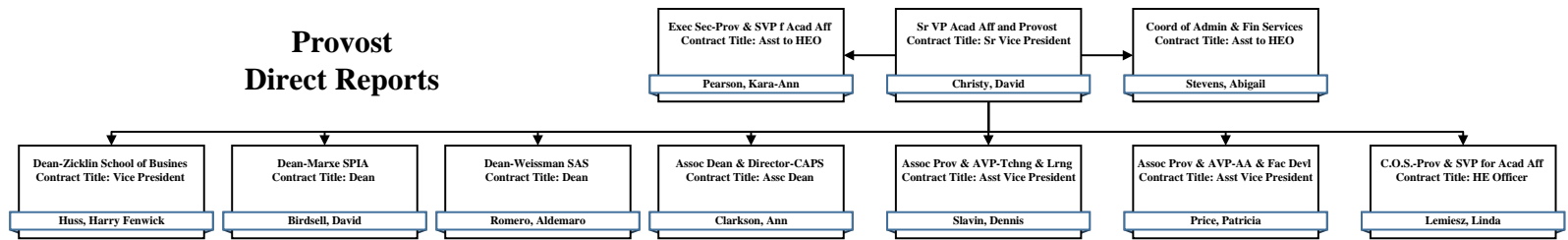
- A. SUMMARY ORGANIZATION CHART
- B. RE-AFFIRMATION LETTER
- C. JOB GROUPS AND LABOR MARKET AVAILABILITY
- D. ACADEMIC DEPARTMENTS BY DISCIPLINE AND COLLEGE LAB TECHNICIAN CATEGORY
- E. UTILIZATION ANALYSIS (ADMINISTRATORS AND STAFF, COLLEGE LAB TECHNICIANS, FACULTY)
- F. SUMMARY OF PERSONNEL ACTIVITIES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

APPENDIX A - ORGANIZATION CHART

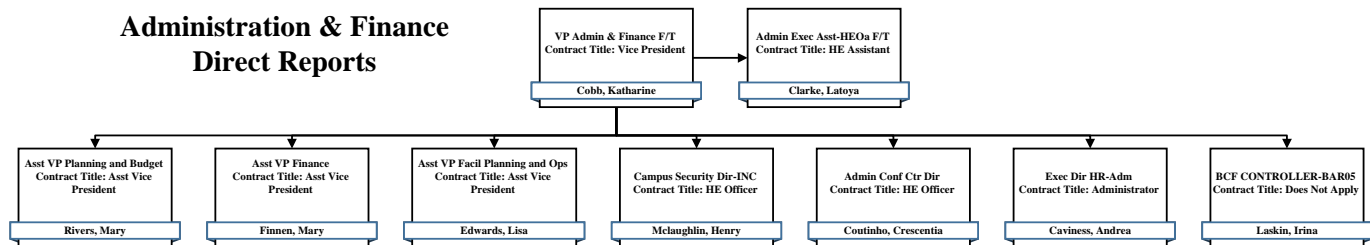
Baruch College

This Appendix provides a high-level organization chart.

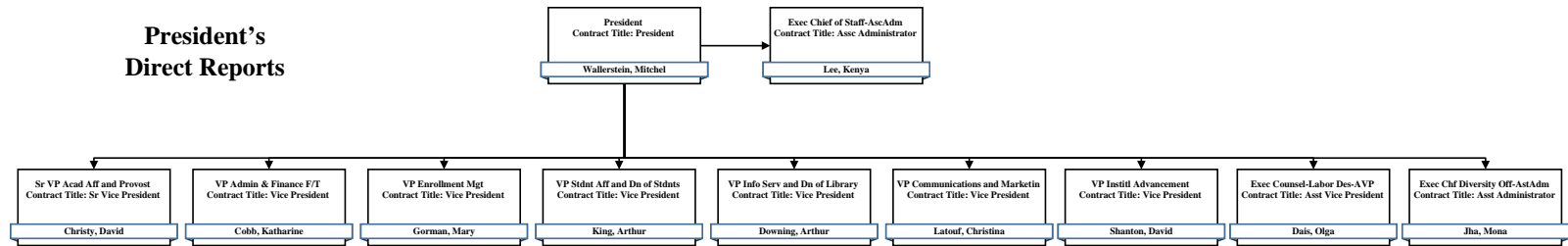
Provost Direct Reports



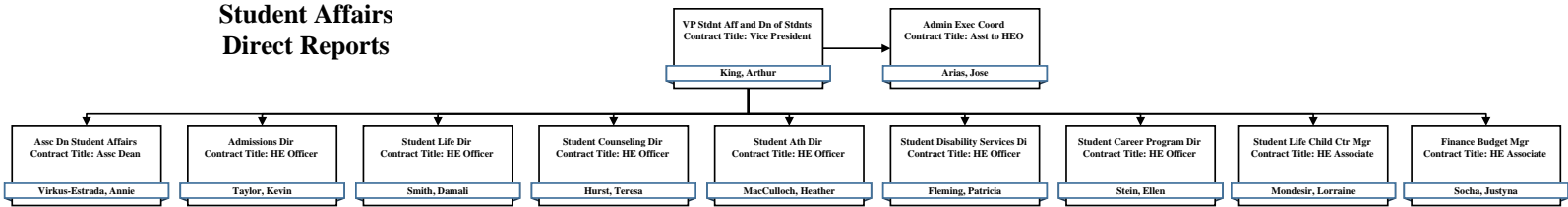
Administration & Finance Direct Reports



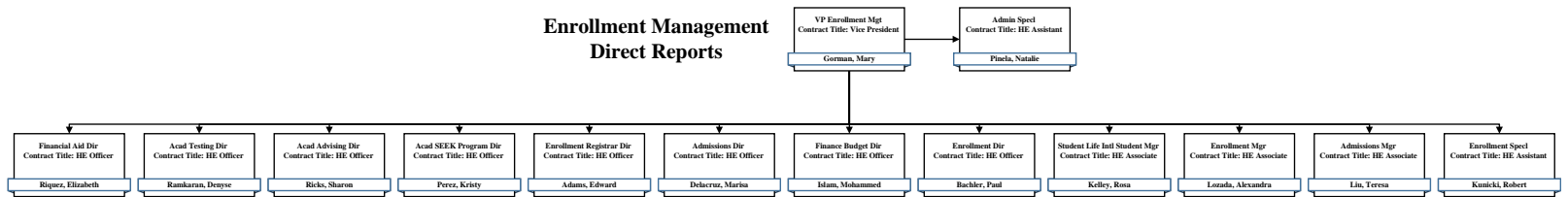
President's
Direct Reports



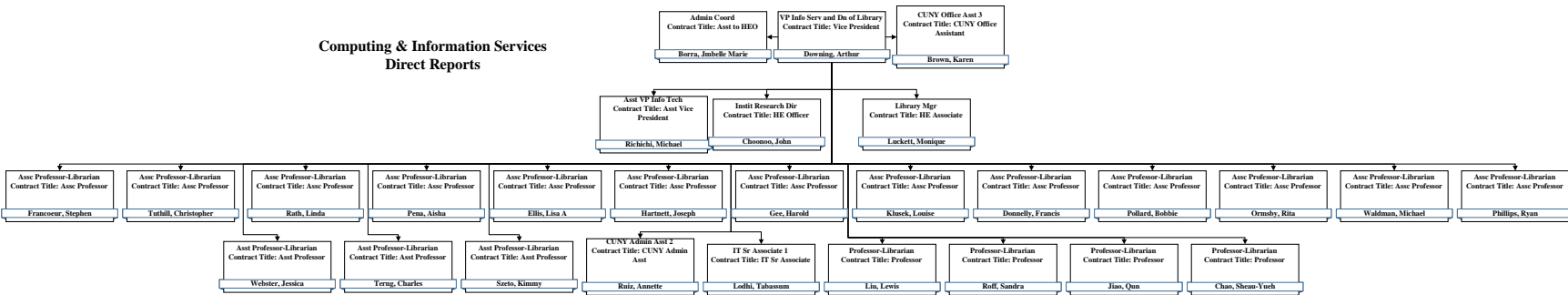
**Student Affairs
Direct Reports**



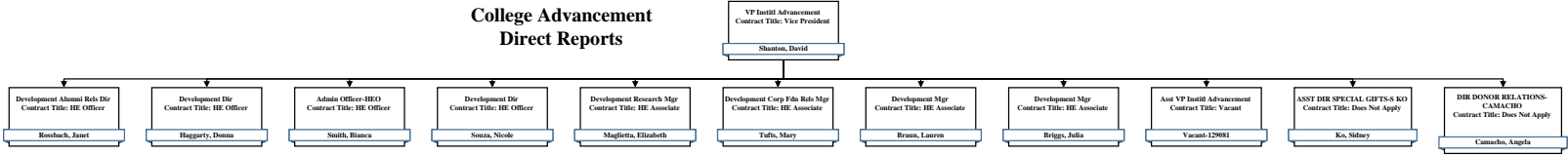
Enrollment Management Direct Reports



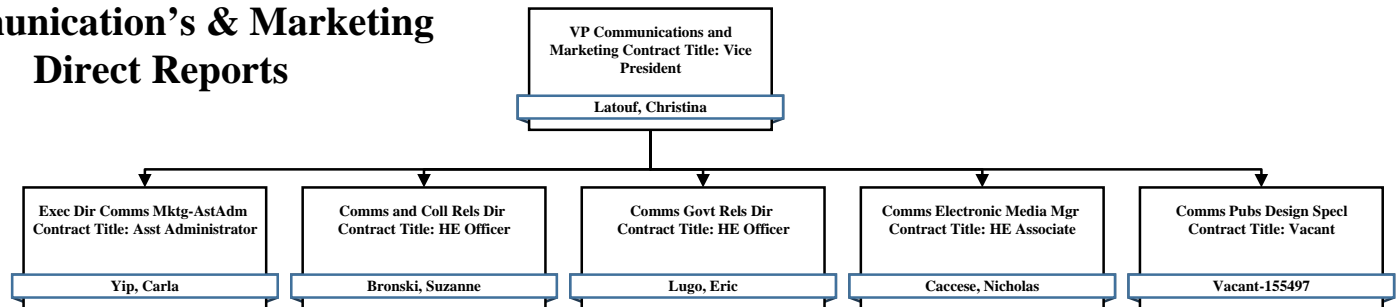
Computing & Information Services
Direct Reports



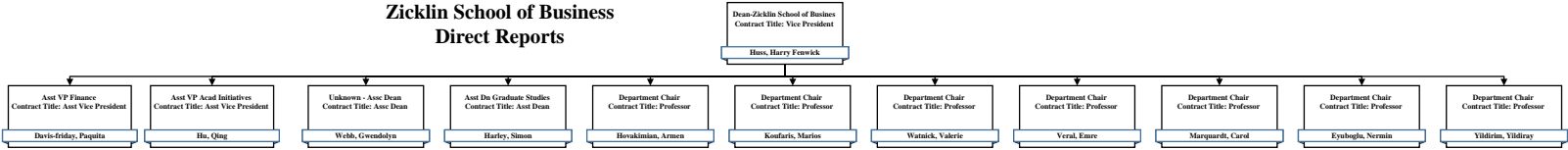
College Advancement
Direct Reports



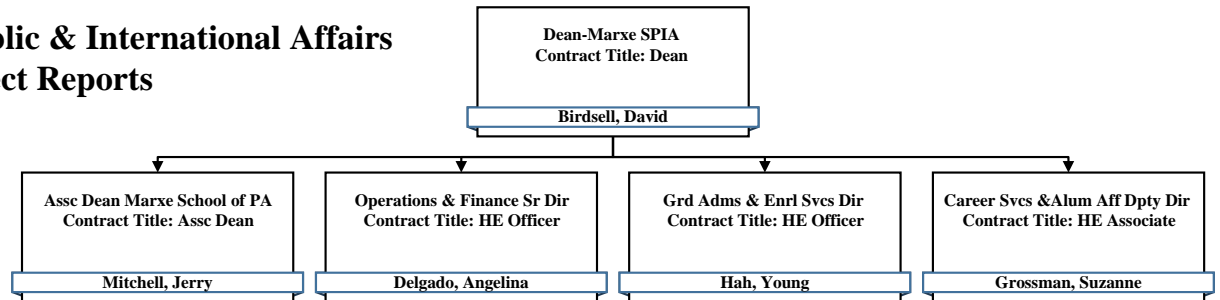
Communication's & Marketing Direct Reports



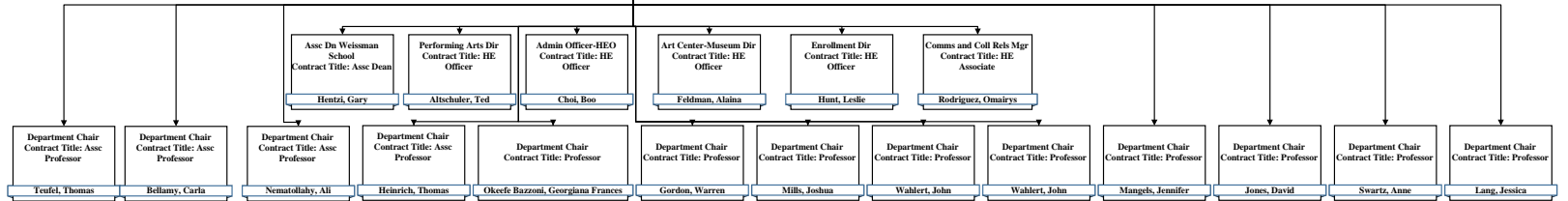
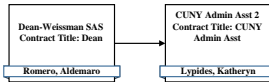
**Zicklin School of Business
Direct Reports**



Marxe School of Public & International Affairs Direct Reports



Weissman School of Arts & Sciences Direct Reports



APPENDIX B - REAFFIRMATION LETTER

Baruch College

This Appendix contains information on reaffirmation(s) distributed this past Plan Year.

Message from the President

March 7, 2019

Reaffirmation of Baruch's Commitment to Diversity, Equal Opportunity, and Affirmative Action

To the Baruch College Community:

Baruch College, as part of The City University of New York (CUNY), has a long-standing commitment to diversity and equal opportunity. We know that our students, faculty, and staff have dedicated themselves to cultivating an inclusive community, and we appreciate these efforts, as we also acknowledge that efforts to achieve a diverse workforce and student body continue.

Baruch is located in New York City, which historically has been a vibrant and pluralistic community. We take special pride in our students who have assumed leadership roles in New York City and nationwide. Our diversity efforts acknowledge the need for the exchange of ideas and production of knowledge that is essential to our continued growth and to our students' success in our multicultural society, where differing values are heard and respected. Ensuring such plurality and diversity in the faculty, staff, and student body requires active efforts in recruitment and retention and promoting a climate of openness and participation.

Baruch's Chief Diversity Officer Mona Jha, Esq., is assigned the responsibility for implementing and monitoring our compliance program. Any individual who believes that she or he has experienced employment discrimination should immediately contact Ms. Jha at Diversity@baruch.cuny.edu or 646-312-4540; her office is located in Steven L. Newman Hall, 137 East 22nd Street, Room 204. She additionally serves as Baruch's Title IX coordinator and Section 504/ADA coordinator. The provosts, vice presidents, deans, directors, managers, and supervisors all share responsibility for ensuring our compliance with these policies and laws.

I once again would like to thank the students, faculty, and staff who have dedicated themselves to assisting us in this effort by modeling respectful communication. Our special responsibility to educate our students and enhance our scholarly environment compels active and supportive communication and constructive engagement as we strive for meaningful progress.

I invite you to visit the policies section of our website to view the [Equal Opportunity Policy](#) in its entirety, including the complaint procedures and prohibition against retaliation.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in *all* aspects at Baruch College.

Sincerely,

Mitchel B. Wallerstein, PhD
President

BaruchCOLLEGE

**CU
NY**

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Baruch College

This report lists those CUNY job groups for which the college has employees. Labor Market Availability factors (LMA) are listed for each group. LMA Factor 1 is the external Labor Market measure. LMA Factor 2 is an internal factor for employees who could be recruited or promoted into the group based on historical data for CUNY overall).

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

Titles added to CUNY's job system in the past year are listed at the end of this Appendix. Not all titles were utilized by the College.

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

Full Time Employee Count (excludes Chief Executive): 1,234

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Category: Executive/Administrative/Managerial

Administration 1 (Executive)

Employee Count: 33

Executive Compensation Plan (Other Than Chief Executive)

Executive Compensation Plan; Chief Executives (Presidents, Deans of Major Schools) are excluded

Labor Market Availability Factors

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

Title(s)	Employee(s)
Administrator	1
Assc Administrator	1
Assc Dean	6
Asst Administrator	5
Asst Dean	1
Asst Vice President	9
Dean	2
Sr Vice President	1
Vice President	7

Administration 2 (Manager)

Employee Count: 155

Manager-Level Administrators

Labor Market Availability Factors

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

Title(s)	Employee(s)
HE Associate	92
HE Officer	63

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Category: Executive/Administrative/Managerial

Facility Manager

Employee Count: 1

Facility Superintendents (Managerial)

In 2017, Admin Superintendent and Chief Admin Superintendent groups were combined.

Labor Market Availability Factors

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

Title(s)	Employee(s)
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Chief Admin Supt - Competitive	1
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IT Computer Manager

Employee Count: 2

Information Technology Managers (Managerial)

Labor Market Availability Factors

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

Title(s)	Employee(s)
----------	-------------

IT Computer Systems Mgr	2
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Security Manager

Employee Count: 2

Campus Security Managers (Managerial)

Labor Market Availability Factors

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

Title(s)	Employee(s)
----------	-------------

Campus Security Asst Dir	2
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Category: Professional Faculty

Faculty Librarians

Employee Count: 21

CUNY Librarians with faculty appointments
Prior to 2019, a sub-group of professorial faculty; separated as it encompasses faculty of all ranks.

Labor Market Availability Factors

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

Title(s)	Employee(s)
Assc Professor	14
Asst Professor	3
Professor	4

Faculty-Lecturer

Employee Count: 61

Lecturer Faculty excluding Librarians. Lecturers are eligible for a certificate of continuous employment but not tenure. The minimum qualification for Lecturer is a Bachelor's degree in a discipline related to the subject being taught.
For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

Labor Market Availability Factors

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

Title(s)	Employee(s)
Clinical Professor	1
Dist Lecturer	12
Lecturer	34
Lecturer Doct Sch	14

Faculty-Professorial

Employee Count: 428

Tenure-eligible faculty (excluding Librarians) for whom a terminal degree such as a Doctorate is a minimum qualification.
For utilization analysis in the Federal Plan, reviewed by academic discipline or program within job group.

Labor Market Availability Factors

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

Title(s)	Employee(s)
Assc Professor	128
Asst Professor	130
Dist Professor	5

Category: Professional Faculty

Professor	164
Visiting Professor	1

Category: Professional Non-Faculty

Accountant

Employee Count: 6

Accountants (Professionals)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	Internal Only - Promotional Title
2-Internal	100.00%	Employees with Civil Service permanency in the following titles: Accounting Assistant, Purchasing Agent or EOC Accounting Assistant; as of 6/1/2018.

Title(s)	Employee(s)
Finance Accountant	3
Purchasing Agent	3

Administration 3 (Professional)

Employee Count: 199

Entry and Mid-Level Administrators (Professionals)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	70.00%	ACS 2013-2017 NY/NJ MSA workforce with Bachelor's Degree or Higher and in the following occupations: 0630 (Human Resources Workers), 0740 (Business Operations Specialists), 0820 (Budget Analysts), 2000 (Counselors), 2550 (Education/Training/Library Workers), 2825 (Public Relations Specialists), 5000 (Supervisors of Office and Admin Support Workers), and 5250 (Customer Service Representatives).
2-Internal	15.00%	Employees who hold BA degrees and are in the following job groups: CUNY Office Assistant, CUNY Administrative Assistant, Accountant Technician or Accountant Professional as of 6/1/2018.

Title(s)	Employee(s)
Asst to HEO	94
HE Assistant	104
Research Assc	1

Administration 5 (Engineer-Architect)

Employee Count: 2

Engineers, Architects and related professional staff

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 0220 (Construction Managers), 0300 (Engineering Managers), 1300 (Architects, except Naval), 1360 (Civil Engineers), 1540 (Drafters), 1560 (Surveying and Mapping Technicians).
2-Internal	0.00%	NA

Title(s)	Employee(s)
Interior Designer	1
Project Mgr	1

Category: Professional Non-Faculty

IT Computer Professional

Employee Count: 25

Information Technology Professionals

In 2017, split from IT Technicians and moved to Professionals' group

Labor Market Availability Factors

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

Title(s)	Employee(s)
IT Associate	7
IT Asst	10
IT Bus Data Rep Analyst	1
IT Sr Associate	7

Category: Administrative Support Workers

Accountant Assistant

Employee Count: 7

Accounting Support Staff (Accounting and Purchasing Agent Assistants and Payroll Staff)

Labor Market Availability Factors

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

Title(s)	Employee(s)
Finance Accountant Asst	7

Administrative Assistant

Employee Count: 21

Administrative Support Staff-Senior Level

Labor Market Availability Factors

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

Title(s)	Employee(s)
CUNY Admin Asst	21

Mail Services Worker

Employee Count: 3

Mail Services Workers

Labor Market Availability Factors

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

Title(s)	Employee(s)
Mail Message Svcs Worker	3

Category: Administrative Support Workers

Office Assistant

Employee Count: 53

Administrative Support Staff-Entry Level

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, individuals with a High School Diploma or higher and in the following occupations: 5700 (Secretaries and Administrative Assistants), 5820 (Word Processors and Typists), 5860 (Office Clerks, General), and 5940 (Office Administrative Support Workers, all other).
2-Internal	0.00%	NA

Title(s)	Employee(s)
CUNY Office Assistant	53

Category: Technicians

Administration 4 (College Lab Tech)

Employee Count: 7

College Laboratory Technicians (abbreviated as "CLT")
For utilization analyses reviewed by sub-group: Science/Technical/Engineering; Other Lab Techs.

Labor Market Availability Factors

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

Title(s)	Employee(s)
Chief College Lab Tech	1
College Lab Tech	2
Sr College Lab Tech	4

Broadcast/Media

Employee Count: 4

Broadcast and Mass Media Technicians and Graphic Designers
In 2019, number of titles and scope were expanded

Labor Market Availability Factors

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

Title(s)	Employee(s)
Media Svcs Tech	4

IT Support Technician

Employee Count: 1

IT Technical Support Workers
In 2017, IT Technicians were split from the Professional IT Staff

Labor Market Availability Factors

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

Title(s)	Employee(s)
IT Support Asst	1

Category: Craft Workers

Basic Crafts-Buildings and Grounds

Employee Count: 12

Buildings and Grounds Workers

In 2017, Maintenance Workers moved from Skilled Trades into this group. In 2019, Supervisor (Maintenance and Labor) moved from Skilled Trades into this group.

Labor Market Availability Factors

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

Title(s)	Employee(s)
Maintenance Worker	11
Motor Vehicle Operator	1

Laborers and Helpers

Employee Count: 2

Entry-Level Craft Workers

In 2017, split from Skilled Trades

Labor Market Availability Factors

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

Title(s)	Employee(s)
Plumber Helper	1
Stock Worker	1

Category: Craft Workers

Skilled Trades

Employee Count: 23

Skilled Tradespeople

Labor Market Availability Factors

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

Title(s)	Employee(s)
Carpenter	4
Electrician	3
High Pressure Plant Tender	1
Locksmith	1
Oiler	1
Painter	3
Plumber	2
Stationary Engineer	7
Thermostat Repairer	1

Skilled Trades-Supervisor

Employee Count: 2

Skilled Trades Supervisors

Labor Market Availability Factors

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

Title(s)	Employee(s)
Carpenter Supervisor	1
Painter Supervisor	1

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Category: Service Workers and Others

Campus Peace Officer

Employee Count: 34

Campus Security-Mid Level Staff

Prior to 2019, security staff titles were divided into CPO1 (CSA and CPO Level 1) and CPO2 (CPO Level 2)

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	0.00%	2013-2017 ACS, New York State residents within the NY/NJ MSA workforce, with one year or more of College and in the occupation of 3850 (Police and Sheriffs Patrol Officers).
2-Internal	20.00%	Employees in the title of Campus Security Assistant, Civil Service permanency not required, as of 6/1/2018.

Title(s)	Employee(s)
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Campus Peace Officer	34
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Campus Public Safety Sergeant

Employee Count: 10

Campus Security Supervisors and Campus Security Specialists

Labor Market Availability Factors

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

Title(s)	Employee(s)
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Campus Pub Safety Sergeant	8
Campus Security Specialist	2

Campus Security Assistant

Employee Count: 33

Campus Security-Entry Level Staff

Prior to 2019, security staff titles were divided into CPO1 (CSA and CPO Level 1) and CPO2 (CPO Level 2)

Labor Market Availability Factors

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

Title(s)	Employee(s)
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Campus Security Asst	33
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Category: Service Workers and Others

Custodial

Employee Count: 77

Custodians-Entry Level

Labor Market Availability Factors

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

Title(s)	Employee(s)
Custodial Assistant	77

Custodial Supervisor

Employee Count: 10

Custodial Supervisors

Labor Market Availability Factors

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

Title(s)	Employee(s)
Custodial Asst Principal Supv	1
Custodial Principal Supv	1
Custodial Sr Supervisor	2
Custodial Supervisor	6

APPENDIX C - JOB GROUPS / LABOR MARKET AVAILABILITY FACTORS

Note: In the 2018-2019 Academic Year, CUNY added the titles listed below (not all are used at the College).

Job Code and Title Name	Job Group
200537 PSch Exec Director Strategic Initiatives and Ext Rels-Pasc	ADMIN1-EXEC
200539 Assistant VP Institutional Effectiveness	ADMIN1-EXEC
200562 University Executive Director-University Benefits	ADMIN1-EXEC
200563 PSch Sr Associate Dean Strategic Initiatives	ADMIN1-EXEC
200565 PSch Chief of Staff-AstAdm	ADMIN1-EXEC
200566 PSch Assistant Dean External Affairs	ADMIN1-EXEC
200567 University Executive Director-University Payroll	ADMIN1-EXEC
200568 University Senior University Dean	ADMIN1-EXEC
200569 University Associate Vice Chancellor Legal Affairs	ADMIN1-EXEC
200570 University Executive Chief Litigation Counsel-UAstAdm	ADMIN1-EXEC
200571 PSch Executive Director Alumni Engagement	ADMIN1-EXEC
200572 University Dean Special Programs	ADMIN1-EXEC
200573 VP Campus Planning and Facilities Management	ADMIN1-EXEC
200574 PSch Assistant Dean for Institutional Effectiveness	ADMIN1-EXEC
200575 PSch Executive Counsel and Labor Designee	ADMIN1-EXEC
200576 PSch Executive Director Bar Preparation Programs	ADMIN1-EXEC
200577 Univ Executive Deputy to Vice Chancellor	ADMIN1-EXEC
200578 Univ Senior Vice Chancellor InstAffair Strat Adv & Specl Cou	ADMIN1-EXEC
200579 Executive Counsel (AstAdm)	ADMIN1-EXEC
200580 Univ Executive Director Recruitment and Diversity	ADMIN1-EXEC
200581 Univ Vice Chancellor Communications and Marketing	ADMIN1-EXEC
200582 University Assistant Vice Chancellor OHRM	ADMIN1-EXEC
200583 University Associate Vice Chancellor & Chief of Staff	ADMIN1-EXEC
200584 PSch Assistant Dean	ADMIN1-EXEC
200585 Univ Senior Director IT Business -UAscAdm	ADMIN1-EXEC
200586 University Executive Director Tax Policy	ADMIN1-EXEC
500286 Television Media Engineering and Operations Technician 1	BDCAST-TECH
500288 Television Media Engineering and Operations Technician 2	BDCAST-TECH
500292 Television Media Production Specialist 1	BDCAST-TECH
500294 Television Media Production Specialist 2	BDCAST-TECH
500296 Television Media Production Specialist 3	BDCAST-TECH
500298 Television Media Design Specialist 1	BDCAST-TECH
500300 Television Media Design Specialist 2	BDCAST-TECH

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

Baruch College

Appendix D lists faculty department assignments and disciplines to which they are assigned for utilization reporting. Department names and assignments are as recorded in the CUNYfirst system. Only those departments with assigned faculty are listed here. Disciplines listing fewer than five faculty in a job group are listed here but will not be included in the utilization analyses in Appendix E.

Labor Market Availability is normally obtained from the Earned Degrees Conferred data provided by the National Center for Education Statistics. Exceptions, including blended rates, are noted.

Total Faculty: 510

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

Area, Ethnic, Cultural, Gender, and Group Studies

Faculty Count: 5

Department ID	Department Name	Number of Faculty
10402	Black and Latino Studies	5

Biological and Biomedical Sciences AND Physical Sciences

Faculty Count: 23

Department ID	Department Name	Number of Faculty
10208	Natural Sciences	23

Business, Management, Marketing, Support Services

Faculty Count: 150

Department ID	Department Name	Number of Faculty
10192	Allen Aaronson Dept of Mkt/IB	28
10088	Bert Wasserman Dept Eco & Fin	42
10190	N P Loomba Dept of Mgt	42
10005	Stan Ross Dept Accountancy	33
10256	W. Newman Dept of Real Estate	5

Communications, Journalism, and Related Programs

Faculty Count: 30

Department ID	Department Name	Number of Faculty
10060	Communication Studies	20
10172	Journalism & Writing Profess	10

Education - Developmental

Faculty Count: 3

Department ID	Department Name	Number of Faculty
65100	SEEK	3

English Language and Literature/Letters

Faculty Count: 40

Department ID	Department Name	Number of Faculty
10105	English	40

Foreign Languages, Literatures, and Linguistics

Faculty Count: 17

Department ID	Department Name	Number of Faculty
10204	Modern Languages & Comp Lit	17

APPENDIX D - ACADEMIC DEPARTMENTS BY DISCIPLINE/PROGRAM

History

Faculty Count: 13

Department ID	Department Name	Number of Faculty
10148	History	13

Legal Professions and Studies

Faculty Count: 15

Department ID	Department Name	Number of Faculty
10181	Law	15

Library (Librarians/Non-Teaching)

Faculty Count: 22

Department ID	Department Name	Number of Faculty
70054	Library	22

Mathematics and Statistics

Faculty Count: 67

Department ID	Department Name	Number of Faculty
10195	Mathematics	32
10291	Statistics & Computer Info	35

Philosophy and Religious Studies

Faculty Count: 10

Department ID	Department Name	Number of Faculty
10221	Philosophy	10

Psychology

Faculty Count: 25

Department ID	Department Name	Number of Faculty
10245	Psychology	25

Public Administration

Faculty Count: 48

Department ID	Department Name	Number of Faculty
10250	Public Affairs	48

Social Sciences

Faculty Count: 26

Department ID	Department Name	Number of Faculty
10236	Political Science	14
10014	Sociology and Anthropology	12

Visual and Performing Arts

Faculty Count: 16

Department ID	Department Name	Number of Faculty
10115	Fine & Performing Arts	16

APPENDIX D-1 - COLLEGE LAB TECHNICIAN CATEGORIES

Baruch College

Appendix D-1 lists categories assigned to College Laboratory Technicians (Administration 4 Group) based on the academic department to which they are assigned (either "Science Technology and Engineering" or "All Other").

Groups of less than five employees total will not be included in the utilization analyses in Appendix E.

Full-Time Employee Count: 7

College Lab Tech-Blended Science Engineering Technical

Employees: 5

Department ID	Department Name	Number of Technicians
10208	Natural Sciences	5

College Lab Tech-Other

Employees: 2

Department ID	Department Name	Number of Technicians
10172	Journalism & Writing Profess	1
10204	Modern Languages & Comp Lit	1

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Baruch College

Appendix E-1 presents utilization and underutilization of protected groups by job group.

A group is reported only when five or more employees are assigned to it.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

Underutilization numbers for females and total minorities represent specific placement goals as prescribed for federal Affirmative Action Plans.

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

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Executive/Administrative/Managerial

Job Group: Administration 1 (Executive)
Description: Executive Compensation Plan (Other Than Chief Executive)
Full-time Employees: 33

Employees in this group hold the following titles:

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

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	18	11	3	5	3
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	54.5%	33.3%	9.1%	15.2%	9.1%
Labor Market Avail. Percent	44.2%	27.7%	9.8%	8.8%	7.9%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Executive/Administrative/Managerial

Job Group: Administration 2 (Manager)
Description: Manager-Level Administrators
Full-time Employees: 155

Employees in this group hold the following titles:

Title ID	Title Name
04075	HE Associate
04097	HE Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	108	69	19	23	27
Underutilized (Y = Yes)				Y	
Number Underutilized				7	
Actual Utilization Percent	69.7%	44.5%	12.3%	14.8%	17.4%
Labor Market Avail. Percent	57.4%	48.1%	11.0%	19.6%	15.7%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Professional Non-Faculty

Job Group: Accountant
Description: Accountants (Professionals)
Full-time Employees: 6

Employees in this group hold the following titles:

Title ID	Title Name
04801	Finance Accountant
12121	Purchasing Agent

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	6	5	4	0	1
Underutilized (Y = Yes)				Y	
Number Underutilized				2	
Actual Utilization Percent	100.0%	83.3%	66.7%	0.0%	16.7%
Labor Market Avail. Percent	83.6%	72.6%	20.5%	34.2%	17.8%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Professional Non-Faculty

Job Group: Administration 3 (Professional)
Description: Entry and Mid-Level Administrators (Professionals)
Full-time Employees: 199

Employees in this group hold the following titles:

Title ID	Title Name
04017	Asst to HEO
04099	HE Assistant
04134	Research Assc

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	146	138	41	50	46
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	73.4%	69.3%	20.6%	25.1%	23.1%
Labor Market Avail. Percent	69.0%	43.4%	12.3%	16.7%	12.5%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Professional Non-Faculty

Job Group: IT Computer Professional
Description: Information Technology Professionals
Full-time Employees: 25

Employees in this group hold the following titles:

Title ID	Title Name
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 Am.	Hispanic/ Latino
Number of Employees	7	22	10	5	7
Underutilized (Y = Yes)	Y				
Number Underutilized	4				
Actual Utilization Percent	28.0%	88.0%	40.0%	20.0%	28.0%
Labor Market Avail. Percent	42.3%	55.7%	28.0%	13.3%	12.7%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Administrative Support Workers

Job Group: Accountant Assistant
Description: Accounting Support Staff (Accounting and Purchasing Agent Assist
Full-time Employees: 7

Employees in this group hold the following titles:

Title ID	Title Name
04800	Finance Accountant Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	5	6	2	2	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	71.4%	85.7%	28.6%	28.6%	28.6%
Labor Market Avail. Percent	83.1%	49.2%	10.8%	19.3%	17.3%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Administrative Support Workers

Job Group: Administrative Assistant
Description: Administrative Support Staff-Senior Level
Full-time Employees: 21

Employees in this group hold the following titles:

Title ID	Title Name
04804	CUNY Admin Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	17	15	3	8	4
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization Percent	81.0%	71.4%	14.3%	38.1%	19.0%
Labor Market Avail. Percent	90.3%	68.0%	7.5%	36.3%	24.0%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Administrative Support Workers

Job Group: Office Assistant
Description: Administrative Support Staff-Entry Level
Full-time Employees: 53

Employees in this group hold the following titles:

Title ID	Title Name
04802	CUNY Office Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	46	40	4	24	12
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	86.8%	75.5%	7.5%	45.3%	22.6%
Labor Market Avail. Percent	87.9%	40.0%	7.8%	14.3%	16.2%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds
Description: Buildings and Grounds Workers
Full-time Employees: 12

Employees in this group hold the following titles:

Title ID	Title Name
90698	Maintenance Worker
91212	Motor Vehicle Operator

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	0	7	0	2	5
Underutilized (Y = Yes)	Y		Y	Y	
Number Underutilized	2		1	1	
Actual Utilization Percent	0.0%	58.3%	0.0%	16.7%	41.7%
Labor Market Avail. Percent	16.1%	67.7%	11.7%	22.8%	31.3%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Craft Workers

Job Group: Skilled Trades
Description: Skilled Tradespeople
Full-time Employees: 23

Employees in this group hold the following titles:

Title ID	Title Name
04899	Carpenter
91717	Electrician
91650	High Pressure Plant Tender
04905	Locksmith
04891	Oiler
91830	Painter
91915	Plumber
04915	Stationary Engineer
91940	Thermostat Repairer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	3	1	0	2
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		7		3	4
Actual Utilization Percent	4.3%	13.0%	4.3%	0.0%	8.7%
Labor Market Avail. Percent	2.2%	45.1%	4.3%	13.1%	25.6%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Campus Public Safety Sergeant
Description: Campus Security Supervisors and Campus Security Specialists
Full-time Employees: 10

Employees in this group hold the following titles:

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	1	9	0	6	3
Underutilized (Y = Yes)	Y		Y		
Number Underutilized	1		0		
Actual Utilization Percent	10.0%	90.0%	0.0%	60.0%	30.0%
Labor Market Avail. Percent	21.9%	88.1%	4.9%	53.8%	27.4%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Campus Peace Officer
Description: Campus Security-Mid Level Staff
Full-time Employees: 34

Employees in this group hold the following titles:

Title ID	Title Name
04844	Campus Peace Officer

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	9	34	1	22	11
Underutilized (Y = Yes)			Y		
Number Underutilized			2		
Actual Utilization Percent	26.5%	100.0%	2.9%	64.7%	32.4%
Labor Market Avail. Percent	18.6%	53.8%	7.7%	24.1%	20.2%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Campus Security Assistant

Description: Campus Security-Entry Level Staff

Full-time Employees: 33

Employees in this group hold the following titles:

Title ID	Title Name
04841	Campus Security Asst

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	13	31	2	18	11
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	39.4%	93.9%	6.1%	54.5%	33.3%
Labor Market Avail. Percent	19.8%	71.2%	6.9%	41.4%	20.4%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Custodial Supervisor
Description: Custodial Supervisors
Full-time Employees: 10

Employees in this group hold the following titles:

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

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	3	10	0	5	5
Underutilized (Y = Yes)			Y		
Number Underutilized			1		
Actual Utilization Percent	30.0%	100.0%	0.0%	50.0%	50.0%
Labor Market Avail. Percent	32.7%	74.5%	5.3%	30.5%	38.0%

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Category: Service Workers and Others

Job Group: Custodial
Description: Custodians-Entry Level
Full-time Employees: 77

Employees in this group hold the following titles:

Title ID	Title Name
04861	Custodial Assistant

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	31	72	9	24	39
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	40.3%	93.5%	11.7%	31.2%	50.6%
Labor Market Avail. Percent	26.9%	68.0%	5.1%	19.8%	41.5%

APPENDIX E-2 COLLEGE LAB TECHNICIAN UTILIZATION BY CATEGORY

Baruch College

Appendix E-2 presents utilization and underutilization for College Laboratory Technicians, by general discipline and by protected demographic group.

A group is reported only when five or more employees are assigned to it.

Underutilization occurs where utilization of a given group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. When this number is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks represent no underutilization.

Underutilization numbers for females and total minorities represent specific placement goals as prescribed for federal Affirmative Action Plans.

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

APPENDIX E-2 COLLEGE LAB TECHNICIAN UTILIZATION BY CATEGORY

College Lab Tech - Science, Tech, Eng.

Full-Time Employees: 5

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

Department ID Department Name

10208 Natural Sciences

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Employees	3	2	1	1	0
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization Percent	60.0%	40.0%	20.0%	20.0%	0.0%
Labor Market Avail. Percent	27.8%	49.3%	22.4%	10.6%	14.2%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Baruch College

Appendix E-3 presents utilization and underutilization, of faculty members in protected groups, by academic discipline within job group.

A group is reported only when five or more faculty are assigned to it.

Underutilization occurs where the utilization of a protected group is less than 80% of Labor Market Availability. We calculate a number approximating the number of full-time employees that would be needed to make utilization equal to the labor market. Where utilization is zero (0), underutilization exists but not to the level of one full-time equivalent employee. Blanks indicate no underutilization.

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

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

Biological and Biomedical Sciences AND Physical Sciences

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

10208 Natural Sciences

Job Group	Faculty-Professorial
Total Faculty:	23

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	8	3	1	1	1
Underutilized (Y = Yes)	Y	Y	Y		Y
Number Underutilized	3	2	1		1
Actual Utilization Percent	34.8%	13.0%	4.3%	4.3%	4.3%
Labor Market Avail. Percent	45.8%	23.2%	10.0%	4.0%	6.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Business, Management, Marketing, Support Services

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

10192	Allen Aaronson Dept of Mkt/IB
10088	Bert Wasserman Dept Eco & Fin
10190	N P Loomba Dept of Mgt
10005	Stan Ross Dept Accountancy
10256	W. Newman Dept of Real Estate

Job Group Faculty-Professorial

Total Faculty: 129

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	42	59	51	2	5
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	13			26	3
Actual Utilization Percent	32.6%	45.7%	39.5%	1.6%	3.9%
Labor Market Avail. Percent	42.9%	37.2%	7.0%	21.6%	6.5%

Job Group Faculty-Lecturer

Total Faculty: 21

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	8	5	1	2	2
Underutilized (Y = Yes)		Y	Y		Y
Number Underutilized		3	2		1
Actual Utilization Percent	38.1%	23.8%	4.8%	9.5%	9.5%
Labor Market Avail. Percent	46.7%	39.2%	13.0%	11.1%	13.0%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Communications, Journalism, and Related Programs

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

- 10060Communication Studies
- 10172Journalism & Writing Profess

Job GroupFaculty-Professorial

Total Faculty:26

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	17	3	1	1	1
Underutilized (Y = Yes)		Y		Y	Y
Number Underutilized		2		0	1
Actual Utilization Percent	65.4%	11.5%	3.8%	3.8%	3.8%
Labor Market Avail. Percent	57.5%	18.7%	4.8%	5.2%	6.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

English Language and Literature/Letters

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

10105 English

Job Group Faculty-Professorial
Total Faculty: 38

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	21	9	2	5	2
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	55.3%	23.7%	5.3%	13.2%	5.3%
Labor Market Avail. Percent	63.4%	14.6%	3.6%	4.2%	4.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Foreign Languages, Literatures, and Linguistics

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

10204 Modern Languages & Comp Lit

Job Group	Faculty-Professorial				
Total Faculty:	15				
	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	6	7	3	0	4
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	3			0	
Actual Utilization Percent	40.0%	46.7%	20.0%	0.0%	26.7%
Labor Market Avail. Percent	59.2%	21.2%	3.9%	1.5%	13.4%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

History

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

10148 History

Job Group Faculty-Professorial

Total Faculty: 13

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	7	3	1	1	1
Underutilized (Y = Yes)					
Number Underutilized					
Actual Utilization Percent	53.8%	23.1%	7.7%	7.7%	7.7%
Labor Market Avail. Percent	46.3%	18.4%	2.1%	6.2%	7.9%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Legal Professions and Studies

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

10181 Law

Job Group Faculty-Professorial

Total Faculty: 14

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	7	0	0	0	0
Underutilized (Y = Yes)		Y	Y	Y	Y
Number Underutilized		4	1	1	2
Actual Utilization Percent	50.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	48.5%	29.6%	6.9%	8.2%	11.2%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Library (Librarians/Non-Teaching)

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

70054 Library

Job Group Faculty-Librarian
Total Faculty: 21

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	10	10	6	2	2
Underutilized (Y = Yes)	Y				
Number Underutilized	7				
Actual Utilization Percent	47.6%	47.6%	28.6%	9.5%	9.5%
Labor Market Avail. Percent	82.8%	13.6%	4.0%	4.4%	3.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Mathematics and Statistics

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

10195 Mathematics
10291 Statistics & Computer Info

Job Group Faculty-Professorial

Total Faculty: 57

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	13	19	13	1	5
Underutilized (Y = Yes)				Y	
Number Underutilized				1	
Actual Utilization Percent	22.8%	33.3%	22.8%	1.8%	8.8%
Labor Market Avail. Percent	25.9%	24.2%	10.3%	3.7%	6.3%

Job Group Faculty-Lecturer

Total Faculty: 10

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	3	0	0	0	0
Underutilized (Y = Yes)	Y	Y	Y	Y	Y
Number Underutilized	1	4	2	1	1
Actual Utilization Percent	30.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	41.1%	37.2%	17.3%	6.3%	10.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Philosophy and Religious Studies

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

10221 Philosophy

Job Group Faculty-Professorial

Total Faculty: 6

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	0	1	1	0	0
Underutilized (Y = Yes)	Y			Y	Y
Number Underutilized	2			0	0
Actual Utilization Percent	0.0%	16.7%	16.7%	0.0%	0.0%
Labor Market Avail. Percent	36.8%	16.7%	4.4%	5.5%	5.0%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Psychology

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

10245 Psychology

Job Group Faculty-Professorial

Total Faculty: 23

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	10	5	2	1	2
Underutilized (Y = Yes)	Y	Y		Y	Y
Number Underutilized	7	2		1	1
Actual Utilization Percent	43.5%	21.7%	8.7%	4.3%	8.7%
Labor Market Avail. Percent	75.0%	29.3%	5.8%	8.8%	12.2%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Public Administration

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

10250 Public Affairs

Job Group Faculty-Professorial

Total Faculty: 39

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	14	11	5	1	5
Underutilized (Y = Yes)	Y			Y	
Number Underutilized	10			6	
Actual Utilization Percent	35.9%	28.2%	12.8%	2.6%	12.8%
Labor Market Avail. Percent	62.7%	31.4%	7.3%	18.1%	4.9%

Job Group Faculty-Lecturer

Total Faculty: 9

	Utilization Report				
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	5	1	0	1	0
Underutilized (Y = Yes)		Y	Y	Y	Y
Number Underutilized		3	1	1	1
Actual Utilization Percent	55.6%	11.1%	0.0%	11.1%	0.0%
Labor Market Avail. Percent	58.4%	48.0%	8.9%	21.0%	15.8%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Social Sciences

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

- 10236
- Political Science
- 10014
- Sociology and Anthropology

Job Group

Faculty-Professorial

Total Faculty:

26

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino
Number of Faculty	10	6	2	3	1
Underutilized (Y = Yes)					Y
Number Underutilized					1
Actual Utilization Percent	38.5%	23.1%	7.7%	11.5%	3.8%
Labor Market Avail. Percent	46.9%	20.7%	5.7%	5.5%	7.5%

APPENDIX E-3 - FACULTY UTILIZATION BY DISCIPLINE/PROGRAM

Visual and Performing Arts

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

10115 Fine & Performing Arts

Job Group Faculty-Professorial
Total Faculty: 15

Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino
Number of Faculty	10	3	2	0	0
Underutilized (Y = Yes)				Y	Y
Number Underutilized				1	1
Actual Utilization Percent	66.7%	20.0%	13.3%	0.0%	0.0%
Labor Market Avail. Percent	50.7%	19.6%	8.0%	4.0%	4.9%

APPENDIX F-1 - SUMMARY OF PERSONNEL ACTIVITY

Baruch College

Appendix F provides tables with detail on personnel activities and faculty tenure actions by ethnicity and gender. This first section (F-1) provides detail on personnel activity in the categories noted below, evaluated by job group and by EEO Category.

Detail on selected categories/groups with material levels of activity are published here.

Personnel Action Categories

Action Type	Description
Advancement	Moved to a job title that represents career advancement, whether or not on a published career path. Can be evaluated by sub-categories (Moved to a Higher Title within Group and Moved to a Higher Job Group).
Joined Group - Hire	Employed at the college for the first time, or re-hired after a break in service; includes employees who previously worked at another CUNY College and those appointed through Civil Service Transfer Rosters.
Joined Group - Internal Move	Joined group from another job group. Can be evaluated by sub-categories (Joined from a Higher Job Group, Joined from a Lower Job Group (Advancement), Other Change of Group, or Return to Faculty from Other Title).
Left Group - Internal Move	Left group to move to another job group. Can be evaluated by sub-categories (Move to a Higher Job Group (Advancement), Move to a Lower Job Group, Other Change of Group, or Return to Faculty from Other Title).
Left Group - Separation	Left employment at the college. Includes leaving CUNY entirely (for both voluntary and involuntary reasons) or leaving to take a job at another college, including through Civil Service Transfer Rosters.

EEO Category Summary

Executive/Administrative/Managerial

	Net category Changes
Total	4
Male	(3)
Female	6
Other/Unknown	1
Total Min	5
Asian	(1)
Black	2
Hispanic	4
Other Minority	-
All White	(1)
Unknown	-
Veterans	(2)
Individuals w/Disabilities	1

NET ADDITIONS		Additions by Type	
Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category
19		14	5
5	26%	4	1
13	68%	9	4
1	5%	1	-
8	42%	5	3
-	0%	-	-
3	16%	1	2
5	26%	4	1
-	0%	-	-
11	58%	9	2
-	0%	-	-
-	0%	-	-
1	5%	-	1

NET SUBTRACTIONS		Subtractions by Type	
Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category
(15)		(15)	-
(8)	53%	(8)	-
(7)	47%	(7)	-
-	0%	-	-
(3)	20%	(3)	-
(1)	7%	(1)	-
(1)	7%	(1)	-
(1)	7%	(1)	-
-	0%	-	-
(12)	80%	(12)	-
-	0%	-	-
(2)	13%	(2)	-
-	0%	-	-

OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
Advance- ments	Other Changes
2	1
-	-
2	1
-	-
1	1
-	-
-	-
1	-
-	-
-	-

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

EEO Category Summary
Professional Faculty

	Net category Changes
Total	16
Male	11
Female	5
Other/Unknown	-
Total Min	11
Asian	2
Black	3
Hispanic	6
Other Minority	-
All White	5
Unknown	-
Veterans	-
Individuals w/Disabilities	(1)

NET ADDITIONS		Additions by Type	
Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category
57		57	-
34	60%	34	-
23	40%	23	-
-	0%	-	-
24	42%	24	-
11	19%	11	-
4	7%	4	-
8	14%	8	-
1	2%	1	-
33	58%	33	-
-	0%	-	-
-	0%	-	-
-	0%	-	-

NET SUBTRACTIONS		Subtractions by Type	
Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category
(41)		(40)	(1)
(23)	56%	(23)	-
(18)	44%	(17)	(1)
-	0%	-	-
(13)	32%	(12)	(1)
(9)	22%	(9)	-
(1)	2%	-	(1)
(2)	5%	(2)	-
(1)	2%	(1)	-
(28)	68%	(28)	-
-	0%	-	-
-	0%	-	-
(1)	2%	(1)	-

OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
Advance- ments	Other Changes
11	-
7	-
4	-
-	-
1	-
-	-
-	-
1	-
-	-
10	-
-	-
-	-
1	-

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

EEO Category Summary
Professional Non-Faculty

	Net category Changes
Total	8
Male	-
Female	8
Other/Unknown	-
Total Min	8
Asian	7
Black	(2)
Hispanic	3
Other Minority	-
All White	-
Unknown	-
Veterans	-
Individuals w/Disabilities	-

NET ADDITIONS		Additions by Type	
Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category
40		35	5
10	25%	10	-
30	75%	25	5
-	0%	-	-
27	68%	24	3
11	28%	10	1
6	15%	5	1
10	25%	9	1
-	0%	-	-
13	33%	11	2
-	0%	-	-
-	0%	-	-
2	5%	2	-

NET SUBTRACTIONS		Subtractions by Type	
Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category
(32)		(28)	(4)
(10)	31%	(9)	(1)
(22)	69%	(19)	(3)
-	0%	-	-
(19)	59%	(17)	(2)
(4)	13%	(4)	-
(8)	25%	(7)	(1)
(7)	22%	(6)	(1)
-	0%	-	-
(13)	41%	(11)	(2)
-	0%	-	-
-	0%	-	-
(2)	6%	(1)	(1)

OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
Advance- ments	Other Changes
3	1
-	1
3	-
-	-
3	1
1	-
1	1
-	-
-	-
-	-
-	-
-	-

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

Administrative Support Workers

	Net category Changes
Total	(8)
Male	-
Female	(8)
Other/Unknown	-
Total Min	(4)
Asian	(2)
Black	(1)
Hispanic	(1)
Other Minority	-
All White	(4)
Unknown	-
Veterans	-
Individuals w/Disabilities	-

NET ADDITIONS		Additions by Type	
Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category
6		6	-
1	17%	1	-
5	83%	5	-
-	0%	-	-
5	83%	5	-
-	0%	-	-
2	33%	2	-
3	50%	3	-
-	0%	-	-
1	17%	1	-
-	0%	-	-
-	0%	-	-
-	0%	-	-

NET SUBTRACTIONS		Subtractions by Type	
Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category
(14)		(9)	(5)
(1)	7%	(1)	-
(13)	93%	(8)	(5)
-	0%	-	-
(9)	64%	(6)	(3)
(2)	14%	(1)	(1)
(3)	21%	(2)	(1)
(4)	29%	(3)	(1)
-	0%	-	-
(5)	36%	(3)	(2)
-	0%	-	-
-	0%	-	-
-	0%	-	-

OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
Advance- ments	Other Changes
4	12
1	1
3	11
-	-
3	11
1	3
1	5
1	3
-	-
1	1
-	-
-	-
-	2

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

EEO Category Summary

Technicians

	Net category Changes
Total	1
Male	-
Female	1
Other/Unknown	-
Total Min	-
Asian	-
Black	-
Hispanic	-
Other Minority	-
All White	1
Unknown	-
Veterans	-
Individuals w/Disabilities	-

NET ADDITIONS		Additions by Type	
Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category
1		1	-
-	0%	-	-
1	100%	1	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
1	100%	1	-
-	0%	-	-
-	0%	-	-
-	0%	-	-

NET SUBTRACTIONS		Subtractions by Type	
Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category
-		-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-
-	0%	-	-

OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
Advance-ments	Other Changes
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-

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

EEO Category Summary

Craft Workers

	Net category Changes
Total	2
Male	2
Female	-
Other/Unknown	-
Total Min	1
Asian	-
Black	1
Hispanic	-
Other Minority	-
All White	1
Unknown	-
Veterans	1
Individuals w/Disabilities	-

NET ADDITIONS		Additions by Type	
Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category
9		9	-
9	100%	9	-
-	0%	-	-
-	0%	-	-
3	33%	3	-
-	0%	-	-
1	11%	1	-
2	22%	2	-
-	0%	-	-
6	67%	6	-
-	0%	-	-
1	11%	1	-
-	0%	-	-

NET SUBTRACTIONS		Subtractions by Type	
Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category
(7)		(7)	-
(7)	100%	(7)	-
-	0%	-	-
-	0%	-	-
(2)	29%	(2)	-
-	0%	-	-
-	0%	-	-
(2)	29%	(2)	-
-	0%	-	-
(5)	71%	(5)	-
-	0%	-	-
-	0%	-	-
-	0%	-	-

OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
Advance- ments	Other Changes
1	3
1	3
-	-
-	-
1	1
-	-
-	-
-	-
-	2
-	-
-	-
-	-

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

EEO Category Summary
Service Workers and Others

		NET ADDITIONS		Additions by Type		NET SUBTRACTIONS		Subtractions by Type		OTHER CHANGES WITHIN CATEGORY (not counted in totals)	
	Net category Changes	Additions #	Additions %	External Hires (CUNY or College)	Transfers or Promotions into this category	Subtractions #	Subtractions %	Separation (Left College or Left CUNY)	Transfers or Promotions out of this category	Advance-ments	Other Changes
Total	1	21		21	-	(20)		(20)	-	4	4
Male	(8)	8	38%	8	-	(16)	80%	(16)	-	2	2
Female	9	13	62%	13	-	(4)	20%	(4)	-	2	2
Other/Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Total Min	3	20	95%	20	-	(17)	85%	(17)	-	4	4
Asian	(1)	1	5%	1	-	(2)	10%	(2)	-	-	-
Black	4	12	57%	12	-	(8)	40%	(8)	-	2	2
Hispanic	-	7	33%	7	-	(7)	35%	(7)	-	2	2
Other Minority	-	-	0%	-	-	-	0%	-	-	-	-
All White	(2)	1	5%	1	-	(3)	15%	(3)	-	-	-
Unknown	-	-	0%	-	-	-	0%	-	-	-	-
Veterans	-	-	0%	-	-	-	0%	-	-	-	-
Individuals w/Disabilities	-	-	0%	-	-	-	0%	-	-	-	-

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

APPENDIX F-2 - TENURE ACTIONS BY DEPARTMENT, JOB GROUP AND TITLE (FACULTY / CLT)

Baruch College

Appendix F-2 presents a summary of tenure actions. Tenure is a permanent status awarded on the basis of years of service and/or academic or research achievement.

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

Tenure is effective on September 1 of each academic year. Individuals listed here were awarded tenure effective September 1, 2018 (during this past plan year).

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

APPENDIX F-2 - TENURE ACTIONS BY DEPARTMENT, JOB GROUP AND TITLE (FACULTY / CLT)

Communication Studies

Lecturer	Hired with Tenure	CCE Certificate Continuous Emp	Female	White
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History

Assc Professor	Gained Tenure	Tenured	Male	White
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Mathematics

Assc Professor	Gained Tenure	Tenured	Male	White
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Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Male	White
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Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Male	White
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N P Loomba Dept of Mgt

Assc Professor	Gained Tenure	Tenured	Male	White
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Assc Professor	Hired with Tenure	Tenured	Male	White
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Natural Sciences

Assc Professor	Gained Tenure	Tenured	Female	White
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Philosophy

Assc Professor	Gained Tenure	Tenured	Male	White
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Psychology

Assc Professor	Gained Tenure	Tenured	Male	White
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Public Affairs

Assc Professor	Hired with Tenure	Tenured	Female	White
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Assc Professor	Gained Tenure	Tenured	Male	White
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Assc Professor	Gained Tenure	Tenured	Female	Hispanic/Latino
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Asst Professor	Gained Tenure	Tenured	Female	White
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Summary for the College

Total Staff:		Ttl Minority	Asian	Black/AfAm	Hispanic/Latino	White	Oth/Unk
5	Female	1	0	0	1	4	0
9	Male	0	0	0	0	9	0
0	Oth/Unk	0	0	0	0	0	0
14	Total	1	0	0	1	13	0

APPENDIX G - SUMMARY OF RECRUITING ACTIVITIES

Baruch College

This appendix provides detail on searches performed by job group, ethnicity, and gender. Detail is provided on applicants, interviews, and offers. The scope of this report includes searches which officially concluded by a job offer during the previous plan year (June 1, 2018 through May 31, 2019).

Category Summary

Executive-Administrative-Managerial

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	1,128	842		83		18		16	
Male	378	285	34%	18	22%	2	11%	2	13%
Female	587	429	51%	55	66%	15	83%	13	81%
Other	160	126	15%	10	12%	1	6%	1	6%
Total Min	537	388	46%	41	49%	5	28%	5	31%
Asian	84	61	7%	6	7%	-	0%	-	0%
Black	258	188	22%	18	22%	2	11%	2	13%
Hispanic/Latino	163	116	14%	16	19%	3	17%	3	19%
Two or More	30	21	2%	1	1%	-	0%	-	0%
All White	497	385	46%	39	47%	12	67%	10	63%
								-	
Unknown	94	69	8%	3	4%	1	6%	1	6%
Veterans	8	5	1%	1	1%	-	0%	-	0%
Indiv. w Disabilities	33	25	3%	4	5%	-	0%	-	0%

Category Summary

Professional Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	100	100		15		5		5	
Male	41	41	41%	7	47%	2	40%	2	40%
Female	36	36	36%	4	27%	1	20%	1	20%
Other	23	23	23%	4	27%	2	40%	2	40%
Total Min	45	45	45%	8	53%	3	60%	3	60%
Asian	22	22	22%	2	13%	-	0%	-	0%
Black	13	13	13%	3	20%	2	40%	2	40%
Hispanic/Latino	6	6	6%	2	13%	-	0%	-	0%
Two or More	2	2	2%	-	0%	-	0%	-	0%
All White	53	53	53%	6	40%	2	40%	2	40%
								-	
Unknown	2	2	2%	1	7%	-	0%	-	0%
Veterans	1	1	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	5	5	5%	-	0%	-	0%	-	0%

Category Summary

Professional Non-Faculty

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	2,741	2,531		160		33		32	
Male	834	778	31%	42	26%	6	18%	6	19%
Female	1,611	1,485	59%	106	66%	25	76%	24	75%
Other	292	264	10%	12	8%	2	6%	2	6%
Total Min	1,865	1,716	68%	103	64%	21	64%	20	63%
Asian	469	423	17%	33	21%	7	21%	7	22%
Black	753	697	28%	40	25%	6	18%	5	16%
Hispanic/Latino	556	512	20%	26	16%	8	24%	8	25%
Two or More	77	75	3%	4	3%	-	0%	-	0%
All White	731	683	27%	51	32%	12	36%	12	38%
Unknown	145	132	5%	6	4%	-	0%	-	0%
Veterans	32	29	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	81	76	3%	4	3%	2	6%	2	6%

Category Summary

Administrative Support Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	203	203		5		1		-	
Male	41	41	20%	-	0%	-	0%	-	0%
Female	138	138	68%	4	80%	1	100%	-	0%
Other	24	24	12%	1	20%	-	0%	-	0%
Total Min	164	164	81%	5	100%	1	100%	-	0%
Asian	35	35	17%	-	0%	-	0%	-	0%
Black	64	64	32%	3	60%	-	0%	-	0%
Hispanic/Latino	55	55	27%	1	20%	1	100%	-	0%
Two or More	9	9	4%	1	20%	-	0%	-	0%
All White	27	27	13%	-	0%	-	0%	-	0%
								-	
Unknown	12	12	6%	-	0%	-	0%	-	0%
Veterans	6	6	3%	-	0%	-	0%	-	0%
Indiv. w Disabilities	9	9	4%	-	0%	-	0%	-	0%

Category Summary

Craft Workers

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	53	53		18		9		9	
Male	43	43	81%	14	78%	7	78%	7	78%
Female	-	-	0%	-	0%	-	0%	-	0%
Other	8	8	15%	2	11%	-	0%	-	0%
Total Min	32	32	60%	7	39%	4	44%	4	44%
Asian	3	3	6%	2	11%	1	11%	1	11%
Black	16	16	30%	3	17%	1	11%	1	11%
Hispanic/Latino	11	11	21%	1	6%	1	11%	1	11%
Two or More	1	1	2%	-	0%	-	0%	-	0%
All White	17	17	32%	10	56%	5	56%	5	56%
								-	
Unknown	4	4	8%	1	6%	-	0%	-	0%
Veterans	2	2	4%	-	0%	-	0%	-	0%
Indiv. w Disabilities	-	-	0%	-	0%	-	0%	-	0%

Category Summary

Technicians

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	160	160		1		1		1	
Male	55	55	34%	-	0%	-	0%	-	0%
Female	84	84	53%	1	100%	1	100%	1	100%
Other	21	21	13%	-	0%	-	0%	-	0%
Total Min	109	109	68%	-	0%	-	0%	-	0%
Asian	49	49	31%	-	0%	-	0%	-	0%
Black	25	25	16%	-	0%	-	0%	-	0%
Hispanic/Latino	26	26	16%	-	0%	-	0%	-	0%
Two or More	9	9	6%	-	0%	-	0%	-	0%
All White	41	41	26%	1	100%	1	100%	1	100%
								-	
Unknown	10	10	6%	-	0%	-	0%	-	0%
Veterans	2	2	1%	-	0%	-	0%	-	0%
Indiv. w Disabilities	6	6	4%	-	0%	-	0%	-	0%

Category Summary

Service Workers and Others

	Records	Applicant	Appl%	Interview	Int%	Offer	Off%	Hire	Hire%
Total	46	46		7		5		5	
Male	30	30	65%	4	57%	2	40%	2	40%
Female	9	9	20%	3	43%	3	60%	3	60%
Other	7	7	15%	-	0%	-	0%	-	0%
Total Min	40	40	87%	6	86%	5	100%	5	100%
Asian	2	2	4%	1	14%	1	20%	1	20%
Black	24	24	52%	3	43%	3	60%	3	60%
Hispanic/Latino	11	11	24%	2	29%	1	20%	1	20%
Two or More	3	3	7%	-	0%	-	0%	-	0%
All White	5	5	11%	1	14%	-	0%	-	0%
Unknown	1	1	2%	-	0%	-	0%	-	0%
Veterans	-	-	0%	-	0%	-	0%	-	0%
Indiv. w Disabilities	-	-	0%	-	0%	-	0%	-	0%

APPENDIX F-2 - TENURE ACTIONS BY DEPARTMENT, JOB GROUP AND TITLE (FACULTY / CLT)

Communication Studies

Lecturer	Hired with Tenure	CCE Certificate Continuous Emp	Female	White
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History

Assc Professor	Gained Tenure	Tenured	Male	White
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Mathematics

Assc Professor	Gained Tenure	Tenured	Male	White
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Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Male	White
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Lecturer Doct Sch	Gained Tenure	CCE Certificate Continuous Emp	Male	White
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N P Loomba Dept of Mgt

Assc Professor	Gained Tenure	Tenured	Male	White
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Assc Professor	Hired with Tenure	Tenured	Male	White
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Natural Sciences

Assc Professor	Gained Tenure	Tenured	Female	White
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Philosophy

Assc Professor	Gained Tenure	Tenured	Male	White
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Psychology

Assc Professor	Gained Tenure	Tenured	Male	White
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Public Affairs

Assc Professor	Hired with Tenure	Tenured	Female	White
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Assc Professor	Gained Tenure	Tenured	Male	White
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Assc Professor	Gained Tenure	Tenured	Female	Hispanic/Latino
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Asst Professor	Gained Tenure	Tenured	Female	White
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Summary for the College

Total Staff:		Ttl Minority	Asian	Black/AfAm	Hispanic/Latino	White	Oth/Unk
5	Female	1	0	0	1	4	0
9	Male	0	0	0	0	9	0
0	Oth/Unk	0	0	0	0	0	0
14	Total	1	0	0	1	13	0

APPENDIX H - UTILIZATION OF INDIVIDUALS WITH DISABILITIES

Baruch College

Appendix H presents utilization of Individuals with Disabilities ("IWD") by job group. It presents total staff in the job group, number of Individuals with Disabilities, and percentage of Individuals with Disabilities in the job group.

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

Total Individual(s) with Disabilities: 22 Percent of total reported employees: 1.8%

APPENDIX H - UTILIZATION OF INDIVIDUALS WITH DISABILITIES

Category: Executive/Administrative/Managerial

Job Group	Staff	Indiv. with Disabilities	Rate
Administration 1 (Executive)	32	0	0.0%
Administration 2 (Manager)	156	4	2.6%
Facility Manager	1	0	0.0%
IT Computer Manager	2	0	0.0%
Security Manager	2	0	0.0%

Category: Professional Faculty

Job Group	Staff	Indiv. with Disabilities	Rate
Faculty-Professorial	454	4	0.9%
Faculty-Lecturer	64	0	0.0%

Category: Professional Non-Faculty

Job Group	Staff	Indiv. with Disabilities	Rate
Accountant	5	0	0.0%
Administration 3 (Professional)	197	9	4.6%
Administration 5 (Engineer-Architect)	4	0	0.0%
IT Computer Professional	25	0	0.0%

Category: Administrative Support Workers

Job Group	Staff	Indiv. with Disabilities	Rate
Accountant Assistant	8	0	0.0%
Administrative Assistant	22	1	4.5%
Office Assistant	56	3	5.4%
Mail Services Worker	3	0	0.0%

Category: Craft Workers

Job Group	Staff	Indiv. with Disabilities	Rate
Basic Crafts-Buildings and Grounds	9	0	0.0%
Laborers and Helpers	3	0	0.0%
Skilled Trades-Supervisor	2	0	0.0%
Skilled Trades	24	0	0.0%

Category: Technicians

Job Group	Staff	Indiv. with Disabilities	Rate
Administration 4 (College Lab Tech)	7	0	0.0%
Broadcast/Media	4	0	0.0%
IT Support Technician	1	0	0.0%

Category: Service Workers and Others

Job Group	Staff	Indiv. with Disabilities	Rate
Campus Peace Officer-Sergeant	10	0	0.0%
Campus Peace Officer-Level 2	6	0	0.0%
Campus Peace Officer-Level 1	64	1	1.6%
Custodial Supervisor	11	0	0.0%
Custodial	83	0	0.0%