

Evaluation and Plan for Employment of Veterans and Individuals with Disabilities

2025-2026

CUNY GRADUATE SCHOOL OF PUBLIC HEALTH AND HEALTH POLICY

Responsible Official

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INTRODUCTION

This report is an annual evaluation of employment programs for Veterans and Individuals with Disabilities.

This evaluation is consistent with federal guidelines, specifically Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. Governor Hochul's Executive Order 31 (New York State as a Model Employer for Individuals with Disabilities) also informs activities related to employees with disabilities. It is also consistent with CUNY Trustee resolutions and CUNY policies.

The reporting year is June 1, 2024 – May 31, 2025.

The employee census date is June 1, 2025.

The program year for this plan is September 1, 2025 – August 31, 2026.

This plan is available for public review.

College Overview

The City University of New York (CUNY), the largest and most diverse urban public university in the United States, began training public health professionals in 1968 at Hunter College. It was one of the first public institutions without a school of public health to tackle the complex health problems facing the nation's increasingly diverse cities. By 2006, CUNY offered MPH degree programs at 3 campuses: Hunter, Brooklyn, and Lehman Colleges. That same year, Chancellor Matthew Goldstein announced the University's commitment to develop a collaborative school of public health, integrating the resources of the previously independent programs under the leadership of a single Dean. In 2007, the CUNY Graduate School, home to the University's 34 doctoral programs, introduced a Doctor of Public Health (DPH) degree program. In 2011, the School received its first full 5-year accreditation from the Council on Education in Public Health (CEPH). In 2013, the CUNY Board of Trustees adopted changes to the School's governance plan to better reflect the University-wide nature of the School and position it for continued and expanded collaborations, growth and success. Also, in 2013, following a national search, the CUNY Board of Trustees appointed the School's first permanent Dean, Dr. Ayman El-Mohandes. In August 2015, the central component of the School moved into 25,000 sq. ft. of newly-renovated office space on West 125th Street in West Harlem, Manhattan.

In November 2015, the CUNY Board of Trustees approved a resolution directing the Chancellor of the University to develop and implement a plan to transition the existing consortial School to a unified graduate school that would administer all master's and doctoral-level degree programs in public health, continuing as a unit within the CUNY Graduate School and University Center.

The name of the School was changed to the CUNY Graduate School of Public Health and Health Policy. In 2016, faculty, staff and students transferred to the new entity and moved to a new campus in Harlem. The Dean and the faculty and staff of the unified School have established a clear pathway toward the development of a world-class school of public health that taps into the richness of the City University of New York, New York City, and beyond and is poised for its next stage of development, creating a national model for a school of public health that reflects the diversity and challenges of cities in America and the world.

Mission

The School is located in a global city challenged by many of the world's most serious health problems that also serves as a cradle of public health innovation. Using the resources of the nation's largest and most diverse urban public University, the School seeks to create new models of innovative, interdisciplinary, and applied public health education, research, and practice. The School brings together students and faculty with practitioners, researchers, activists, community residents, and policy makers from many sectors. Informed by the values of public health, social justice, and democracy, the School seeks to become a platform for collaboration to examine the causes of and solutions to pressing health problems, to engage the public in an

ongoing dialogue on public health policy, and to develop a workforce with the capacity to plan and implement health-promoting programs and policies.

Mission Statement:

The School's mission is to promote and sustain a healthier population in New York City and around the world through excellence in education, research, and service in public health and by advocating for sound policy and practice to advance social justice and improve health outcomes for all.

Vision Statement:

The vision is to improve health and social justice in New York City and across the globe. To realize its mission and vision, the School works with communities, nonprofit and private organizations, and the government at all levels to build the capacities that help people lead healthier and more productive lives.

Values:

The values that guide the work of the School include:

We strive to incorporate health equity into everything we do.

We provide access to excellent educational programs for all students.

We believe that public service is a duty and a responsibility.

We are a respectful, diverse, and inclusive community.

We believe collaboration leads to innovative and impactful research, programs, and policies.

CUNY SPH's Strategic Framework for 2021-2025 outlines the following principles in its framework:

- Promoting diversity, inclusion and equity
- Enhancing academic excellence and areas of innovation
- Developing public service and partnerships with the local Harlem community
- Exploring new models for the School's economic and financial sustainability
- Continuing to build on existing global partnerships and collaborations

Policies

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

CUNY and School post the policies on non-discrimination, sexual misconduct, and affirmative action on the respective websites

- <https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/>
- [Equity, Diversity & Inclusion Policy and Compliance - CUNY Graduate School of Public Health & Health Policy](#)

Collecting Employee Data

We invite employees to self-identify as Veterans or Individuals with Disabilities when they apply for a job and when hired. Employees may update this information in our employee self-service system at any time. We periodically remind employees of the opportunity to self-identify.

We extracted data on active employees from our HR information system as of June 1, 2025. We included employees on most paid leaves, including medical and sabbatical leaves. We excluded personnel on retirement leave, student workers (including Graduate Assistants) and people employed separately by CUNY's Research

Foundation.

As of the Census Date, of the total 281 employees, 0.4% of employees chose to provide a Veteran status, and 4.3% of employees chose to provide a disability status.

Job Group Assignments

We create groups of job titles with similar duties and qualifications and further organize the job groups into major categories based on federal EEO-1 coding. CUNY updates job groups and categories periodically.

Every employee assignment (or “appointment”) is associated with a job title. Employees may hold multiple appointments, either multiple part-time appointments or a combination of one full-time and one or more part-time appointments, each with a separate job title.

We apply business rules to count active appointments. We count all active full-time appointments excluding some leave types, such as leave to take a different title. If an employee has an additional job at another campus, we count both appointments, one at each campus. If an employee has multiple jobs at the same campus, we count one appointment in each department (i.e., excluding multiple appointments in the same department). As a result, we count some employees in more than one campus and/or job group.

The Appendix lists and describes the current CUNY job groups. Not all colleges have employees in each group.

Census of Employees by Job Group

Exhibit I provides a listing of employees self-identifying as Veterans.

Exhibit II provides a list of employees who identify as Individuals with Disabilities.

Exhibit I: Utilization of Veterans by Job Group

2025-2026

School of Public Health

There is no external guideline for representation of veterans in the workforce.

Total Appointments 281

Total Veterans: 1

Percent of total appointments: 0.4%

Category: Executive/Administrative/Managerial

Admin 1: Executive
 Admin 2: Managerial
 Admin 2: Managerial Adjunct
 Managerial: Security

Appointments	Veterans	Rate
12	0	0.0%
32	0	0.0%
36	0	0.0%
1	0	0.0%

Category: Professional Faculty

Faculty: Professoriate
 Faculty: Librarian
 Faculty: Lecturer
 Faculty: Lecturer Adjunct
 Faculty: Professoriate Adjunct

Appointments	Veterans	Rate
45	0	0.0%
1	0	0.0%
4	0	0.0%
23	0	0.0%
17	0	0.0%

Category: Professional Non-Faculty

Admin 3: Professional
 Info Tech: Professional

Appointments	Veterans	Rate
21	0	0.0%
9	0	0.0%

Category: Administrative Support Workers

Office Assistant
 Office Assistant Adjunct

Appointments	Veterans	Rate
1	0	0.0%
66	0	0.0%

Category: Technicians

Engineering Technician

Appointments	Veterans	Rate
1	0	0.0%

Category: Service Workers

Campus Public Safety Sergeant
 Campus Peace Officer
 Campus Security Assistant
 Custodial: Supervisory
 Custodial: Assistant
 Custodial: Assistant Adjunct

Appointments	Veterans	Rate
1	1	100.0%
5	0	0.0%
3	0	0.0%
1	0	0.0%
1	0	0.0%
1	0	0.0%

Exhibit II: Utilization of Individuals with Disabilities by Job Group

2025-2026

School of Public Health

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

Total Appointments: 281

Total Individual(s) with Disabilities: 12

Percent of total appointments: 4.3%

Category: Executive/Administrative/Managerial

Admin 1: Executive
Admin 2: Managerial
Admin 2: Managerial Adjunct
Managerial: Security

Appointments	Indiv. with Disabilities	Rate
12	1	8.3%
32	1	3.1%
36	2	5.6%
1	0	0.0%

Category: Professional Faculty

Faculty: Professoriate
Faculty: Librarian
Faculty: Lecturer
Faculty: Lecturer Adjunct
Faculty: Professoriate Adjunct

Appointments	Indiv. with Disabilities	Rate
45	1	2.2%
1	0	0.0%
4	0	0.0%
23	0	0.0%
17	0	0.0%

Category: Professional Non-Faculty

Admin 3: Professional
Info Tech: Professional

Appointments	Indiv. with Disabilities	Rate
21	5	23.8%
9	0	0.0%

Category: Administrative Support Workers

Office Assistant
Office Assistant Adjunct

Appointments	Indiv. with Disabilities	Rate
1	0	0.0%
66	1	1.5%

Category: Technicians

Engineering Technician

Appointments	Indiv. with Disabilities	Rate
1	0	0.0%

Category: Service Workers

Campus Public Safety Sergeant
Campus Peace Officer
Campus Security Assistant
Custodial: Supervisory
Custodial: Assistant
Custodial: Assistant Adjunct

Appointments	Indiv. with Disabilities	Rate
1	1	100.0%
5	0	0.0%
3	0	0.0%
1	0	0.0%
1	0	0.0%
1	0	0.0%

PLAN FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

The following topics are addressed in this section:

- Review of Personnel Processes
- Review of Physical and Mental Qualifications
- Disability Accommodations
- Harassment Prevention
- External Policy Dissemination
- Outreach and Positive Recruiting
- Internal Policy Dissemination
- Implementation Responsibility
- Training
- Audit and Reporting System
- Benchmark Comparisons

Review of Personnel Practices

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

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

Consistent with New York State Governor Hochul's Executive Order 31, CUNY developed a Strategic Plan for its advancement as a Model Employer for individuals with disabilities. The Strategic Plan covers topics including physical accessibility, document and web accessibility, management and employee training, feedback from individuals with disabilities, and customized employment programs. We report progress annually to the State.

Review of Physical and Mental Qualifications

We ensure physical and mental qualifications are job-related and consistent with business necessity and safety. We periodically review physical and mental qualifications as they relate to employment, training, and promotion. The Chief Diversity Officer reviews position requirements before listing a job vacancy. They review any new job qualifications or conditions to ensure these would not exclude qualified individuals with disabilities or protected veterans. CUNY's Civil Service unit reviews job requirements prior to issuing new or revised Civil Service job descriptions.

Disability Accommodations

We provide accommodations to individuals with disabilities (including disabled veterans). According to our Policy on Implementing Reasonable Accommodation and Academic Adjustments, Human Resources Directors respond to accommodation requests made by job candidates, employees, contractors, and visitors.

The contact for accommodation requests is:

Name: Arthur McHugh, Jr.

Title: Director of Human Resources

Phone: 646-364-9764

Email: Arthur.MchughJr@sph.cuny.edu

The **Procedures for Implementing Reasonable Accommodation and Academic Adjustments** is available on the CUNY website. Campus specific information regarding Reasonable Accommodation Requests is available at <https://sph.cuny.edu/about/equity-diversity-inclusion-policy-compliance/> and the Request for Accommodation Form is available on **SPH HR Sharepoint**.

Information for applicants for employment is provided on the **Employment** page of the CUNY website. There is a link at the bottom of each job posting on <https://cuny.jobs> directing the candidate to our accessibility page. Candidates may contact the CUNY Office of Recruitment and Diversity at jobs@cuny.edu.

CUNY SPH [Employment Opportunities](#) page provides the same information, including the option of contacting the campus Human Resources at hr@sph.cuny.edu with accommodation requests for interviews and campus visits.

We offer reasonable accommodations based on disability; pregnancy, childbirth, or medical condition related to pregnancy or childbirth; religious practice; and status as a victim of domestic violence, sex offense, or stalking. Employees and managers may resolve requests through cooperative, interactive dialogue, or employees may request accommodation by contacting SPH Human Resources at hr@sph.cuny.edu

There were **13** employee accommodation requests in the 2024-2025 reporting period, all of which were successfully concluded. As of June 1, there were no outstanding appeals.

The School did not receive any job applicant accommodation requests.

Campus facilities continue to be improved to provide access. The Office of Information Technology continues its support to faculty and staff, providing necessary support in the remote and in-person workplace, and for online instruction and remote classrooms.

Harassment Prevention

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

External Policy Dissemination

CUNY posts its Non-Discrimination Policy on its employment website and provides a summary on job postings. CUNY's Office of Labor Relations provides an annual notice of our policies to labor unions. As needed, either the School or the University, as appropriate, notifies subcontractors, vendors, and suppliers of our EEO policies.

Outreach and Positive Recruiting

Exhibit III: Veterans and Individuals with Disabilities, Summary of Efforts from the 2024-2025 Plan

Program / Effort	Impact/Discussion
Targeted and specific outreach to Veterans and Individuals with Disabilities through job websites	Increase diversity in applicant pools
Awareness training and information to search committees	Increase awareness and sensitivity to applicants
Information sessions on the Reasonable Accommodations Policy	Increase awareness and sensitivity to employee accommodations and increase faculty awareness to student accommodations issues and concerns

In the Plan Year 2024-2025, CUNY SPH continued its efforts during the Reporting Year and will continue similar efforts in the Plan Year. The CDO provided specific discussions with each search committee, highlighting recruitment and outreach efforts, and providing training on conducting inclusive searches to increase the inclusion of Veterans and Individuals with Disabilities in applicant and interviewee pools, and to support diverse and inclusive hires.

Exhibit IV: Veterans and Individuals with Disabilities, Planned Efforts, 2025-2026

Program / Effort	Goals/Expected Impact
Targeted and specific outreach to Veterans and Individuals with Disabilities through job websites	Increase diversity in applicant pools
Awareness training and information to search committees	Increase awareness and sensitivity to applicants
Information sessions on the Reasonable Accommodations Policy	Increase awareness and sensitivity to employee accommodations and increase faculty awareness to student accommodations issues and concerns

CUNY SPS will continue and maintain the outreach, information and training efforts. Information sessions will be provided through the academic year to supervisors and managers to increase awareness and sensitivity to employee requests and needs. A specific effort will be focused on increasing faculty awareness of issues and concerns related to student disabilities and student veterans.

Ongoing Activities

Ongoing outreach activities include:

- Sending information on employment opportunities to outlets reaching protected veterans (including disabled veterans) and individuals with disabilities
- Listing job openings with government resources including the New York State Labor Department
- Publicizing Civil Service examinations through publishing exam notices and sending them to community organizations and public high schools
- Helping veterans with a passing score on a competitive Civil Service examination to apply for added points based on veteran or disabled veteran status, as per NY State law
- Helping qualified individuals with disabilities work in classified competitive Civil Service titles without an examination (55(a) program)
- Filing the annual federal VETS-4212 report of Veteran hires.

Internal Policy Dissemination

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

- Include policies in manuals and other publications.
- Explain policies and responsibilities to senior management and supervisors.
- Conduct training for employees involved in recruitment, hiring, and promotion decision-making.
- Discuss policies in employee orientation and management training programs.
- Include information on the accomplishments of veterans (including disabled veterans) and other individuals with disabilities in unit communications.
- Post CUNY Procedures for Implementing Reasonable Accommodation and Academic Adjustments on bulletin boards, along with the CUNY Policy on Non-Discrimination.

- Feature people who are individuals with disabilities in handbooks or similar publications.

Implementation Responsibility

The following individuals have responsibility to support our efforts to ensure equal employment opportunity to veterans (including disabled veterans) and other individuals with disabilities.

The Dean

Dean Ayman El-Mohandes oversees affirmative action and compliance programs. The Dean appoints a 504/ADA Coordinator to oversee compliance and provides support and resources for affirmative action and compliance. The Chief Diversity Officer who is also the 504/ADA Coordinator investigates appeals for the denial of any accommodation, and discusses findings with the Dean, who oversees and issues appropriate responses and determinations.

504/ADA Coordinator

As 504/ADA Coordinator, Sahana Gupta:

- Chairs the School's 504/ADA Committee.
- Monitors 504/ADA compliance.
- Reviews and resolve issues such as disputed accommodation decisions.
- Maintains records of accommodation requests and outcomes.
- Ensures secure storage of confidential information.
- Provides training as needed on issues related to individuals with disabilities.

504/ADA Committee

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

The School's 504/ADA Committee was not active in the Reporting Year 2024-25.

Other Officials

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

The Office of Accessibility Services provides specific support to students with disabilities.

University Management

CUNY headquarters units manage systems for self-identification data. University Human Resources administers CUNY's 55(a) program to offer enhanced opportunities in Civil Service positions to individuals with disabilities.

Training

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

The University and CUNY SPH provides orientation on relevant regulations and policies, including affirmative action programs, to personnel responsible for recruitment, selection, promotion, disciplinary actions, and similar activities.

The Chief Diversity Officer provides training for faculty and staff who serve on search committees to increase awareness and sensitivity to diversity, specifically for individuals with disabilities and veterans in the applicant and interviewee pools. Also, the Chief Diversity Officer, in coordination with the Office of Accessibility Services, provides information and training workshops on Reasonable Accommodation Policy and Procedures to faculty and staff.

The Chief Diversity Officer attended training sessions provided by or sponsored by CUNY. Staff in the Office of

Accessibility Services are members of various CUNY-wide committees and groups and bring updated, current best practices to their work on campus.

Audit and Reporting System

The School's Chief Diversity Officer/504-ADA Coordinator, Sahana Gupta audits the effectiveness of outreach and affirmative action programs. She evaluates and monitors practices and discrimination claims related to status as a veteran or individual with a disability. She also oversees audit and reporting of accommodation for individuals with disabilities, identifying barriers to access and proposing remedial actions. She reports any issues and concerns and the findings of investigations to the Dean.

Benchmark Comparisons

The exhibits below illustrate hiring rates for individuals with disabilities and veterans in the US Department of Labor's required format.

The federal government set the benchmark Hiring Rate for veterans at 5.1%, effective March 2025, based on the representation of veterans in the United States workforce.

There is no federal hiring rate benchmark for individuals with disabilities. There is a recommended guideline for 7% overall participation by Individuals with Disabilities in each job group.

Exhibit V: Veterans' Hiring Rate Benchmark:

The US Department of Labor established a hiring benchmark of 5.1% effective March 2025.

As per the March 2025: Employment Situation of Veterans – 2024 report from the US Bureau of Labor Statistics, Veterans account for about 7% of the civilian noninstitutional population age 18 or over. The unemployment rate of Gulf War-era II veterans (serving since September 2001) was 3.2%. The unemployment rate of Gulf War-era I veterans (serving August 1990-August 2001) was 2.3%. See:

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

Factor	2024-2025	2023-2024	2022-2023
A. Number of applicants who self-identified as Veterans before an offer of employment	13	0	38
B. Total number of job openings	17	4	21
C. Total number of jobs filled	13	8	17
D. Total number of applicants for all jobs	1410	163	1778
E. Number of veteran applicants hired	0	0	1
F. Total number of applicants hired	13	8	17
Hiring Rate (E divided by F)	0%	0%	0.05%
Federal Hiring Rate Benchmark	5.1%	5.2%	5.4%
Benchmark Met (Yes/No)	NO	NO	NO

Exhibit VI: Hiring Rate for Individuals with Disabilities

There is no recommended hiring benchmark for Individuals with Disabilities, but the US Department of Labor recommends a benchmark of 7.0% in each job group.

As per the February 2025 “Persons with a Disability: Labor Force Characteristics - 2024” report from the US Bureau of Labor Statistics found at: <https://www.bls.gov/news.release/disabl.nr0.htm>, people with a disability over the age of 16 accounted for about 13% of the corresponding civilian non-institutional population. The unemployment rate for people with a disability in the 16-64 age group was 8.1% while the corresponding rate for people without a disability was 3.9%. Labor Force Participation rate for individuals with disabilities in this age group was 40.7% while the Labor Force Participation rate for those without a disability was 77.9%.

Factor	2024-2025	2023-2024	2022-2023
A. Number of applicants who self-identify as Individuals with Disabilities before an offer of employment	175	22	123
B. Total number of job openings	17	4	21
C. Total number of jobs filled	13	8	17
D. Total number of applicants for all jobs	1410	163	1778
E. Number of individuals with disabilities hired	2	0	4
F. Total number of applicants hired	13	8	17
Hiring Rate (E Divided by F)	0.15%	0%	0.23%

APPENDIX – LIST OF CUNY JOB GROUPS

(Not every school has employees in each job group)

Category	Job Group Code	Group Name	Explanation
Executive/ Administrative/ Managerial			
	ADMIN1-CORP- INIT	Chief Executive-Senior Executive	Chief Executive or Senior Executive
	ADMIN1-EXEC	Admin 1: Executive	Executive Compensation Plan (Other Than Chief Executive)
	ADMIN2	Admin 2: Managerial	HE Officer series administrators-senior level
	ADMIN2-ADJ	Admin 2: Managerial Adjunct	Adjunct HE Officer series administrators (all levels)
	FCLY-MGR	Managerial: Facilities	Facility Superintendents and Managers
	FCLY-MGR-ADJ	Managerial: Facilities Adjunct	Hourly Facility Superintendents and Managers
	IT-MGR	Managerial: Info Tech	Information Technology- Managers
	IT-MGR-ADJ	Managerial: Info Tech Adjunct	Hourly Information Technology-Managers
	SEC-MGR	Managerial: Security	Campus Security-Managers
Professional Faculty			
	FAC-CONT	Faculty: Continuing Education	Continuing Education Teachers (part time, paid hourly or per course)
	FAC-DEV	Faculty: Developmental	Developmental programs for basic skills and related non- credit programs
	FAC-DEV-ADJ	Faculty: Developmental Adjunct	Adjunct/Hourly developmental programs for basic skills and related non- credit programs
	FAC-INST	Faculty: Instructor	Term-limited titles convertible to Assistant Professor upon completion of doctorate within five years; excludes librarians. Term-limited titles convertible to Assistant Professor upon completion of doctorate within five years; excludes librarians.
	FAC-INST-ADJ	Faculty: Instructor Adjunct	Adjunct/Hourly titles for term- limited Instructors; excludes librarians

Category	Job Group Code	Group Name	Explanation
	FAC-K-12	Faculty: K-12	Elementary and High School faculty in the Hunter Campus Schools
	FAC-K-12-ADJ	Faculty: K-12 Adjunct	Hourly Elementary and High School faculty in the Hunter Campus Schools
	FAC-LECT	Faculty: Lecturer	Lecturer Faculty and related non-tenure eligible titles, excluding Librarians.
	FAC-LECT-ADJ	Faculty: Lecturer Adjunct	Adjunct Lecturer Faculty and related non-tenure eligible titles; excluding Librarians. For Grad Center may also include Cont. Ed titles
	FAC-LIBR	Faculty: Librarian	CUNY Librarians with faculty appointments (any faculty title)
	FAC-LIBR-ADJ	Faculty: Librarian Adjunct	CUNY Librarians with adjunct faculty appointments (any faculty title)
	FAC-PROF	Faculty: Professoriate	Tenure-eligible faculty (all ranks) who have a terminal degree, excluding librarians
	FAC-PROF-ADJ	Faculty: Professoriate Adjunct	Adjunct Professorial Faculty paid on an hourly basis (all levels)
	FAC-PROF-GRAD	Faculty: Graduate Center	Senior faculty of the Graduate Center, excluding librarians
	FAC-PROF-GRAD-ADJ	Faculty: Graduate Center Adjunct	Senior Graduate Center Faculty Adjuncts.
Professional non-faculty			
	ACCT-PRFL	Accountant: Professional	Accounting-Professionals
	ADMIN3	Admin 3: Professional	HE Officer Series: Entry and mid-level administrators
	ADMIN5	Admin 5: Engineer-Architect	Engineers, Architects, and related titles
	ATHLETICS	Athletics Staff	Athletic Coaches and Trainers
	DISAB-PRFL	Disability Accommodation Specialist	Disability Accommodation Specialists
	DISAB-PRFL-ADJ	Disability Accommodation Specialist Adjunct	Hourly Disability Accommodation Specialists and Sign Language Interpreters
	IT-PRFL	Info Tech: Professional	Information Technology-Professionals

Category	Job Group Code	Group Name	Explanation
	IT-PRFL-ADJ	Info Tech: Professional Adjunct	Hourly Information Technology-Professionals
	NURSE-PRFL	Nurse	Nurses
	NURSE-PRFL-ADJ	Nurse Adjunct	Hourly Nurses
Administrative Support Workers			
	ACCT-TECH	Accountant: Assistant	Accounting-Support staff
	CAA	Administrative Assistant	Administrative Assistants-Senior level
	COA	Office Assistant	Administrative Office Assistants-Entry level
	COA-ADJ	Office Assistant Adjunct	Hourly Administrative Office Assistants-Entry level
	MMSW	Mail Services Worker	Mail Services Workers
Technicians			
	ADMIN4	Admin 4: College Lab Technician	College Laboratory Technicians (all levels)
	ADMIN4-ADJ	Admin 4: College Lab Technician Adjunct	Adjunct College Laboratory Technicians (all levels)
	BDCAST-TECH	Broadcast-Media	Broadcast/Media Technicians and Graphic Designers
	BDCAST-TECH-ADJ	Broadcast-Media Adjunct	Hourly Broadcast/Media Technicians and Graphic Designers
	ENG-TECH	Engineering Technician	Engineering and Architectural Technicians
	IT-TECH	Info Tech: Technician	Information Technology-Tech Support
	IT-TECH-ADJ	Info Tech: Technician Adjunct	Hourly Information Technology-Tech Support
	PRINT-TECH	Print Media Technician	Print Shop Technicians and related titles
	PRINT-TECH-ADJ	Print Media Technician Adjunct	Hourly Print Shop Technicians and related titles
Craft Workers			
	CRAFT-B&G	Basic Crafts-Buildings and Grounds	Buildings and Grounds Workers
	LABOR-HLPR	Laborers and Helpers	Entry-Level Craft Workers
	SKLTRD	Skilled Trades: Not Supervisory	Skilled Trades-Not supervisory
	SKLTRD-SUPV	Skilled Trades: Supervisory	Skilled Trades-Supervisors
Service Workers and Others			
	CPO	Campus Peace Officer	Campus Security-Mid level staff
	CPSS	Campus Public Safety Sergeant	Campus Security-Supervisors and Specialists

Category	Job Group Code	Group Name	Explanation
	CSA	Campus Security Assistant	Campus Security-Entry level staff
	CSA-ADJ	Campus Security Assistant Adjunct	Hourly Campus Security-Entry level staff
	CUST	Custodial: Assistant	Custodial-Entry level
	CUST-ADJ	Custodial: Assistant Adjunct	Hourly Custodial-Entry level
	CUST-SUPV	Custodial: Supervisory	Custodial-Supervisors (all titles)