

2023-2024 AFFIRMATIVE ACTION REPORT 2024-2025-AFFIRMATIVE ACTION PLANS

CUNY GRADUATE SCHOOL OF PUBLIC HEALTH AND HEALTH POLICY

Addendum Covering Italian Americans, as per CUNY's designation of Italian American as a protected ethnicity.

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PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update of CUNY's employment and advancement of Italian Americans. CUNY's Chancellor designated Italian Americans as a protected ethnicity at CUNY in 1976. CUNY began formally tracking the representation of Italian Americans beginning in the 1990s.

The CUNY Graduate School of Public Health and Health Policy (CUNY SPH) is one of the affirmative action establishments at the City University of New York (CUNY). CUNY's business rules for reporting data on Italian Americans mirror those developed for compliance with federal Affirmative Action regulations.

For clarity, this report will not repeat the content in the Federal Affirmative Action Plan.

The document reflects the following timeframes:

The employee census date is June 1, 2024.

The reporting year is June 1, 2023 – May 31, 2024 (Affirmative Action Report 2023-2024)

The program year is September 1, 2024 – August 31, 2025 (Affirmative Action Plan).

Overview

Refer to the Federal Affirmative Action Report and Plan for an overview of CUNY SPH.

Policies

CUNY and the School posts its policies on non-discrimination, sex-based misconduct, and affirmative action on the respective websites: <https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/> and <https://sph.cuny.edu/about/equity-diversity-inclusion-policy-compliance/>

Appendix B in the Federal Affirmative Action Report and Plan provides the text of the major policies.

CUNY periodically reaffirms its commitment to Equal Employment Opportunity, through publishing its policies in several locations and including policy on job postings.

Management issues an annual reaffirmation letter (**Appendix C**), which references CUNY's policy related to Italian Americans.

Responsibilities

The entire community participates in promoting diversity and inclusion. We have assigned certain responsibilities, as detailed in the federal Affirmative Action Plan. Additionally, the following apply to employment and inclusion of Italian Americans.

Italian American Faculty and Staff Council

CUNY SPH participates in the University's Italian American Faculty and Staff Council.

CUNY SPH representative is Jason Gaines, Associate Director, Human Resources.

University Management

In 2022-2023, CUNY participated in an Expert Panel Review process. The Panel evaluated methods by which CUNY collects and reports information on Italian American employees. The Panel's scope included methods to encourage self-identification and to calculate Labor Market Availability. CUNY's University Office of Recruitment and Diversity (ORD) and CUNY's Calandra Institute for Italian American studies cooperate on promoting inclusion of Italian Americans.

PART TWO: DATA AND ANALYSIS

Collecting Employee Data

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

We invite employees to self-identify gender, race/ethnicity, Italian American status, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. The Office of Human Resources runs periodic self-ID campaigns to provide employees with the opportunity to update their self-identification selections (Gender, Race/Ethnicity, Disability and Military status). We also invite job applicants to self-identify on the job application portal.

Of the **215** employees:

2 employees did not identify gender, noting that category was not listed.

1 employee did not identify a valid race/ethnicity category.

We assign employees who do not identify a status to the "unknown" category for that characteristic and categorize them in the majority or "not protected" group for that characteristic (i.e., male, or white) as per regulations.

2 employees identified as Italian Americans.

10 employees identified their disability status.

1 employee identified as a veteran.

Self-Identification Categories

We evaluate representation by race/ethnicity for the Italian American affirmative action plan using the following categories:

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

We ask employees to self-identify Italian American status. Additionally, we invite employees to voluntarily provide data on their ancestries from a list of approximately sixty categories.

We count employees who identify as both Italian American and a federally protected ethnicity in both categories. As a result, we count some employees twice when evaluating ethnicity.

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

Analyzing Data

We analyze workforce data as mandated, covering:

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

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

Workforce Analysis

Workforce Analysis is a review of employees within their assigned division and department. We review demographic data by job title in order of rank (salary range). Due to length, we do not publish the Workforce Analysis charts in this report.

Illustrative Tables

Table 1: Workforce by Job Group and Category

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

Table 3: Historical Changes in Underutilization – Faculty

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

Workforce by Job Group and Category (excludes Chief Executive)

2024-2025

School of Public Health

Total Appointments: 215

Executive/Administrative/Managerial

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Admin 1: Executive	12	10	83.3%	3	25.0%	0	0.0%
Admin 2: Managerial	25	21	84.0%	16	64.0%	0	0.0%
Admin 2: Managerial Adjunct	17	11	64.7%	5	29.4%	0	0.0%
Managerial: Info Tech	1	0	0.0%	1	100.0%	0	0.0%
Managerial: Security	1	1	100.0%	1	100.0%	0	0.0%

Professional Faculty

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Faculty: Professoriate	46	25	54.3%	12	26.1%	1	2.2%
Faculty: Librarian	1	1	100.0%	0	0.0%	0	0.0%
Faculty: Lecturer	4	1	25.0%	0	0.0%	0	0.0%
Faculty: Lecturer Adjunct	17	13	76.5%	2	11.8%	0	0.0%
Faculty: Professoriate Adjunct	18	10	55.6%	8	44.4%	0	0.0%

Professional Non-Faculty

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Admin 3: Professional	22	18	81.8%	17	77.3%	1	4.5%
Info Tech: Professional	6	2	33.3%	4	66.7%	0	0.0%
Info Tech: Professional Adjunct	2	0	0.0%	2	100.0%	0	0.0%

Administrative Support Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Office Assistant	1	1	100.0%	1	100.0%	0	0.0%
Office Assistant Adjunct	30	21	70.0%	12	40.0%	1	3.3%

Technicians

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Engineering Technician	1	1	100.0%	1	100.0%	0	0.0%

Service Workers

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Campus Public Safety Sergeant	1	1	100.0%	1	100.0%	0	0.0%
Campus Peace Officer	5	2	40.0%	5	100.0%	0	0.0%

Workforce by Job Group and Category (excludes Chief Executive)**2024-2025****School of Public Health****Total Appointments: 215****Service Workers**

Job Group	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth %	Ital. Am. #	Ital. Am. %
Campus Security Assistant	2	1	50.0%	2	100.0%	0	0.0%
Custodial: Supervisory	1	0	0.0%	1	100.0%	0	0.0%
Custodial: Assistant	1	0	0.0%	1	100.0%	0	0.0%
Custodial: Assistant Adjunct	1	1	100.0%	1	100.0%	0	0.0%

Full-Time Faculty by Title and Tenure Status

2024-2025

School of Public Health

Total Faculty: 51

Status categories are: Tenure, Track Tenure, Substitute, and "Instructors or Others PSC" (not eligible for tenure). Reporting tenure as of the 2023-2024 academic year (effective 9/1/2023).

Group/Title/Status	Ttl Empls	Female #	Female %	Pro. Eth #	Pro. Eth%	Ital Amer #	Ital Amer %
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Faculty: Lecturer

Distinguished Lecturer	2	1	50.0%	0	0.0%	0	0.0%
Instructors and others PSC	2	1	50.0%	0	0.0%	0	0.0%
Clinical Professor	2	0	0.0%	0	0.0%	0	0.0%
Instructors and others PSC	2	0	0.0%	0	0.0%	0	0.0%

Faculty: Librarian

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

Faculty: Professoriate

Asst Professor	11	5	45.5%	3	27.3%	0	0.0%
Tenured	1	1	100.0%	0	0.0%	0	0.0%
Track Tenure	10	4	40.0%	3	30.0%	0	0.0%
Research Faculty-Asst Prof	1	0	0.0%	0	0.0%	0	0.0%
Instructors and others PSC	1	0	0.0%	0	0.0%	0	0.0%
Assc Professor	18	12	66.7%	5	27.8%	0	0.0%
Tenured	13	9	69.2%	2	15.4%	0	0.0%
Track Tenure	5	3	60.0%	3	60.0%	0	0.0%
Research Faculty-Assc Prof	1	1	100.0%	0	0.0%	1	100.0%
Instructors and others PSC	1	1	100.0%	0	0.0%	1	100.0%
Professor	10	5	50.0%	2	20.0%	0	0.0%
Tenured	8	5	62.5%	1	12.5%	0	0.0%
Track Tenure	2	0	0.0%	1	50.0%	0	0.0%
Distinguished Professor	5	2	40.0%	2	40.0%	0	0.0%
Instructors and others PSC	5	2	40.0%	2	40.0%	0	0.0%

School of Public Health

This exhibit summarizes underutilization of protected groups by job group in faculty ranks. We report job groups only in years they have five or more incumbents. The Italian American Plan has calculations only by job group (not job group and discipline as in the federal plan).

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for adjunct faculty. In 2024, we refined the method to account for multiple adjunct appointments, which could reduce the total adjunct count.

Underutilization indicates areas of outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

Total Faculty	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/AfricanAm.	Hispanic/Latino	Italian American
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Faculty: Professoriate Adjunct

2024	18					2
2023	22					2

Faculty: Professoriate

2024	46					2
2023	44					2
2022	46					1
2021	42					1

Faculty: Lecturer Adjunct

2024	17	4	2	1		2
2023	20	3	1	1		2

School of Public Health

This exhibit summarizes underutilization of protected groups for non-faculty, presented by job group (organized by EEO Category, as in the Workforce Summary). We report job groups only in years they have five or more incumbents.

This summary reports underutilization in:

- 2024 - 2025 Plan (as of 6/1/2024 - current plan)
- 2023 - 2024 Plan (as of 6/1/2023)
- 2022 - 2023 Plan (as of 6/1/2022)
- 2021 - 2022 Plan (as of 6/1/2021)

In 2023, we updated Labor Market Availability estimates, which could impact results between years. We also began calculating underutilization for hourly appointments. In 2024, we refined the method to account for multiple hourly appointments, which could reduce the total staff count.

Underutilization indicates areas of potential outreach for recruitment and advancement. When underutilization does not change year-to-year, it may be due to limited turnover (opportunities to hire or promote into the job group).

There are more details in the plan narrative and in Appendix D (Utilization Analysis).

Executive/Administrative/Managerial

Total Staff	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Admin 1: Executive

2024	12					1
2023	10					1
2022	10					1
2021	8					1

Admin 2: Managerial

2024	25					3
2023	25					3
2022	23					2
2021	20					2

Admin 2: Managerial Adjunct

2024	17	4		2	2	2
2023	20	4	2		2	2

Professional Non-Faculty

Total Staff	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Admin 3: Professional

2024	22					2
2023	24		1			2
2022	20					3
2021	17					2

Info Tech: Professional

2024	6		1	1		
2023	8	1	1			1
2022	5		1	1		
2021	5		1	1		

Administrative Support Workers

Total Staff	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Office Assistant Adjunct

2024	30			1	2	4
2023	30	7			5	5

Service Workers

Total Staff	Female	Total Pro. Eth.	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Campus Peace Officer

2024	5		1			
2023	5		1			
2022	5					1

COMPARISON OF WORKFORCE SUMMARY DATA (2023:2024)

The comparison below addresses the change in the full-time workforce from the prior reporting year ending May 31, 2023, and as of June 1, 2024.

As of June 1, 2024, the total workforce at the School was 215.

The total full-time workforce was 130, increasing from 129, by adding 1 employee.

Female representation increased from 84 to **85** (adding one female employee).

Protected ethnicity decreased from 71 to 66.

2 employees identified as Italian American.

The total part-time workforce was 85, decreasing from 96.

Female representation was at 56, with 30 identifying as a Protected Ethnicity.

1 employee identified as Italian American.

Full-time employees in the following job groups:

Executive/Administrative/Managerial:

Total:	39 (increasing by 2)
Females:	32 (increasing by 2)
Protected ethnicity:	21 (remaining the same)

Professional Faculty:

Total:	51
Professoriate:	46 (increased by 2)
Lecturer:	4 (remaining the same)
Librarian:	1 (adding 1)

Professional Non-Faculty:

Total:	28 (decreasing by 4)
Female:	20 (decreasing by 1)
Protected Ethnicity:	21 (decreasing by 4)

Administrative Support Workers

Total: 1 Protected Ethnicity Female (remaining the same)

Technicians

Total: 1 Protected Ethnicity Female (remaining the same)

Service Workers:

Total:	10 (remaining the same)
Female:	4 (decreased by 1)
Protected Minority:	10 (remaining the same)

Part-time employees in the following job groups:

Executive/Administrative/Managerial: (Admin 2 Managerial Adjunct -Non-teaching Adjunct (I-IV)

Total:	17
Female:	11
Protected Ethnicity:	5

Professional Faculty:

Total:	35 (Lecturer Adjunct: 17; Professoriate Adjunct: 18)
Female:	23
Protected Ethnicity:	10

Professional Non-Faculty: (Info Tech: Professional Adjunct)

Total: 2
Female: 0
Protected Ethnicity: 2

Administrative Support Workers (Office Assistant Adjunct: College Assistant title)

Total: 30
Female: 21
Protected Ethnicity: 12

Service Workers:

Total: 1
Female: 1
Protected Ethnicity: 1

Comparative analysis year to year for the part-time workforce will be undertaken in future annual reports.

It is noted that the School hired 1 Italian American in the Office Assistant Adjunct Job Group, but lost the employee in that category in the Custodial Assistant Adjunct Job Group.

SUMMARY OF FACULTY BY TENURE STATUS

As of June 1, 2024, the School had 51 full time faculty (an increase of 3).

Distinguished Professor:

The School has 5 Distinguished Professors, of whom 2 are female, and 2 are from a Protected Ethnicity. This shows an increase of 1 female and 1 in the Protected Ethnicity category from last year.

Assistant Professor: A total of 11, of whom 5 are female, and 3 are from a Protected Ethnicity.

There is an increase of 4 employees in the Assistant Professor rank, with an increase of 2 females.

- Of the 11, 10 are on track tenure, of whom 4 are female and 3 are from a Protected Ethnicity.
- There is 1 tenured female.

Associate Professor: A total of 18, of whom 12 are female and 5 are from a Protected Ethnicity.

- Of the 18, 13 are tenured. Of the 13 tenured, 9 are female and 2 are from a Protected Ethnicity.
- Of the 5 who are on track tenure, 3 are female, and 3 are from a Protected Ethnicity.

Professor: A total of 10, of whom 5 are female, and 2 are from a Protected Ethnicity.

- Of the 10, 8 are tenured. Of the tenured, 5 are female and 1 is from a Protected Ethnicity.
- Of the 2 who are on track tenure, 1 is from a Protected Ethnicity.

Non-tenure Track titles:

Distinguished Lecturer: Total 2 (1 female)
Clinical Professor: Total 2
Instructor-Librarian: Total 1 (Female)

Research Faculty:

The School has a 1 Research Assistant Professor; and 1 Research Associate Professor, who is female. The Research Faculty – Associate Professor identifies as Italian American.

Job Group Analysis

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

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

Because there is no reliable labor market data on Italian American status available by academic discipline, we analyze faculty by job group only.

Utilization Analysis

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

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

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

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

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

To identify Italian American ancestry, we utilize the "Ancestry 1", and "Ancestry 2" fields in the American Community Survey. Prior to 2023, CUNY counted the first ancestry identified at 100% and the second ancestry identified at 50%. As of 2023, we count any identification of Italian American ancestry at 100%.

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

Appendix D details utilization/underutilization in each category. We prioritize job groups with underutilization for placement goals and outreach for hiring and advancement.

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

Utilization Analysis for Full-time and Adjunct Faculty by Program. Also, see Appendix D.

Community Health and Social Sciences:

Full-time Professoriate: 10

Female: 6

There is no underutilization.

Part-time Professoriate Adjunct: 9

Female: 6

There is an underutilization of 1 in a Protected Ethnicity, specifically in the Asian, Hawaiian/Other Pacific

Islander category.

Environmental, Occupational, and Geospatial Health Sciences

Full-time Professoriate: 10

Female: 7

There is an underutilization of 3 in a Protected Ethnicity, specifically 2 in the Asian, Hawaiian/Other Pacific Islander category and 1 in the Black/African American category.

Epidemiology and Biostatistics:

Full-time Professoriate: 12

Female: 7

There is an underutilization of 1 in a Protected Ethnicity, specifically in the Black/African American category.

Part-time Professoriate Adjunct: 6

Female: 5

There is an underutilization of 2 in a Protected Ethnicity, specifically 1 in the Asian, Hawaiian/Other Pacific Islander category and 1 in the Black/African American category.

Health Policy and Management:

Full-time Professoriate: 12

Female: 4

There is an underutilization of 2 females and 1 in a Protected Ethnicity, specifically in the Hispanic/Latino category.

Part-time Professoriate Adjunct: 6

Female: 4

There is an underutilization of 3 in a Protected Ethnicity, specifically 1 in the Asian, Hawaiian/Other Pacific Islander category, 1 in the Black/African American category and 1 in the Hispanic/Latino category.

For all faculty groups:

Faculty Professoriate shows an underutilization of 2 Italian Americans

Faculty Professoriate Adjunct shows an underutilization of 2 Italian Americans

Lecturer Adjunct shows an underutilization of 2 Italian Americans.

Utilization Analysis by Staff in the job groups:

Executive/Administrative/Managerial: (Admin 1 and Admin 2)

Admin 1: Executive: There is a consistent underutilization of 1 Italian American, maintained from 2021.

Admin 2: Managerial: There is an underutilization of 3 Italian Americans, increased from 2 in 2021 and 2022 and to 3 in 2023, and maintained at 3 in 2024.

Professional Non-Faculty:

- There is an underutilization of 2 Italian American in the Admin 3 job group.
- While the 1 underutilization in a Protected Ethnicity category has been addressed, the underutilization of 2 Italian Americans has remained the same as 2023.
- There is an underutilization in the Info Tech Professional job group, specifically 2 in a Protected Ethnicity (1 in Asian, Hawaiian/Other Pacific Islander and 1 in Black/African American) category.

Service Workers: There is 1 underutilization in a Protected Ethnicity category (Asian, Hawaiian/Other Pacific Islander).

Utilization Analysis by Staff in Part-time Job Groups:

Executive/Administrative/Managerial: (Admin 2: Managerial Adjunct)

- There is a continued underutilization of 4 in a Protected Ethnicity with 2 in the Black/African American and 2 in the Hispanic/Latino category.
- There is an underutilization of 2 Italian Americans in this Job Group, maintaining the number from 2023.

Administrative Support Workers (Office Assistant Adjunct)

There is an underutilization of 1 Black/African American and 1 in the Hispanic/Latino category.

The School has addressed the underutilization of 5 Italian Americans in this job group in 2023 by reducing it to 4.

Utilization, Underutilization, and Placement Goals

The School will pay particular attention to the underutilization in the full-time faculty ranks in the Environmental, Occupational, and Geospatial Health Sciences, Epidemiology and Biostatistics, and Health Policy and Management departments in recruitment and hiring, when vacancies occur.

Part-time faculty ranks show underutilization in each department. Data shows that the underutilization has increased by 6 in the Protected Ethnicity categories since last year. Recruitment and hiring of adjunct faculty are not formally structured, and often based on projected enrollment in the upcoming semester. The School will address diversity in adjunct faculty as an on-going, pro-active effort to create classrooms and provide instruction which reflect the diversity of the student body.

The School will continue to address underutilization in the part-time staff titles, when there are hiring opportunities.

Personnel and Recruiting Activity

Personnel Activity

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

Appendix E in the main federal plan summarizes job actions, including tenure, by gender and ethnicity.

SUMMARY OF PERSONNEL ACTIVITY

Hires:

A total of 7 faculty were appointed.

- 5 individuals were hired from outside CUNY.
- A part-time faculty was appointed to a full-time Research Faculty position through a search waiver.
- A Research Faculty was appointed to a tenure-track position, classified as a lateral change within the Professional Faculty group, even though a search waiver was executed for this appointment.

1 hire was made in an administrative position.

Movement/Advancement in Title

- 1 individual advanced in title (From Admin 2 to Admin 1 Executive)
- 2 appointments were made to the Distinguished Professor title.
- 3 faculty received promotions.

Of those who advanced in title, 2 are female. 1 individual identifies as a Protected Minority.

Separations:

7 employees separated from the School.

- 1 faculty retired and 2 resigned
 - Of the 4 administrative staff, 1 employee joined another CUNY school and 3 resigned.
- Of the 7 employees who separated from the School, 3 were female and 2 were from a Protected Ethnicity category.

Hires, Movement /Advancement in Title and Separations did not include any Italian Americans.

Table 5: Tenure Summary

Faculty Group	Total Tenure Awards	Tenure Awards to Females	Tenure Awards to Federally Protected Ethnicities	Tenure Awards to Italian Americans	Tenure Awards Denied
Professors	0	0	0	0	0
Associate Professors	1	1	0	0	0
Assistant Professors	0	0	0	0	0
Lecturers	0	0	0	0	0

1 female Associate Professor was granted tenure.

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

The School made 2 appointments in the rank of Distinguished Professor, bringing the total to 5. Currently, the School has the titles in the following departments:

- Community Health and Social Sciences: 1
- Epidemiology and Biostatistics: 3
- Health Policy and Management: 1

Gender and Protected Ethnicity is detailed earlier.

Recruiting Activity

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

SUMMARY OF RECRUITING ACTIVITY

The School conducted 4 searches during the period.

2 of the searches were for administrative positions with 1 position approved for hiring a substitute.

Substitute posting: As per the contractual guidelines, the extension for the second substitute period was considerably delayed. Based on Central Office guidance, the School posted this position to be able to continue seamless service in a critical administrative operation unit.

A faculty posting was open for 4 vacancies. During the posting period, the School needed to fill a sudden vacancy, and therefore, the same posting was used to hire a faculty to fill the additional vacancy.

The position for a faculty librarian was posted.

163 applicants applied for the postings.

Of the 163 applicants, 87 applicants identified as female. 7 applicants did not identify their gender.

102 applicants identified themselves as a Protected Ethnicity. 8 did not identify themselves.

2 applicants identified as Italian Americans,
 22 of the applicants identified themselves as Individuals with a Disability.

26 applicants were interviewed.
 Of the 26 applicants, 12 were female and 12 were from a Protected Ethnicity.
 3 of the interviewees identified as Individuals with a Disability.

8 hires were made, with 4 identifying as female; and 2 identifying as a Protected Ethnicity.

Table 6: Exceptions to the Search Process

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

Note: A Research Faculty was appointed to a tenure-track position, classified as a lateral change within the Professional Faculty group, even though a search waiver was executed for this appointment.

Civil Service Hiring

CUNY’s University Human Resources administers and validates Civil Service examinations and maintains applicant and examination records.

- We selected **1** individual for a Classified Civil Service position from ranked lists based on examination scores, according to CUNY’s Civil Service regulations.

PART THREE: ACTION-ORIENTED PROGRAMS

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

2023-2024: Prior Year Programs

employees, including Italian Americans. Seminars, workshops, and panel discussions were held remotely through the academic year 2023-24 with outreach to students, faculty, and staff for participation.

Table 7: Summary of Programs, 2023-2024

The following list of programs and events at CUNY SPH shows the wide range of outreach to students, faculty and staff.

Program Titles:

Birthing Justice: Black Women, Pregnancy, and Childbirth (Bronx, Harlem and Brooklyn events)

Breaking Barriers through Leading with Justice -Part 1, 2, and 3

Bringing Your Authentic Self to Work

Bystander Intervention to Stop Anti-Asian/American and Xenophobic Harassment

Bystander Intervention to Stop Anti-Semitic Hate and Harassment

Bystander Intervention to Stop Islamophobic and Xenophobic Harassment

Bystander Intervention to Stop Police Sponsored Violence and Anti-Black Racist Harassment

Bystander Intervention to Stop Stigma Around Learning Differences

Bystander Intervention to Support the LGBTQIA+ Community

Cannabis as Medicine Program with NYS Office of Cannabis Management

Cannabis Corner Webinar Series – Episode 1: The Role of Public Health in Cannabis Equity

Cannabis Corner Webinar Series - Episode 2: Cannabis History and Practice Across Industries

Cannabis Equity in Harlem Research Update

CannAct Cannabis Action Conference Viewing MULTI-DAY (Jan 29 – Jan 31)

Career Corner: Building Your Team: Mentors, Advocates, Champions, and more!

Career Corner: Etiquette and Best Practices for Online Professional Spaces

Career Corner: How to Leave Your Job

Career Corner: Networking Your Way to the Job Offer

Career Corner: Prepare for the Career Fair!

Career Corner: Presentations and Public Speaking

Career Corner: Recognizing and Honing Transferable Skills

Career Corner: Resume Reviews

Career Corner: Stuck in the Middle: Managing Up While Managing Down

Career Skills Masterclass: Breaking Through with Your Professional Brand

Career Skills Masterclass: Career Values with DSNY Commissioner Jessica Tisch

Career Skills Masterclass: From Beginning to End: How to Start and Leave Your Job

Career Skills Masterclass: Imposter Syndrome: Making Friends with Our Fears

with Cesar Herrera, MPH – CEO and Founder, Yuvo Health

Career Skills Masterclass: Leadership at Every Level

with Dean Ayman El-Mohandes and Dr. Nicole F. Roberts

Career Skills Masterclass: Leadership Office Hour with Dr. Dave Chokshi

Career Skills Masterclass: Managing Up While Managing Down with Anupa Fabian

Career Skills Masterclass: Navigating Career Opportunities with Dr. Innocent Clement

Career Skills Masterclass: Self Advocacy in the World of Work with Dr. Marilyn Aguirre-Molina

Career Skills Masterclass: Transferable Skills & Landing the Role

Career Skills Workshop: Career Values

Career Skills Workshop: Cover Letter and Interviewing

Career Skills Workshop: Crafting Effective Professional Emails

Career Skills Workshop: Introduction to Leading Others

Career Skills Workshop: Job Searching for Recent Grads
Career Skills Workshop: Optimize Your Job Search on Handshake
Career Skills Workshop: Professional Communication and Networking
Career Skills Workshop: Resume Writing for the Career Transition
Career Skills Workshop: Self-Advocacy: Negotiating Salary and More
Career Skills Workshop: Winning the Job Interview
Career Wellness Workshop: You're Hired! Set up for Success from Day 1
Career Workshop: Building Your Professional Brand
Career Workshop: Imposter Syndrome in the Workplace
Career Workshop: Resume Writing
Career Workshop: What Hiring Managers Want
Community Perspectives on System Dynamics Modeling to Inform the Implementation of Evidence-Based Interventions to Reduce Opioid Overdoses and Fatalities
Creating Healthy Academic Habits Webinar: Building Mindfulness Practices
Creating Healthy Academic Habits Webinar: Combating Perfectionism
Creating Healthy Academic Habits Webinar: Cultivating Positive Self Talk
Creating Healthy Academic Habits Webinar: Implementing Self-Care
Creating Healthy Academic Habits Webinar: Stress Reduction Techniques
CUNY Public Health Innovation Accelerator Showcase
CUNY Urban Food Policy Forum – “Food Spending and Government Budgets: Prospects for 2024”
CUNY Urban Food Policy Forum – “Mutual Aid: Grassroots Food Sovereignty in NYC”
Diversity, equity, and inclusion in public health
Do We Value Public Health? A call to action to invest in the public health workforce.
Employer Discovery Series: NCI Center for Cancer Training
Employer Discovery Series: Office of Emergency Preparedness & Response Pipeline to Preparedness Fellowship
Employer Discovery Series: The Information Lab
Everyday Feminist: Driving movements we need now more than ever
Evidence triangulation in research on Alzheimer’s Disease and Related Dementias
Faith-Based Leadership Breakfast
Feeding Each Other: Shaping Change in Food Systems through Relationship
Grand Rounds: Neurovascular effects of wildfire smoke
Grand Rounds: Social Network Interventions
Health and Fitness Workshop Series: Building Resilience
Health and Fitness Workshop Series: Fitness Fundamentals
Health and Fitness Workshop Series: Group Reflection Session
Health and Fitness Workshop Series: Intro to Holistic Health
Health and Fitness Workshop Series: Mental Health Matters
Health and Fitness Workshop Series: Nutrition Essentials
Health and Fitness Workshop Series: Sleep Hygiene
How can I help you? Thoughts on communication, presentation and leadership
Internship Discovery Series: CEESP
Internship Discovery Series: H RTP: A Public Health Internship Program
Intro to Music Therapy with Dr. Abrams
Introduction to the Anti-Hate Initiative Education Series
Managing Academic Stress Support Group -multi-session
May is Mental Health Awareness Month: Introduction to Tapping
Measuring What Matters – A staff development seminar with Deborah Levine, LCSW
Migrants and asylum seekers: The solution to filling NYC’s health workforce gaps
Narcan Training with the Harlem Health Initiative
NYS Alcohol Policy Summit: Local Action, Statewide Solutions

Parent Support Group – CUNY SPH – multi-session
 Public Health Everywhere: Nontraditional Career Paths
 Reordering health and wellbeing risks through green climate urbanism
 Rising Rates of Congenital Syphilis & Access to Care – Part 1, 2 & 3
 Shining a Light on Food Systems as a Solution to the Climate Agenda
 Sleep Webinar: Don't just dream of better sleep—make it a reality!
 SPH CARES: Translating Public Health Education into Community Impact
 Student only town hall on disability
 Survival Mode – Starting the Conversation on Mental Health for Men of Color
 Systems Change Lecture Series: Social Networks and Health: Evidence and New Directions
 The Future of SciComm: A Conversation with Dr. Francis Collins
 The Ulysses Syndrome: Providing Care to Migrants Experiencing Extreme Migratory Mourning
 Time and Task Management for Graduate Students with ADHD
 Toxic: A Black Woman's Story – Viewing & Panel Discussion
 Trade Agreements As Instruments of Global Health Law
 Unlocking Potential & Breaking Barriers: CUNY Perspectives on ADHD
 Urban Food Policy Forum: Fifty Years of Food Activism in New York City: Lessons for City and State Food
 Politics and Policy
 Urban Food Policy Forum: Food Support Needs for Older Adults

2024-2025: Planned Programs

In this section, we share placement goals and planned initiatives for all employees, including Italian Americans.

Professional development for staff will continue to be a key initiative, focusing on enhancing and embedding professional development programs and robust career skill-building through performance evaluation and management, and providing internal and external resources.

Table 8: Planned Programs, 2024-2025

Program	Job Group/Expected Impact
Opportunities for open discussion on DEI topics	Students, faculty, and staff
DEI-focused learning programs / professional development programs	Students, Faculty and staff
Various events sponsored and hosted by academic and administrative units of the School, the Student Association and student clubs and the Committee for Equity and Inclusion	Students, faculty and staff
Continue enhancing DEI lens in pedagogy and instruction	Students and faculty
Professional development and skill-building for staff	Staff

Ongoing Activities

The Federal Affirmative Action Report and Plan describes ongoing outreach activities. All activities are inclusive and equitable and include Italian Americans.

Internal Audit and Reporting

The Chief Diversity Officer (CDO) monitors the progress of planned activities and reports their outcomes. The CDO integrates compliance information into student, faculty and staff training programs.

CUNY has a university-wide discrimination and harassment reporting system which allows for tracking and

oversight. More information is available at: <https://www.cuny.edu/about/administration/offices/hr/discrimination-and-retaliation-report-form/>

CUNY SPH investigates any complaints received through the portal and provides timely and prompt reports.

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

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

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

APPENDICES

D. Utilization Analysis (Italian American Plan)

Appendices for the 2024-2025 Affirmative Action Plan

Appendix D-1 Utilization Analysis - Staff Job Groups

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

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

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

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

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

School of Public Health

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 12

Weight Availability Factors

50.00% ACS 2017-2021 National workforce with a minimum of Bachelor's degree plus eight years of experience (proxy age of 29 and higher) in selected occupations (0010, 0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 2100) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Titles held by employees in this group

- 04320 Assc Dean
- 04723 Asst Administrator
- 04722 Asst Dean
- 04333 Prof School Assoc Admin
- 04128 Prof School Assoc Dean
- 04332 Prof School Asst Admin
- 04127 Prof School Asst Dean
- 04129 Prof School Sr Assoc Dean

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Employees	10	3	1	1	1	0
Underutilized (Y = Yes)						Y
Number Underutilized						1
Actual Utilization	83.3%	25.0%	8.3%	8.3%	8.3%	0.0%
Labor Market Availability	45.6%	29.6%	10.0%	8.9%	8.8%	7.6%

School of Public Health

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 25

Weight Availability Factors

55.00% ACS 2017-2021 NY/NJ MSA workforce with a minimum of Bachelor's degree plus six years or experience (proxy age of 27 or higher) in selected occupations (0020, 0060, 0101, 0102, 0110, 0120, 0136, 0230, 0565, 9800) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian)

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

Titles held by employees in this group

04075 HE Associate

04097 HE Officer

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Employees	21	16	3	8	5	0
Underutilized (Y = Yes)						Y
Number Underutilized						3
Actual Utilization	84.0%	64.0%	12.0%	32.0%	20.0%	0.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%	11.2%

School of Public Health

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial Adjunct

Description: Adjunct HE Officer series administrators (all levels)

Appointments: 17

Weight Availability Factors

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

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

Titles held by employees in this group

04689 Non-Teaching Adjunct 1

04687 Non-Teaching Adjunct 3

04686 Non-Teaching Adjunct 4

04685 Non-Teaching Adjunct 5

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/ Latino	Italian American
Number of Employees	11	5	3	1	1	0
Underutilized (Y = Yes)		Y		Y	Y	Y
Number Underutilized		4		2	2	2
Actual Utilization	64.7%	29.4%	17.6%	5.9%	5.9%	0.0%
Labor Market Availability	57.7%	51.7%	14.2%	17.4%	17.8%	11.2%

School of Public Health

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 22

Weight Availability Factors

90.00% ACS 2017-2021 NY/NJ MSA workforce with minimum of Bachelor's degree in selected occupations (0520-0750, 1006, 1031, 1032, 2002, 2145, 2825, 2830, 2840, 2850, 2865, 5710, 5920, 9810) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Titles held by employees in this group

- 04017 Asst to HEO
- 04099 HE Assistant

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Employees	18	17	3	7	7	1
Underutilized (Y = Yes)						Y
Number Underutilized						2
Actual Utilization	81.8%	77.3%	13.6%	31.8%	31.8%	4.5%
Labor Market Availability	59.3%	39.5%	16.5%	9.6%	10.4%	13.5%

School of Public Health

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 6

Weight Availability Factors

75.00% ACS 2017-2021 NY/NJ MSA with minimum of a High School Diploma and four years of experience (proxy age of 21 or higher) in selected occupations (1006, 1007, 1010, 1021, 1022, 1065, 1105, 1106, 1108) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Titles held by employees in this group

- 04877 IT Associate
- 04875 IT Asst
- 04880 IT Sr Associate

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Employees	2	4	1	0	3	0
Underutilized (Y = Yes)			Y	Y		
Number Underutilized			1	1		
Actual Utilization	33.3%	66.7%	16.7%	0.0%	50.0%	0.0%
Labor Market Availability	38.1%	59.4%	30.2%	13.0%	13.9%	8.2%

School of Public Health

Category: Administrative Support Workers

Job Group: Office Assistant Adjunct

Description: Hourly Administrative Office Assistants-Entry level

Appointments: 30

Weight Availability Factors

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

0.00% NA

Titles held by employees in this group

10102 College Assistant

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Employees	21	12	5	3	4	1
Underutilized (Y = Yes)				Y	Y	Y
Number Underutilized				1	2	4
Actual Utilization	70.0%	40.0%	16.7%	10.0%	13.3%	3.3%
Labor Market Availability	76.3%	49.8%	11.5%	15.0%	20.5%	15.5%

School of Public Health

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 5

Weight Availability Factors

60.00% ACS 2017-2021 NY/NJ MSA with minimum of High School Diploma, New York State residency, and minimum age of 21 in selected occupations (3802, 3930, 3940, 3945, 3946, 3960) and either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

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

Titles held by employees in this group

04844 Campus Peace Officer

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Employees	2	5	0	2	2	0
Underutilized (Y = Yes)			Y			
Number Underutilized			1			
Actual Utilization	40.0%	100.0%	0.0%	40.0%	40.0%	0.0%
Labor Market Availability	30.1%	77.9%	13.7%	42.4%	19.7%	6.9%

Appendix D-3 Utilization Analysis - Faculty by Job Group

The Appendix provides a utilization analysis for each faculty job group where there are five or more employees.

Utilization analysis is a comparison of the demographics of employees in various job groups with an estimate of the labor market for that same job group. The labor market is based on US Census Data (American Community Survey) to allow for calculations based on Italian American ancestry not available in IPEDS data (utilized in the federal plan). We last calculated labor market availability in 2023.

For this plan, we calculate underutilization for the following categories: female, total federally-protected minority, Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, and Italian American. The total minority category includes Asian, Black, and Hispanic job groups but also incorporates individuals identifying as Native American/Alaska Native and two or more races. Italian American status is counted for employees in addition to any other group to which they identify.

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

Underutilization is calculated by job group. Job groups for faculty are: professoriate, instructor, lecturer, faculty librarian, K-12, developmental (CLIP/START), and continuing education. Not all campuses have faculty in all job groups.

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

Job Group Faculty: Lecturer Adjunct

Total Appointments: 17

Weight Availability Factors

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

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	13	2	1	0	1	0
Underutilized (Y = Yes)		Y	Y	Y		Y
Number Underutilized		4	2	1		2
Actual Utilization	76.5%	11.8%	5.9%	0.0%	5.9%	0.0%
Labor Market Availability	50.5%	33.4%	16.0%	6.5%	7.9%	12.1%

School of Public Health

Job Group Faculty: Professoriate

Total Appointments: 46

Weight Availability Factors

100.00% ACS 2017-2021 Nationwide workforce with a Doctorate degree and occupation 2205 (Post-Secondary Teachers). Italian American Status determined by either First or Second Ancestry of 051 (Italian) or 068 (Sicilian).

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	25	12	6	2	4	1
Underutilized (Y = Yes)						Y
Number Underutilized						2
Actual Utilization	54.3%	26.1%	13.0%	4.3%	8.7%	2.2%
Labor Market Availability	43.3%	26.2%	14.3%	4.0%	5.1%	6.5%

Job Group Faculty: Professoriate Adjunct

Total Appointments: 18

Weight Availability Factors

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

Utilization Report						
	Female	Total Protected Ethnicity	Asian/Nat. Haw./Other Pac. Isl.	Black/African American	Hispanic/Latino	Italian American
Number of Faculty	10	8	3	3	2	0
Underutilized (Y = Yes)						Y
Number Underutilized						2
Actual Utilization	55.6%	44.4%	16.7%	16.7%	11.1%	0.0%
Labor Market Availability	47.1%	31.3%	17.5%	4.9%	6.0%	11.2%