

KINGSBOROUGH COMMUNITY COLLEGE

2022 – 2023 AFFIRMATIVE ACTION PLAN

FOR ITALIAN AMERICANS

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This plan is available for review at:

The Office of Equal Opportunity & Diversity Management, Room V231 or visit our website at https://www.kbcc.cuny.edu/title_IX/Homepage.html.



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PART ONE: INTRODUCTION AND BACKGROUND

This report is an annual update of the Affirmative Action Plan (AAP) for federal contractors. The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) oversees affirmative action program requirements for federal contractors.

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

This plan reflects requirements for implementing:

- Presidential Executive Order (EO) 11246, addressing gender and federally protected racial/ethnic groups
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, for protected veterans
- Section 503 of the Rehabilitation Act of 1973, as amended, for individuals with disabilities.

Some aspects of this plan also reflect state and local regulations, guidelines for public entities, CUNY trustees' resolutions, and CUNY policy.

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

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

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

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

OVERVIEW

Location, Degrees, Accreditation

Founded in 1963 and part of The City University of New York (CUNY) system, Kingsborough Community College's beautiful 70-acre waterfront campus is in Manhattan Beach, on the southern tip of Brooklyn, New York. Kingsborough Community College (Kingsborough) is located at 2001 Oriental Boulevard, Brooklyn, NY 11235-2398.

Selected from a pool of more than 1,000 community colleges nationwide by the Aspen Institute, Kingsborough Community College offers a wide range of credit and non-credit courses in the liberal arts and career education to all students with a high school diploma or GED. Most classes have fewer than 30 students, allowing professors to teach through hands-on learning and group discussions, using the latest technology, such as smart classrooms and video-conferencing rooms.

Kingsborough conducts classes on an innovative academic calendar. Classes are held during a 12-week Fall session which starts in September and ends late in December. This is followed by a 6-week Winter module which ends in February. A 12-week Spring session starts at the beginning of March and ends in the middle of June. This is followed by a 6-week Summer module, which continues until the end of July.

Kingsborough offers a number of programs for special populations including the "My Turn" program, which allows New York City residents, age 60 or older to attend college tuition free; "College Now," a unique partnership with area high schools to prepare students for college-level work that is now being replicated by colleges throughout the city; and "New Start," which offers students who have had difficulty in college a second chance to successfully complete college. Effective 2019, Kingsborough launched KCC Flex, to offer evening, weekend, and online classes to attract adult and non-traditional students, with some college and no degree.

Kingsborough serves approximately **18,916** students taking credit courses and another **9,000** students taking non-credit and continuing education courses.

Academic Programs: Degrees and Certificates:

- Associate in Arts (A.A.)
- Associate in Science (A.S.)
- Associate in Applied Science (A.A.S.)
- Online Degrees
- Certificates

Departmental/discipline accreditation and accrediting organization (s):

KCC is fully accredited and approved by the Commission of Higher Education of the Middle States Association of Colleges and Schools. The Commission on Accreditation in Physical Therapy Education accredits the Physical Therapist Assistant Program. All academic programs are registered by the New York State Education Department. The College is a member of the American Association of Community Colleges (AACCC), the American Council on Education (ACE), the League for Innovation in the Community College, the Association of Colleges and Universities in the State of New York, the Council of Higher Education Institutions in New York City, Junior College Council of the Middle Atlantic States, Middle States Association of Colleges and Schools, New York State Association of Junior Colleges, and the Association of College Unions-International.

History

- October 30, 1962 – Gustave G. Rosenberg, Chairman of the Board of Higher Education, appoints a committee, chaired by Ms. Gladys M. Dorman, to investigate the needs for another community college in Brooklyn. New York City Community College was already in existence in Brooklyn. The committee recommends the establishment of the community college. The Board of Higher Education accepts the recommendation and presents the recommendation to the Trustees of the State University of New York.
- September 12, 1963 – The State University of New York approves the establishment of Kingsborough Community College.
- January 17, 1964 – The City Planning Commission suggests four alternate sites as the possible location for Kingsborough Community College: Ebbets Field area, the Fulton Park area, the Atlantic Terminal renewal area, and the Stillwell Avenue-Belt Parkway area.
- April 20, 1964 – The City Planning Commission approves the establishment of Kingsborough Community College at Manhattan Beach against the wishes of its Chair, William F. R. Ballard.
- Jacob I. Hartstein, President, 1964 – 1969.
- Fall of 1964 – The College admits its first class of 468 students served by 39 faculty members. In the absence of a college campus, the college opens at two locations: a former Public School 98 on Avenue Z in the Sheepshead Bay area and a Masonic Temple located at the corner of Clermont and Lafayette Avenues in Mid-Brooklyn.
- The former maritime station at Manhattan Beach, which was made available by the federal government, becomes the site for the permanent campus of Kingsborough Community College and replaces the two temporary locations.
- Spring of 1965 – A 60-acre tract of land was formally deeded to the Board of Higher Education. Two military classroom buildings were rehabilitated for classes.
- Fall of 1966 – Classes begin on the Manhattan Beach campus of Kingsborough Community College. Enrollments increase so rapidly that additional classroom facilities are needed, prompting the rental of space at the Manhattan Beach Jewish Center on West End Avenue.
- Joseph Shenker, Acting President 1969 – 1970.
- Theodore Powell, President 1970 – 1971.
- January 1968 – The Board of Higher Education approves the Master Plan for the Kingsborough Community College campus and architectural drawings are completed for the permanent campus. Construction of a series of eight temporary buildings is initiated to house classrooms, laboratories, a library, a cafeteria, offices, and a gymnasium. The temporary buildings are located in the northeast quadrant of the campus so as not to interfere with permanent construction.
- Fall of 1973 – Completion of construction of the eight temporary buildings and groundbreaking occurs for Phase I of the New Campus Construction. US Senator Jacob Javits attends Land Grant ceremony at Kingsborough deeding six more acres of land to the college from the federal government.
- Leon M. Goldstein, President 1971 – 1999.
- 1980 – Groundbreaking occurs for the Marine and Academic Center Building.
- 1998 – The College is deeded the former Quentin Street Federal land and begins planning for the new Academic Village.
- 1990 – The Kingsborough Light atop the Marine and Academic Center is activated – U.S.
- 1995 – Coast Guard Light #3168.

- Byron McClenney, President 2000 – 2003.
- 2001 – 2002 A new logo was developed for the college, depicting the navigational light atop the Marine and Academic Center as a welcoming beacon.
- 2002 – The Leon M. Goldstein High School for the Sciences opens on campus.
- 2002 – Groundbreaking occurs for the Academic Village Building.
- 2002 – NYC Mayor Rudolph Giuliani opens new Kingsborough High School for the Sciences now: The Leon M. Goldstein High School.
- 2003 – 2004 – The college celebrates its 40th Anniversary.
- 2004 – The Academic Village Building is completed and opens.
- 2004 – The Kingsborough Community College Way, a pathway to honor graduates, faculty, staff, friends, and business partners, is created by the Kingsborough Community College Foundation Inc. and the Kingsborough Community College Alumni Association, Inc.
- Dr. Regina S. Peruggi, first female President 2004 – 2013.
- In 2013, the Aspen Institute College Excellence Program named Kingsborough Community College as a finalist-with-distinction for the 2013 Aspen Prize for Community College Excellence. Selected from the nation’s more than 1,000 public community colleges, Kingsborough received a \$100,000 prize to support its programs.
- In September 2014, Kingsborough appointed a new President – Farley Herzek.
- In January 2016, Kingsborough hired its first female Vice President of Academic Affairs and Provost, Dr. Joanne Russell.
- In April 2017, Kingsborough’s Office of the Vice President of Academic Affairs hired two female Deans: Dr. Sharon Warren-Cook, as the college’s Dean of Curriculum, and Dr. Kathleen Leaker as the college’s Dean of Faculty.
- Peter M. Cohen, Interim President 2017 – 2018.
- October 2017, The Aspen Institute College Excellence Program today named Kingsborough Community College one of the nation’s top 150 community colleges eligible to compete for the \$1 million Aspen Prize for Community College Excellence, the nation’s signature recognition of high achievement and performance among America’s community colleges.
- November 2017, New York State Senator Roxanne Persaud, KCC Foundation Board members, and other dignitaries, joined Kingsborough at the ribbon cutting ceremony for the Student Union & Intercultural Center (SU&IC).
- November 2017, Students from seven CUNY campuses won honors for presentations of their original research at the American Society for Microbiology's Annual Biological Research Conference for Minority Students, including one from Kingsborough.
- November 2017, Kingsborough men's and women's Wave cross country teams emerged champions at the 2017 CUNY/Army ROTC Community Colleges Cross Country Championships.
- December 2017, Kingsborough exceeds Spark Performance Targets, Wins Heckscher Funding for the third year in a row.
- January 2018, Kingsborough faculty awarded CUNY Research Idea Grants.
- Kingsborough Wave Sprints to 2018 CUNYAC Men's and Women's Indoor Track and Field Titles.
- Kingsborough women's outdoor track and field team achieved the 2018 NJCAA Division III National Championship.
- August 2018, KCC unveiled “Infinity” statue commemorating victims of the Holocaust.

- In September 2018, Kingsborough appointed its first black female President, Dr. Claudia V. Schrader.
- December 2018, Kingsborough is recognized as a “Top Ten Digital Community College” in a survey on use of technology to improve services, engagement, and collaboration.
- December 2018, Kingsborough excelled at NYSMATYC Mathematics League Competition:
 - Finishing in second place, KCC was one of the top four colleges with the top scoring teams.
 - KCC student, Zhi Ying Liang finished 7th place in the individual scoring analysis.
- Tyesha James, a biology major at Kingsborough Community College who is focused on becoming an OB/GYN Specialist, is a two-time 2018 National Athlete of the week, CUNYAC Cross Country Champion, National Cross Country Individual Champion, and now National Women’s Athlete of the year.
- January 2019, The Jack Kent Cooke Foundation announced the semifinalists for its prestigious *Cooke Undergraduate Transfer Scholarship*. Through this community college transfer scholarship, the Foundation supports high-achieving community college students as they transfer to some of the top four-year institutions in the country to complete their bachelor’s degrees. Congratulations to four honor students: Aliyah Howard, Maria Gonzalez, Nicholas James, and Alvin Wu.
- February 2019, Kingsborough Community College earned *Achieving the Dream’s* newest recognition for achieving higher student outcomes and narrowing equity gaps. KCC was one of 11 community colleges and the only one in New York State to earn *Leader College of Distinction*.
- April 2019, CUNY Kingsborough Community College was recognized in an award ceremony in Washington, D.C. as one of the top community colleges nationally in the 2019 Aspen Prize for Community College Excellence. The \$1 million Aspen Prize recognizes outstanding institutions selected from an original pool of more than 1,000 community colleges nationwide.
- Kingsborough Honors Students attended CATALYST 2019, in Orlando, FL. The Xi Kappa Chapter was the winner of International Hallmarks for the New York Region.
- May 2019, three students won the *David B. Silver Poetry* Competition: Maria Victoria Gonzalez, Tiaura-Nala Townsley, and Ana Khutsianidze.
- June 2019, Kingsborough launched KCC Flex, to offer evening, weekend, and online classes to attract adult and non-traditional students, with some college and no degree.
- June 2019, Kingsborough celebrates 10-year partnership with AHRC New York City. AHRC NYC partnered with KCC and the NYS Office of People with Developmental Disabilities to develop an inclusive program for students with IDD.
- Three Kingsborough students won the 2019 Women’s Forum Education Awards: Mina Asserrare, Donnamarie Recco, and Mariia Kaftanova. The WFEducation Fund Awards are given to high-potential women, age 35 and over, whose education and lives have been disrupted by extreme adversity.
- Class of 2019 Honor Student, Emmerline Ragoonath-DeMattos, awarded Finch Scholarship. This scholarship is awarded annually to four community college females in the New York,

New Jersey, and Connecticut area who are transferring to an accredited four-year college.

- Kingsborough Faculty Spotlight to congratulate Professors Maureen Fadem, Lea Fridman and Cheryl Smith on receiving the *William P. Kelly Research Fellowship* for the 2019-2020 academic year. The award, launched by Interim Chancellor William P. Kelly, is part of CUNY's strategy to support and grow faculty research and scholarly activity at CUNY's community colleges.
- Kingsborough Community College received \$1 million gift to establish the class of 2019 "100 Strong Scholarship Fund" from Barnes & Nobles, Inc. The scholarship fund is to provide full tuition support for two years to 100 Kingsborough students.
- Kingsborough Community College ranked #2 on Niche's 2020 Best Community Colleges in New York.
- September 2019 – President Schrader represented Kingsborough Community College at the West Indian Day Carnival Association VIP Breakfast.
- President Schrader convened the EASC to help advance the college priorities and improve institutional effectiveness.
- November 2019 – The Aspen Institute College Excellence Program named CUNY's Kingsborough Community College one of the nation's top 150 community colleges eligible to compete for the \$1 million Aspen Prize for Community College Excellence.
- November 2019 – The Workforce Development and Strategic Partnerships division was the proud recipient of two distinguished awards: the *James C. Hall Exemplary Program Award* for Non-Credit Program Development was awarded to the CUNY Techworks (CTW) Program; and the *Regional and Charles A. Burns* for Outstanding Adult Continuing Education Student was awarded to Christopher Cox, a graduate of our CUNY Fatherhood Academy program.
- December 2019 – Professor Maureen E. Ruprecht Fadem published *Silence and Articulacy in the Poetry of Medbh McGuckian*.
- The Workforce Development, Strategic Partnerships and Office of Continuing Education Division was officially awarded the grant from the Capital One Foundation, providing community support for the grant project titled: *Capitol One- Accessing the Path to Success from Noncredit to Credit* for \$149,000 to begin January 1, 2020.
- December 2019 – Professor Tanzina Ahmed was selected to participate in the University's Faculty Fellowship Publication Program (FFPP), which is a diversity initiative to assist untenured faculty with the design and execution of scholarly publications.
- December 2019 – The City University of New York received \$1 million from the City Council to address food insecurity among its students. Kingsborough Community College is one of seven community colleges selected to participate in the pilot program.
- The Dime Best of Brooklyn 2020 competition, presented by Dime Community Bank Brooklyn (and Schneps Media), voted Kingsborough Community College Best Adult Continuing Education Program!
- Kingsborough Theatre Arts fall laboratory production of *PASS OVER* by Antoinette Nwandu was selected as an official invited production of the *Region 1 Kennedy Center American College Theatre Festival*.
- January 2020 – Six Kingsborough Community College honor students announced as semi-finalists for the *Jack Kent Cooke Scholarship*.

- Naomi Rosenblum featured Kingsborough's Professor, Janice Mehlman in the newly revised "A World History of Photography". Titled "Veiled Emotions," the featured photograph was included in an exhibition at London's Aria Art Gallery *Intimate Truths*, probing issues of biology, gender, sexuality, and emotion through the interconnected dynamic of human relationships through abstract arrangements of fabric.
- January 2020 – Lola W. Brabham, New York State Department of Civil Service Acting Commissioner, presented Governor Andrew Cuomo's 2020 State of the State Address at Kingsborough Community College.
- February 2020 – KCC's Maritime Technology Apprenticeship Program was approved for \$857,543 in funding as part of the New York State Workforce Development Initiative.
- *The Journal of Adult & Continuing Education* accepted for publication, "Formative Study of Noncredit Students at Kingsborough Community College, CUNY" written by Christine Zagari, Director of Workforce Development and Sara Davaasambuu, a former Cap One Researcher.
- Dr. Debra Schultz, Assistant Professor of History, received a \$40,000 ACLS/Mellon Community College Faculty Fellowship for her project, *In the Footsteps of Emmett Till: An Intellectual and Experiential Engagement with Civil Rights Movement Legacies*.
- March 2020 – The Katz Center announced the 2020–2021 fellows, focused on the theme of *America's Jewish Questions*. Dr. Libby Garland of Kingsborough Community College is one of the scholars who will be in residence at the University of Pennsylvania during the 2020–21 academic year to pursue research on the topic of "America's Jewish Questions." Dr. Garland's project is titled, *Inventing the Refugee: U.S. Activists and Refugee Policy, 1945-1965*.
- April 2020 – Colin Bosio-Cady, an instructor in KCC's CUNY Start program, released his first book, *Never a Lovely So Real: The Life and Work of Nelson Algren*, about one of America's most famous authors.
- Donna-lyn Washington, adjunct lecturer in the English department, published an essay titled, "Frank Yerby and His Readers" in the critical essay anthology *Rediscovering Frank Yerby* from University of Mississippi Press.
- The Division of Workforce Development, Strategic Partnerships & Office of Continuing Education, received two awards in July 2020: the *KCC Job Corps Scholars Program* training grant sponsored by the US Department of Labor, Employment and Training Administration for \$1,186,900 and the Brooklyn Community Foundation COVID Response Grant, which has been awarded to the KCC Urban Farm for \$10,000.
- Starting in June 2020, Kingsborough Community College (KCC) President Dr. Claudia V. Schrader welcomes incoming students in a unique and exciting way through the KCC Welcome Wagon. With the help of the College's Office of Admissions, Dr. Schrader randomly surprises new freshman and transfer students at their homes, across the five boroughs, and even in Long Island, bearing a bag of KCC swag, following social distance protocols.
- "9 Waves Named to CUNYAC Winter/Spring Scholar-Athlete Honor Roll." In July 2020, CUNYAC recognized 490 student-athletes across all 13 member campuses selected to the Scholar-Athlete Honor Roll for the 2019-20 winter and spring seasons, which honors student-athletes in the conference with a 3.2 grade-point average or better.
- The Volunteer Income Tax Assistance (VITA) program at Kingsborough has completed its

fourth consecutive year of ensuring that students are trained and certified as income tax preparers.

- September 2020, KCC Named One of 2021 Best Community Colleges in New York.
- The Division of Workforce Development and Continuing Education was awarded a grant of \$199,785.87 for the new KCC HealthPath program. HealthPath is a healthcare career pathways program developed in response to the NYS Workforce Development Initiative, a part of Governor Cuomo's \$175 million initiative, which is allocating funds for targeted workforce investments to address the needs of regional industry and local workforce entities. In collaboration with Academic Affairs, Workforce Development will participate and receive a startup award of \$100,000 to launch a micro-pathway, along with hands-on support from the Education Design Lab.
- October 2020, Christine Dixon who is a KCC Alumnus and an award-winning actor, completed her 600th performance in the one-woman show titled "*Harriet Tubman Herself*."
- Garrison Redd, who earned an associate degree from Kingsborough Community College, was paralyzed by a stray bullet at age 17, is pursuing his dream of becoming a paralympic powerlifter, and working hard to flourish in and outside of the gym.
- Office for College Advancement (OCA) helped secure two major grants from the United States Department of Education: a \$1,381,545 five-year grant to benefit the TriO Program, and a grant of \$144,460 for KCC's Child Development Center. OCA also received two grants for Nursing scholarships from the Ambrose Monell Foundation (\$50,000) and the Switzer Foundation (\$10,500).
- In October 2020 – Kingsborough Community College welcomes Nancy Lee Sanchez as a board trustee to its Foundation Board. Nancy started her educational journey at Kingsborough Community College (KCC), is an executive director of the Kaplan Educational Foundation, where she serves as a strategic partner and advisor to the Kaplan Educational Foundation Board of Directors, and manages the Kaplan Leadership Program's rigorous recruitment, academic, advisement, leadership, and scholarship components.
- CUNY-TV featured KCC Art Professor and Director of the Photography Program Janice Mehlman in a wonderful exposé on her art and work during the pandemic at her Italian studio in Pietrasanta, Italy.
- Vanessa Richards, Class of 2020, is the Recipient of Presidential Scholarship, Victoria Loconsolo Foundation Scholarship and South Pole Scholarship.
- KCC student Jeffrey Scarlett (majoring in journalism and is a pitcher for the Wave baseball team), published first article *Mookie Betts Adds to the Legacy of Great Black MLB Outfielders* in the Amsterdam News.
- November 2020 – Robin Hood, New York City's largest poverty-fighting organization, has generously donated \$150,000 to Kingsborough Community College (KCC) through its Robin Hood Relief Fund to supplement the College's student emergency relief funding.
- The College received CARES funding for mental health counseling for \$248,000. The funds will be used to increase the number of hours allocated to our non-teaching adjuncts with

mental health licensing credentials in order to provide additional hours of critical, one on one counseling support to our students.

- Kingsborough Community College Professor Maureen Fadem's new book *Objects and Intertexts in Toni Morrison's 'Beloved': The Case for Reparations* explores *Beloved* as an indictment of society and a literary clarion call for reparations.
- Bob Blaisdell, professor of English at Kingsborough Community College, celebrated the publication of his new book, "*Creating Anna Karenina: Tolstoy and the Birth of Literature's Most Enigmatic Heroine*," profiled in the Brooklyn Eagle.
- December 2020 – The College is now a member of the Center for Energy Workforce Development (www.cewd.org) in collaboration with National Grid, our sponsoring utility partner. Our curriculum has been approved to offer the Energy Industry Fundamentals (EIF) course and the Natural Gas Technician Certificate Program. The Energy Industry Fundamentals (EIF) course provides a broad understanding of the electric and natural gas utility industry and the energy generation, transmission, and distribution infrastructure, commonly called the "largest machine in the world" which forms the backbone for the industry.
- Dr. Francesco Ianni ('97) who graduated with honors from Kingsborough in 1997 with an Associate of Applied Science (A.A.S) degree in Mathematics is named the New Superintendent for Oyster Bay School District, effective January 2021.
- Kingsborough Community College Wins Dime Best of Brooklyn 2021 Competition. The Dime Best of Brooklyn program allows the public to nominate hundreds of businesses and then vote for the best businesses in the borough in a wide range of categories and sub-categories each year.
- Kingsborough Community College Physics Students (Essence Lotus and Sejahari Saulter-Villegas) Named 2021 Marshall Scholars at NYU Tisch School of Arts. The scholarship finances young Americans of high ability to study for a degree in the United Kingdom.
- December 2020 – Kingsborough Community College (KCC) announced the addition of Dr. Kinta Alexander ('98) to the KCC Foundation Board. Dr Alexander is a KCC alumnus and is the director of Infection Prevention and Control at New York City Health and Hospitals/Harlem.
- December 2020 – The Food for Thought Pantry was awarded a \$10,000 grant from The Venable Foundation to purchase food for distribution to students.
- Two Kingsborough alumna who became small business owners, Iris Clarke, profiled in the NY Times "*The Bra-fitter Who Wants You To Dance in Her Shop*" and Latisha Campbell profiled on EastNewYork.com "*Real People of ENY: Latisha Campbell, Salon Owner Brings Resiliency and Hair Flair to East New York.*"
- January 2021 – the New Ovations Webpage for Faculty was unveiled. The webpage highlights more of the extraordinary work of KCC faculty through our Ovations spotlights, and sharing stories about our faculty's unique achievements, endeavors, and research.
- The de Blasio administration restructured the Work Learn & Grow program to focus on college and career readiness. The new model, administered by the NYC Department of Youth and Community Development (DYCD) in partnership with DOE and CUNY, provided 2,155 high school students with the opportunity to take a for-credit CUNY course through Kingsborough Community College.
- February 2021 – Associate Professor of Psychology Dr. Keisha V. Thompson was recognized as an honoree for the annual Caribbean Life Impact Awards.

- In February 2021, KCC Professor Anthony Borgese made a generous donation to establish the *Borgese Family Graduation Award*. Beginning this Spring 2021, the award will recognize KCC Hotel Management majors who achieve academic excellence and plan to enter the hotel industry or enter a 4-year college.
- Kingsborough Community College was selected as one of ten colleges to participate in the Achieving the Dream and the University of Southern California Race and Equity Center Racial Equity Leadership Academy (RELA), which is a year-long program scheduled to begin in summer 2021.
- *The Progressive Magazine* published the article "Reparations Now: An Interview with Maureen E. Ruprecht Fadem." Maureen discusses white supremacy, racial equity, and her new book 'Objects and Intertexts in Toni Morrison's *Beloved*.'
- Kingsborough Community College's Phi Theta Kappa chapter was named a 2021 REACH Chapter and will receive special recognition. Phi Theta Kappa's REACH Rewards recognizes Phi Theta Kappa chapters that excel in membership development.
- Kingsborough Community College joined several of its sister colleges in earning the coveted 2021-2022 Military Friendly School designation by Viqtory. Viqtory is an organization that connects the military community to civilian employment and educational opportunities. KCC serves approximately 170 students who are self-identified veterans, active duty, reserve members, National Guard, or their spouses and dependents.
- March 2021 – The ACE Upskilling CarePath program received funding for \$68,000 to train 60 new and incumbent workers as Care Coordinators, preparing them for immediate employment and career advancement. The creation of this pipeline will prepare students for a career in healthcare.
- Kingsborough has been approved by NYSED to provide CE courses to licensed social workers and mental health counselors. The CE program enrolled over 50 students in CE programs to date and continues to offer new programs, including "Introduction to Motivational Interviewing for Mental Health and Human Service Professionals" and "Assessments and Interventions to Address and Prevent Violence in the Family and Community."
- Kingsborough received funding to design a series of contextualized healthcare industry workshops to provide career exploration and awareness to 30 New Visions High School participants through a collaboration with St. Nicks Alliance. These workshops will deliver information, resources, and tools necessary to navigate a clear pathway for success in the workforce and/or in higher education.
- KCC was one of only 10 colleges to participate in the Achieving the Dream (ATD) and University of Southern California's (USC) Racial Equity Center's Racial Equity Leadership Academy (RELA).
- The launch of the KCC Experts Database (KED), which will help, promote the exemplary work, achievements and endeavors of our faculty and staff.
- Kingsborough biology professors Farshad Tamari, Kristin Polizzotto, Dmitry Brogun, and Azure Faucette released a new OER (Open Educational Resources), *The General Biology Lab Manual*, to boost online student engagement.
- KCC received a grant of \$5,000 from Post NY Alliance to provide scholarships for high-achieving Media Arts students.
- Ivana Espinet, a professor in the Education program in the Behavioral Sciences department, book launch of "Translanguaging and Transformative Teaching for Emergent Bilingual Students."

- KCC chemistry major Victoria Flores-Almazan was one of a baker's dozen of CUNY students awarded the prestigious Kaplan Leadership Scholarship this year. The Kaplan Leadership Program helps high-potential, low-income community college students complete their associate degrees and successfully transfer and earn a four-year bachelor's degree at the nation's most highly selective schools.
- April 2021 – On National Student Athlete Day, KCC salutes former student athlete Amadou Ba, who graduated as one of the most decorated runners in the College's history, earning ten All-America citations across seven different events.
- Forbes featured Kingsborough Community College and President Schrader in an article, *Community College Students Have Lost More Than In-Person Classes: How A College President Works to Meet The Promise of Educational Support*, written by KCC Foundation Board Member and Forbes contributor Nancy Lee Sánchez.
- KCC Student, Tiffany Bogle, named 2020/21 City University of New York Athletic Conference (CUNYAC) Scholar Athlete of the Year. CUNYAC annually recognizes its best and brightest student-athletes, who not only excel in athletics, but succeed in the classroom as well.
- KCC Student, Maksym Ivanov with an impressive 3.6 grade-point average in Criminal Justice named 2020/21 City University of New York Athletic Conference (CUNYAC) Scholar Athlete of the Year.
- Dr. Sue Carpenter, Associate Professor in the Department of Behavioral Sciences Education Program, formed a successful international advocacy group to advocate for students with intellectual disabilities to attend and contribute to higher education in the United Kingdom.
- May 2021 – Dr. Shawna M. Brandle, an associate professor in the History, Philosophy & Political Sciences department, received a Fulbright U.S. Scholar Program award. Dr. Brandle is a scholar trained in international relations and comparative politics and will lecture at Doshisha University in Japan as part of a project using open pedagogical practices, including open educational resources (OER), to teach American Government and related political science courses beginning fall 2021.
- Dr. Red Washburn, associate professor of English and director of Women's and Gender Studies was awarded a \$40,000 Mellon/ACLS Community College Faculty Fellowship for their project *Nonbin@ry: Tr@ns-Forming Gender and Genre in Nonbin@ry Literature, Performance, and Visual Art*.
- Value Colleges names Kingsborough Community College as One of Top 50 Best Value Community Colleges. Value Colleges features only fully accredited institutions that have proven their value for graduates on the job and on the job market.
- May 2021 – Kingsborough Community College named one of Centers of Excellence Designations for Domestic Maritime Workforce Training and Education (CoE). The CoE designation recognizes community colleges and training institutions that prepare students for careers in our nation's maritime industry.
- Kingsborough Community College was selected as one of eight institutions to participate in the *College Success for Single Mothers Project* and as one of 78 higher education institutions chosen by AAC&U to participate in the 2021 virtual Institute on Truth, Racial Healing & Transformation Campus Centers.
- June 2021 – Assemblywoman Mathylde Frontus, District 46 awarded Kingsborough Community College \$125,000 to support infrastructure improvements and transportation to help facilitate the distribution of the produce to the Community Farm and Garden.

- Kingsborough Community College named *2021 Best of Brooklyn Winners* by Dime Savings Bank for having the Best Adult Continuing Education Program in Brooklyn!
- *Evolution.com* interviewed Dr. Simone Rodriguez and Interim Assistant Dean Christine Zagari in their recent article *Developing Strong Relationships with the Business Community*. Simone Rodriguez and Christine Zagari-Loporto discussed the importance of relationships between higher education and industry, the challenges they face, and how to build an engaging environment with partners and employers for students.
- September 2021 – Dr. Simone Rodriguez was elected to serve as a *Board Member for New York Association of Training & Employment Professionals* (NYATEP...<https://www.nyatep.org/>), for 2021-2023.
- A Job Corps Scholars student was accepted into the Google Data Analytics Apprenticeship Program, after successfully completing the Business Administrative Assistant through Continuing Education and receiving intensive employment and personal support services from the KCC team.
- October 2021 – In collaboration with the Maritime Department, Workforce Development and Continuing Education received \$1.5M with matching funds from New York State for a total of \$3 million to establish an offshore wind (OSW) basic safety training facility.
- November 2021 – Congratulations are in order to *Manoucheka Arcius, a Job Corp Scholar*, who officially won the Charles A. Burns Award for Outstanding Adult Continuing Education Student award from the Continuing Education Association of New York-Region South and statewide for a total of \$2,000 in scholarship funds.
- Kingsborough Community College named one of the 150 institutions, eligible to compete for the \$1 million Aspen Prize for Community College Excellence by the Aspen Institute College Excellence Program.
- The Kingsborough Community College Learning Center (KLC) awarded the International Tutor Training Program Certification (ITTPC) through the College Reading & Learning Association (CRLA).
- Heather Brown, Director of the Child Development Center, received a 5-year contract from NYC Department of Education, Birth to Five Program (formerly UPK Program) to support the 3 and 4 year-old classrooms. The five-year contract totals \$1,972,630.
- Jessica Cinelli from Workforce Development received a grant from the deLaski Family Foundation for \$10,000 CUNY Badging/Scholarship funding from Education Design Lab to help pay for the cost of badging for the CCGER micro-pathways and scholarship awards to students who are actively enrolled in the CCFEF micro-pathways in the 2021-2022 academic year.
- The International Marine Electronics Alliance (IMEA) awarded a marine electronics industry scholarship to Tyler Perlow, a \$2,500 scholarship along with free attendance to both NMEA basic installer certification-training classes.
- Dr. Red Washburn, Associate Professor of English and women's and gender studies, has two newly released books: "Birch Philosopher X" and "Irish Women's Prison Writing."
- Speech communication professor Laura Spinu and biological sciences professors Mary Ortiz

and Christina Colon are featured in a new book by Nancy H. Hensel titled “Undergraduate Research at Community College: Equity, Discovering, and Innovation.”

- Kevin Kolkmeier, English Lecturer and Marine Corps Veteran, current project, "Families at War: A Century and More of War Stories and Their Effects" was selected by PSC CUNY for a \$6,000 grant to continue his research project.
- December 2021 – Kingsborough Community College received a grant totaling \$10,000 from the deLaski Family Foundation to support the college's microcredentialing initiatives as part of a larger award from the Education Design Lab's Community College Growth Engine Fund (CCGEF) program.
- The Jill M. Marcus Scholarship Award, a new Limited-Term Scholarship Fund of \$10,000, was established to support KCC students.
- Kingsborough Community College was awarded \$175,000 from JP Morgan Chase to support the *Treasure Project* (established to support students who are single parents).
- Amsterdam University Press published a new book titled, "*Growing Up Communist in the Netherlands and Britain: Childhood, Political Activism, and Identity Formation*," that is authored by KCC's adjunct assistant professor Dr. Elke Weesjes (Sabella).
- *PoliticsNY* ranked President Schrader as one of New York's 100 Power Players in Education per her commitment to improving access to affordable education that prepares students for a rewarding employment.
- The Venable Foundation, the philanthropic arm of law firm Venable LLP, has awarded Kingsborough Community College a \$10,000 grant to help stock the College's food pantry.
- Dorrance Publishing Co., Inc. released "*It's Hard To Be a Black Man in America and Other African American Poems*," a new book of poetry by KCC English professor, Dr. Elroy Allister Esdaille.
- Dr. Michael Rodriguez, Director of the Men's Resource Center was interviewed by *The Chronicle of Higher Education*, as part of the magazine's national focus on initiatives to attract and retain men in college.
- College Advancement received \$1,000 from Empire BlueCross BlueShield HealthPlus for CUNY LEADS (Linking Employment, Academics and Disability Services) initiative.
- On Stage at Kingsborough received a \$90,000 grant from the NYC Department of Cultural Affairs.
- January 2022 – The Office of Temporary and Disability Assistance (OTDA) selected KCC as a provider for the new Venture V for SNAP Participants program. OTDA will provide funding reimbursement of up to \$212,500 annually for a five-year grant to provide essential services to help low-income SNAP participants increase their employment skills and obtain jobs.
- The Academic/ESL Program Office was awarded \$753,000 for a five-year grant, to operate *Strides to Continuing Success (SCS)*.
- Kingsborough Community College was awarded a \$175,000 grant from JP Morgan Chase to implement strategies for improving support for single mother students.
- Paul Ricciardi, associate professor of theatre arts in the Department of Communications and Performing Arts at KCC and director of Ancram Opera House Theater (AOHT), secured a \$255,000 Regional Economic Development Council 2021 Main Street Program Grant for the theater.

- Kingsborough Community College’s president, Dr. Claudia V. Schrader, is a recipient of the 2022 AAC&U-Cengage Inclusion Scholarship. Awarded by the American Association of Colleges and Universities (AAC&U) and education technology company Cengage, for outstanding leadership to advance equitable liberal education.
- *Chalkbeat New York* highlights John Dewey High School and Kingsborough Community College’s collaboration. Students in Dewey’s teaching program can take college courses taught by KCC instructors at the high school and earn college credit.
- Kingsborough Community College partnered with *Good Shepherd Services* to offer Food Service Management and Certified Nursing Assistant training to students and alumni of West Brooklyn Community High School. Students, the opportunity to participate in hybrid courses that lead to industry certifications.
- Bloomberg (via WebWire) mentioned KCC in, *The City Tutors (CT) Partners with Bloomberg LP to Deliver Free Professional Mentorship to New York City College Students*. CT and Bloomberg LP provides tailored professional mentorships for college students and recent alums in underserved communities across NYC.
- Board of Trustees unanimously approved the college's new-leased site in Cypress Hills, where youth and adults achieve educational and economic success, secure and preserve affordable housing, and develop leadership skills to transform their lives and community.
- Kingsborough Community College received a grant of \$75,000 from the Ambrose Monell Foundation to support Nursing Scholarships.
- The Access Resource Center (ARC) received a \$3,000 microgrant from *Swipe Out Hunger*, to support the Pantry's *Food for Thought* Program.
- Continuing Education and Workforce Development received:
 1. Generation USA grant award of \$63,345 for an *IT Support Training Program*.
 2. New York City Small Business Services grant of \$844,690 for the *Front Line Cooks Training Program*.
 3. NYC Department of Health and Mental Hygiene in partnership with NYC Small Business Services received an award of \$708,430 for the *Community Health Worker Program* at CUNY schools, which includes KCC.
- February 2022 – Kingsborough Community College’s Faculty Initiative on Teaching Reading (FITR) won the 2022 Diana Hacker TYCA Award for Outstanding Programs in English for Two-Year Colleges and Teachers.
- Promineo Tech teamed up with Kingsborough Community College’s Workforce Development, Continuing Education and Strategic Partnerships team/department to offer several boot camps at about half the cost of similar programs.
- Dr. Laura Spinu and Dr. Carlos de Cuba from speech communication program presented a paper titled “*Taking Action for Positive Change in Faculty and Student Attitudes Toward Language Variation*” in a session called “*Critical Issues in Linguistics*” at the Linguistic Society of America’s (LSA) 96th annual meeting.
- President Schrader honored by *Power Women of Brooklyn* for being one of Brooklyn’s many fearless females who make Brooklyn the thriving and vibrant place to work, live and do business.
- *The Washington Post* mentioned Kingsborough Community College and the Fatherhood

Academy in their recent article, *Fathers or students: Black men in college often face a choice*.

- Congratulations to KCC students, Nicholas Vadi, who made the 2-21-22 CUNYAC All-Stars list and Neil Bridgeman, who received the sportsmanship award.
- March 2022 – Fortune's recent education article, *Amazon Workers Can Now Attend These 180 Colleges For Free*, mentions Kingsborough Community College as one of the many colleges and universities who have partnered with Amazon to provide their hourly employees with higher education.
- Mayor Eric Adams announced at Kingsborough Community College on March 29, 2022, a new vocational and apprenticeship program for youths 16 to 24 who are just coming out of foster care or still living within the system, to transition to adulthood.
- President Schrader and the Office of Institutional Advancement hosted *The 1963 Society* Breakfast to recognize donors who make an annual leadership-level gift at one of the giving society levels.
- April 2022 – KCC students Shaindy Weichman and Jiahua Wu were among the 440 nationwide semifinalists selected for their exceptional academic ability and achievement, financial need, persistence, service and leadership by the *Jack Kent Cooke Foundation* for its highly competitive *Cooke Undergraduate Transfer Scholarship*.
- Kingsborough is the proud recipient of the 2022-2023 Military Friendly® (gold Status) School Designation for exemplary student services and supports based on 119 criteria.
- Dr. Elke Weesjes Sabella, substitute assistant professor of history and research director of the KCC Holocaust Center, was selected for a \$40,000 Mellon/ACLS Community College Faculty Fellowship for her project “Children of the Klan – Growing up in the American Far Right 1960-2000.”
- Kingsborough Community College women in the news:
 1. *Going Public’ With the Humanities in a Fake News World* by Maureen E. Ruprecht Fadem, English.
 2. President Schrader’s column in *Bay News*. “*No Shortage of Women to Celebrate Women’s History Month.*”
 3. *NY Carib News* featured President Schrader for Women's Month as one of their Women Impacting Education.
 4. *The Ticker* mentioned KCC graduate Garrison Redd, who competed in the Paralympic qualifiers for powerlifting.
- The Aspen Institute announced that Kingsborough Community College (KCC) is one of 25 semifinalists for the Aspen Prize for Community College Excellence.
- The Community Farm and Garden received \$1,500 from the *City Gardens Club* to support the redevelopment of the farm, making it more accessible to children, older adults, and neurodiverse visitors by increasing accessibility to accommodate people with various disabilities.
- May 2022 – KCC Faculty and Staff were awarded a total of \$84,500.44 in *Traditional A and B grants from the PSC-CUNY* program.
- *CUNYAthletics.com* shared that five members of KCC's baseball team made the 2022 All-Stars list in their article *2022 CUNYAC Community College Baseball All-Stars Announced*.
- [Case.org](#) interviewed President Schrader about her 2020 city-wide summer visits to

incoming students' homes or workplace in the article, *Welcome Wagon: Kingsborough Community College students got a personal presidential hello.*

- Kingsborough is the proud recipient of the *2022-2023 Military Friendly® (gold Status) School Designation* for exemplary student services and supports based on 119 criteria.
- KCC's Graduating Basketball Captain Named a CUNYAC Scholar-Athlete of the Year.
- The American Council of Learned Societies (ACLS) named Sara Rutkowski (associate professor of English) and Elke Weesjes Sabella (substitute assistant professor of history) for the *2022 Mellon/ACLS Fellows*.
- Kingsborough Community College earned the *2022-2023 Gold Military Friendly® School* designation by Viqtory, a service-disabled, veteran-owned small business.
- Eight (8) students were selected to participate in the *Meta/Facebook's Career Connections Program*. Participants will have access to competitively paid summer internships, receive exclusive training on social media and digital marketing, and one-on-one mentorship opportunities.
- Jiahua Wu, a first-generation Kingsborough Community College student who immigrated to New York City from Gaoxin, Guangdong province, in eastern China three years ago, was awarded the Jack Kent Cooke Undergraduate Transfer Scholarship.
- Kingsborough Community College received major gifts/grants:
 1. \$75,000 from Heckscher Foundation for Children: Improving Transfer Credits, Kingsborough to Brooklyn College Planning Grant.
 2. Carrol and Milton Petrie Foundation gave:
 - \$225,000 (\$75,000 per year for three years), Student Emergency Fund.
 - \$20,000 Food Access Program: KCC Cafeteria Food Vouchers and Supermarket Gift Cards – Access Resource Center.
 3. \$5,000 from Stop and Shop in the form of (50) \$100 supermarket gift cards for students in need.
 4. \$300 from Costco to stock the pantry.

Mission

Kingsborough Community College responds to the needs of its diverse community by offering high quality, affordable, innovative, student-centered programs of study that prepare graduates for transfer and the workforce. The college strives for equity and seeks to provide each student with the appropriate resources and support to foster success.

Vision:

Kingsborough Community College encourages students to take an active role in their own learning. The College strives for high quality and continuous improvement in all areas related to student learning, including academic programs, teaching, student services, administration and support, and the campus environment.

Values:

- Respect – Civility, acceptance, appreciation, and support of individual differences
- Diversity – The proactive fostering of greater inclusion and ultimately equity at every level of college life
- Integrity – Fair and ethical standards in all policies, procedures, and practices
- Excellence – High quality teaching, student services, administration, and community engagement; and high standards for student achievement
- Accountability – Taking responsibility for our actions and outcomes
- Innovation – Creative thinking and approaches that enhance learning and support continuous improvement

ORGANIZATION CHART

Appendix A displays an organization chart.

RELEVANT POLICIES

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

Protected groups identified in Executive Order 11246 are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and Women. Additionally, the Chancellor of CUNY designated Italian Americans as a protected group in 1976 and CUNY prepares a separate Italian American affirmative action plan.

CUNY posts its policies on non-discrimination, sexual misconduct, and affirmative action on its website. <https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/>

Equal Opportunity and Non-Discrimination Policy

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

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

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

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

Affirmative Action Policy

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

ARTICLE V FACULTY, STAFF AND ADMINISTRATION

Policy 5.04 - Affirmative Action:

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

Sexual Misconduct Policy

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

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

Defining conduct that constitutes prohibited Sexual Misconduct;

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

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

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

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

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

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

Other Policies

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

Management reaffirms its non-discrimination policies annually. **Appendix B** contains the most recent reaffirmation letter, issued September 15, 2021.

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

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

CUNY campuses report crime statistics, including statistics relating to sexual violence under the federal Jeanne Clery Act. Information is available from the campus [Office of Public Safety and Security](#).

RESPONSIBILITY FOR IMPLEMENTATION

While the entire community participates in promoting diversity and inclusion, we have assigned certain specific responsibilities.

The President

The President, Dr. Claudia V. Schrader, oversees affirmative action and diversity programs to assure compliance with federal, state, and city laws, rules and regulations and university policies.

The President designates personnel to manage affirmative action, compliance and diversity programs. Personnel include the Chief Diversity Officer (CDO), 504/Americans with Disabilities Act (ADA) Coordinator and Title IX Coordinator. The President ensures these personnel have authority, staffing, and other resources to fulfill their assigned responsibilities.

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

Chief Diversity Officer

The President designated Michael J. Valente, Esq. as Chief Diversity Officer (CDO) and Responsible Official who:

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

The Chief Diversity Officer (or designee) completed the OFCCP's on-line certification of compliance with affirmative action program requirements prior to June 30, 2022.

Officials

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

University Management

CUNY's University Office of Recruitment and Diversity (ORD) within the University Human Resources unit establishes job groups and report parameters, and reports summary statistics. ORD sponsors university-wide diversity programs described in this plan and maintains systems for data collection (including self-identification) and job postings. In the 2021-2022 academic year, ORD conducted two briefings for College Presidents on preparing and interpreting affirmative action plans.

IMPACT OF COVID-RELATED EVENTS

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

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

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

PART TWO: DATA AND ANALYSIS

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

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

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

DATA SOURCES

This section describes how CUNY prepares data for this report.

Employee Data

On July 11, 2022, we extracted data on full-time employees active as of June 1, 2022 from CUNY's system of record, CUNYFirst. We include individuals on most paid leaves, including medical leave and fellowship/sabbatical leave. We do not include individuals on terminal leaves such as retirement leave, student workers (including Graduate Assistants) or individuals employed separately by CUNY's Research Foundation.

We invite employees to self-identify gender, race/ethnicity, veteran status, and disability status. Employees may update selections at any time on an Employee Self-Service portal. The university last conducted a system-wide self-identification canvas in 2018.

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

Self-Identification Categories

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

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

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

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

Consistent with long-standing agreements, we ask employees to self-identify Italian American status, and create a separate Italian American affirmative action plan. We also invite employees to optionally provide data on their ancestries from a list of approximately sixty categories. Consistent with recent New York State legislation, we are in the process of implementing collection of disaggregated data on Asian ancestry.

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

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

3,386 full-time and part-time employees (including the Chief Executive), self-identified as follows:

- Gender:
 - **1891** Female
 - **1476** Male
 - **19** Other/Unknown gender

- Race/Ethnicity:
 - **1371** Total Minority, **239** Asian, **644** Black/African American, **436** Hispanic/Latino, and **52** Other Minority
 - **1716** White
 - **299** Italian

- **25** Individuals with Disabilities

- **12** Veterans (full-time only)

Labor Market Source Data

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

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

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

For faculty discipline-based estimates, we utilized the US Department of Education's National Center for Education Statistics' Integrated Post-Secondary Education Data System (IPEDS) completion data, 2015-2016 (final). We use the Classification of Instructional Programs (CIP) to identify disciplines.

WORKFORCE ANALYSIS

Workforce Analysis is a review of the representation of females and minorities by division, department and title, evaluating diversity by organizational unit rather than job group. We review the data organized by job title in order of rank or salary grade. We also review professorial faculty by tenure status within department.

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

JOB GROUPS, DISCIPLINES, AND MARKET DATA

Job Groups

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

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

Workforce Summary by Job Group and Category (excludes Chief Executive)

June 1, 2022

Kingsborough CC

Total Employees: 872

Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 1: Executive	17	12	70.6%	11	64.7%	1	5.9%
Admin 2: Managerial	97	73	75.3%	57	58.8%	4	4.1%
Managerial: Facilities	3	0	0.0%	2	66.7%	0	0.0%
Managerial: Info Tech	5	0	0.0%	1	20.0%	0	0.0%
Managerial: Security	4	2	50.0%	4	100.0%	0	0.0%

Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Faculty: Professoriate	215	111	51.6%	59	27.4%	27	12.6%
Faculty: Librarian	10	5	50.0%	3	30.0%	0	0.0%
Faculty: Instructor	1	1	100.0%	0	0.0%	0	0.0%
Faculty: Lecturer	92	49	53.3%	35	38.0%	6	6.5%
Faculty: Developmental	10	4	40.0%	3	30.0%	0	0.0%

Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Accountant: Professional	3	3	100.0%	1	33.3%	0	0.0%
Admin 3: Professional	133	105	78.9%	84	63.2%	9	6.8%
Admin 5: Engineer-Architect	2	0	0.0%	1	50.0%	0	0.0%
Info Tech: Professional	26	8	30.8%	19	73.1%	1	3.8%
Nurse	1	1	100.0%	0	0.0%	0	0.0%

Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Accountant: Assistant	2	2	100.0%	0	0.0%	0	0.0%
Administrative Assistant	15	15	100.0%	4	26.7%	2	13.3%
Office Assistant	39	34	87.2%	11	28.2%	10	25.6%
Mail Services Worker	4	1	25.0%	2	50.0%	2	50.0%

Technicians

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 4: College Lab Technician	30	13	43.3%	13	43.3%	3	10.0%
Broadcast-Media	2	0	0.0%	0	0.0%	2	100.0%
Engineering Technician	2	2	100.0%	2	100.0%	0	0.0%
Info Tech: Technician	6	2	33.3%	3	50.0%	1	16.7%
Print Media Technician	5	0	0.0%	3	60.0%	1	20.0%

Craft Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Skilled Trades: Supervisory	1	0	0.0%	0	0.0%	0	0.0%
Skilled Trades: Not Supervisory	24	0	0.0%	10	41.7%	4	16.7%
Laborers and Helpers	13	0	0.0%	11	84.6%	1	7.7%
Basic Crafts-Buildings and Grounds	9	1	11.1%	3	33.3%	1	11.1%

Service Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Campus Public Safety Sergeant	10	3	30.0%	8	80.0%	0	0.0%
Campus Peace Officer	17	5	29.4%	17	100.0%	0	0.0%
Campus Security Assistant	8	2	25.0%	8	100.0%	0	0.0%
Custodial: Supervisory	8	3	37.5%	7	87.5%	0	0.0%
Custodial: Assistant	58	19	32.8%	49	84.5%	3	5.2%

Workforce Summary by Job Group and Category - Part Time Appointments

June 1, 2022

Kingsborough CC

Total Employees: 2,513

Executive/Administrative/Managerial

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 2: Managerial Adjunct	623	356	57.1%	182	29.2%	60	9.6%

Professional Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Faculty: Instructor Adjunct	1	1	100.0%	0	0.0%	0	0.0%
Faculty: Lecturer Adjunct	856	467	54.6%	301	35.2%	72	8.4%
Faculty: Professoriate Adjunct	382	199	52.1%	103	27.0%	42	11.0%
Faculty: Developmental Adjunct	9	2	22.2%	4	44.4%	0	0.0%
Faculty: Continuing Education	294	151	51.4%	152	51.7%	18	6.1%

Professional Non-Faculty

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Disability Accommodation SpecI Adjun	2	1	50.0%	2	100.0%	0	0.0%
Nurse Adjunct	4	4	100.0%	1	25.0%	1	25.0%

Administrative Support Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Office Assistant Adjunct	222	175	78.8%	113	50.9%	20	9.0%

Technicians

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Admin 4: College Lab Technician Adjun	108	56	51.9%	69	63.9%	8	7.4%

Service Workers

Job Group	Staff	Female #	Female %	Minority #	Minority %	Italian Am. #	Italian Am. %
Custodial: Assistant Adjunct	12	2	16.7%	12	100.0%	0	0.0%

Summary for Professorial Rank Faculty by Title and Tenure Status

June 1,2022

Kingsborough CC

Total Professorial Faculty: 215

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

Title	Ttl Empls	Female #	Female %	Minority #	Minority %	ItalAm #	ItalAm %
Asst Professor	79	39	49.4%	27	34.2%	8	10.1%
Substitute <6 Mo no prior svc	5	4	80.0%	2	40.0%	0	0.0%
Substitute >=6 Mo Or Prior Ben	2	0	0.0%	0	0.0%	0	0.0%
Tenured	32	13	40.6%	8	25.0%	5	15.6%
Track Tenure	40	22	55.0%	17	42.5%	3	7.5%
Assc Professor	1	0	0.0%	0	0.0%	1	100.0%
Track Tenure	1	0	0.0%	0	0.0%	1	100.0%
Assc Professor	62	39	62.9%	17	27.4%	7	11.3%
Tenured	52	32	61.5%	16	30.8%	6	11.5%
Track Tenure	10	7	70.0%	1	10.0%	1	10.0%
Professor	73	33	45.2%	15	20.5%	11	15.1%
Tenured	73	33	45.2%	15	20.5%	11	15.1%

Academic Disciplines

CUNY analyzes data about College Laboratory Technicians by assigning departments to either a Scientific/Engineering/Technical category or a General (non-scientific) category.

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

Labor Market Availability

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

UTILIZATION ANALYSIS

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

We evaluate job groups with a minimum of five incumbents, with the caveat that analyzing groups of less than 30 employees may generate less reliable results.

The President's position reports outside of our establishment and is not included.

We report underutilization where the percent of individuals belonging to a protected group is less than 80% below the labor market estimate, and the difference is equal to at least one full-time equivalent employee.

Appendix E details utilization/underutilization in each category (job group and/or academic discipline). We consider job groups and disciplines for which there is underutilization as priorities for placement goals and enhanced outreach when there are hiring opportunities.

Year-to-year variations in underutilization arise from a combination of changes in availability, hires, advancements, and separations. It is usually not possible to pinpoint a single, direct cause. In job groups with small numbers of employees, results may change substantially with small staffing changes.

The following pages summarize staffing and underutilization for each job group.

**Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan) 2022 -2023
Kingsborough CC**

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

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

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

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

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

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

When underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

Executive/Administrative/Managerial

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
-------------	--------	----------------	--------------------	--------------------	------------------	------------------

Admin 1: Executive

2022	17					
2021	17					
2020	19					
2019	18					

Admin 2: Managerial

2022	97		8			6
2021	97		8			6
2020	99		8			6
2019	102		8			6

Managerial: Info Tech

2022	5	1	2	1	1	1
2021	5	1	2	1	1	1
2020	5	1	2	1	1	1
2019	5	1	2	1	1	1

Professional Non-Faculty

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
-------------	--------	----------------	--------------------	--------------------	------------------	------------------

Accountant: Professional

2019	5		3	1	2	
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Admin 3: Professional

2022	133		6			8
2021	131		5			10
2020	141		5			10
2019	138		6			10

Info Tech: Professional

2022	26	3	3			1
2021	24	3	4			1
2020	24	3	4			1
2019	25	4	4			1

Administrative Support Workers

Administrative Assistant

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	15		6	1	3	3	
2021	16		7	1	4	3	
2020	16		7	1	4	3	
2019	16		7	1	4	3	

Mail Services Worker

2021	5		2		1	1	
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Office Assistant

2022	39		5	1		3	
2021	41		4	2		3	
2020	42		5	2		3	
2019	49		6	3		5	

Technicians

Admin 4: College Lab Technician

College Lab Tech: Other

2022	13		2	3		1	1
2021	15		3	3		1	2
2020	16		2	4		1	2
2019	16		3	4		1	2

Admin 4: College Lab Technician

College Lab Tech: Science, Tech, Eng.

2022	17			2			
2021	17			2			
2020	17			2			
2019	18			1			

Info Tech: Technician

2022	6				1		
2021	9				1		
2020	10				1		
2019	9				1		

Print Media Technician

2022	5	1					
2021	5	1					
2020	5	1					
2019	5	1					

Craft Workers

Basic Crafts-Buildings and Grounds

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
2022	9		3		1	2	

Craft Workers

	Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/ African Am.	Hispanic/ Latino	Italian American
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Basic Crafts-Buildings and Grounds

2021	8	1	2		1	2	
2020	8	1	2		1	2	
2019	9	1	2			2	

Laborers and Helpers

2022	13	3		1		2	
2021	14	3		1		2	
2020	16	3		1		2	
2019	16	3		1		2	

Skilled Trades: Not Supervisory

2022	24	1				3	
2021	23	1	2			3	
2020	24	1				2	
2019	24						

Service Workers

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

2022	17			1			3
2021	22			1			4
2020	22			1			4
2019	20			2			3

Campus Public Safety Sergeant

2022	10				2		
2021	11				3		
2020	12				2		
2019	11				2		

Campus Security Assistant

2022	8			1			1
2021	8			1		1	1
2020	8			1		1	1
2019	11			1		1	1

Custodial: Assistant

2022	58					10	1
2021	47					8	
2020	51					8	1
2019	57					11	1

Custodial: Supervisory

2022	8						
2021	8						
2020	8						
2019	7						

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

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

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

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

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

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

Where underutilization does not change year-to-year, the most common reason is that there has not been an opportunity to hire or promote into that particular group.

Total Staff	Female	Total Minority	Asian/Nat Haw./OPI	Black/AfricanAm.	Hispanic/Latino	Italian American
-------------	--------	----------------	--------------------	------------------	-----------------	------------------

Faculty: Professoriate

2022	215		8			
2021	223		9			
2020	229		9			
2019	229		11			

Faculty: Librarian

2022	10	3				1
2021	11	2				1
2020	12					
2019	12			1		

Faculty: Lecturer

2022	92		5			4
2021	86		3			3
2020	94		6			
2019	89		7			

Faculty: Developmental

2022	10	2	1	1		1
2021	13	2		1		1
2020	13	3	1	1		1
2019	12	3		1		1

Utilization, Underutilization, and Placement Goals

SUMMARY OF HISTORICAL CHANGES IN UNDERUTILIZATION

Staff/College Lab Tech – 2022-2023

Executive/Administrative/Managerial

Admin 1: Executive, we saw no changes reflected for total staff, gender, total minority, and/or in any of the minority groups.

Admin 2: Managerial, we saw no changes reflected for total staff, gender, total minority, and/or in any of the minority groups.

Managerial: Info Tech, we saw no changes reflected for total staff, gender, total minority, and/or in any of the minority groups.

Professional Non-Faculty

Accountant: Professional, there were no changes reflected in the total number of staff, gender and/or in any of the minority groups. Note that we only report jobs with five or more staff.

Admin 3: Professional, we saw an increase of 2 for total staff. There were no changes reflected for gender and/or total minority. We also saw an increase by 1 for Asian/Nat Haw/OPI, a decrease of 2 for Italian American, and there were no changes in the other minority groups.

Info Tech: Professional, we saw an increase of 2 for total staff. There were no changes in gender and total minority. We also saw a decrease by 1 for Asian/Nat Haw/OPI and no changes in the other minority groups.

Administrative Support Workers

Administrative Assistant, we saw a decrease of 1 for total staff. There were no changes in gender. We saw a decrease of 1 for total minority and Black/African American minority group. We also and no changes in the other minority groups.

Mail Services Worker, there were no changes reflected in the total number of staff, gender and/or in any of the minority groups. Note that we only report jobs with five or more staff.

Office Assistant, we saw a decrease in total staff of 2. There were no changes in gender. We saw an increase of 1 for total minority and a decrease by 1 for Asian/Nat Haw/OPI minority group. We also saw no changes in the other minority groups.

Technicians

Admin 4: College Lab Technician/College Lab Tech: Other, there was a decrease in total staff of 2. There was no change in gender. We also saw a decrease in total minority by 1. There were no changes reflected in the minority groups.

Admin 4: College Lab Technician/College Lab Tech: Science, Tech, Eng. There were no changes reflected in the total staff, gender, total minority, and/or in any of the minority groups.

Info Tech: Technician, we saw a decrease of 3 for total staff. There were no changes reflected for gender, total minority, and/or in any of the minority groups.

Print Media Technician, there were no changes reflected in the total staff, gender, total minority, and/or in any of the minority groups.

Craft Workers

Basic Crafts-Buildings and Grounds, we saw an increase of 1 for total staff and a decrease of 1 for gender. We also saw an increase of 1 for total minority. There were no changes reflected for any of the minority groups.

Laborers and Helpers, there was a decrease in total staff of 1. There were no changes in gender, total minority and/or in any of the minority groups.

Skilled Trades: Non-Supervisory, there was an increase in total staff of 1. There were no changes in gender. We also saw a decrease in total minority by 2 and there were no changes in any of the minority groups.

Social Services

Campus Peace Officer, there was a decrease in total staff of 5. There were no changes in gender and total minority. We saw a decrease of 1 in Italian American and there were no changes in any of the other minority groups.

Campus Public Safety Sergeant, we saw a decrease in total staff of 1. There were no changes in gender and/or total minority. We also saw a decrease in the Black/African Am minority group by 1 and no changes in the other minority groups.

Campus Security Assistant, there were no changes in total staff, gender, and total minority. We saw a decrease of 1 in Hispanic/Latino minority group and no changes in the other minority groups.

Custodial: Assistant, we saw an increase in total staff by 11. There were no changes in gender and/or total minority. We also saw an increase in Hispanic/Latino by 2 and an increase of 1 in Italian American. There were no changes in any of the other minority groups.

Custodial: Supervisory, there were no changes in total staff, gender, total minority, and/or in any of the minority groups.

SUMMARY OF HISTORICAL CHANGES IN UNDERUTILIZATION

Faculty and College Lab Techs – 2022-2023

Faculty: Professoriate

There was a decrease in total staff of 8. There were no changes in gender and total minority. We also saw a decrease of 1 in Asian/Nat Haw./OPI and no changes in the other minority groups.

Faculty: Librarian

There was a decrease in total staff of 1. There was an increase of 1 in gender. There were no changes in total minority and/or in the minority groups.

Faculty: Lecturer

There was an increase in total staff of 6. There were no changes in gender and/or total minority. We also saw an increase of 2 in Asian/Nat Haw./OPI, an increase of 1 in Italian American and no changes in the other minority groups.

Faculty: Developmental

There was a decrease in total staff of 3. We also saw an increase of 1 in in Asian/Nat Haw./OPI. There were no changes in total minority and/or in the other minority groups.

OTHER ANALYSES

Personnel Activity

We review personnel actions for adverse impact. This means that we compare rates of hiring, promotion and termination of employees by gender and ethnicity and note material differences. We review activity for all job groups and report the results here for those groups with a material number of actions and/or applicants. **Appendix F** summarizes job actions, including tenure, by Gender and Ethnicity.

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

leave out some actions, such as an employee changing job groups more than once over the year. We note hires, moves to a higher or lower job group, moves within a job group, and separations

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

Federal guidelines state adverse selection may occur when any one group (protected or not) has a selection rate less than 80% of the selection rate of the most-selected group.

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

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

Observation on appointment data and tenure actions:

- Total of **7** Females gained tenure
- Total of **3** minority individuals gained tenure
- **3** Female Associate Professors gained tenure
- **2** Female Assistant Professors gained tenure, and includes **1** Asian/Nat Haw/Other Pac. Isl.
- **1** Female Lecturer gained tenure
- **1** Female CLT gained tenure
- **1** Italian American Associate Professor gained tenure

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

Recruiting Activity

CUNY is committed to equitable practices to recruit a diverse and highly qualified workforce. The Chief Diversity Officer reviews applicant data and recruiting outcomes to determine if there is a need to adjust recruiting and outreach plans.

Prior to posting a job vacancy, the Chief Diversity Officer reviews the physical and mental qualifications and the posting language in general. They also review recruiting plans for intended outreach. We post open positions and Civil Services Notices of Exam on our careers page (for faculty, 30-60 days and for staff, 14-30 days).

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

We conduct most faculty and administrative hiring by appointing a diverse Search Committee for initial screening. The Chief Diversity Officer provides an orientation, or “charge”, to committee members on effective selection practices, including practices aimed at reducing potential for bias. The Chief Diversity Officer reviews applicant pools for sufficient representation and certifies pools prior to committee review, and reviews selections again as searches near completion. Committees refer finalist candidates to the hiring manager(s) for a final selection.

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

As per federal Internet Applicant guidelines, an “applicant” is someone who applies to a specific opening, has the minimum qualifications, is considered, and does not withdraw. We analyze applicant pools and selection rates for interviews, offers, and hires.

We report all searches resulting in an offer during the previous plan year. For some searches, notably faculty, there is a time gap between offer and start dates. To avoid a lag in reporting, we include searches based on date of accepted job offer, even if the employee has not started work before June 1. This circumstance explains differences between the personal activity reports and recruitment reports.

Civil Service Hiring

We participated in **12** university-wide hiring pools for Classified Civil Service vacancies. Applicants who are pre-qualified based on an examination score indicate their interest in working at one or more units, and each establishment interviews and hires according to Civil Service regulations.

We report those applicants expressing an interest in our unit at the hiring pools. CUNY’s Office of Human Resources Management administers and validates Civil Service examinations and maintains records of applicants and exam results.

The Hiring Pools and number of hires include:

1. CUNY Office Assistant (COA): 2 pools; 5 hires
2. Campus Peace Officer (CPO): 1 pool; 2 hires
3. Campus Security Assistant (CSA): 2 pools; 0 hires
4. Plumber: 2 pools; 2 hire
5. Maintenance Worker: 1 pool; 1 hire
6. Computer Operations manager: 1 pool; 2 hires
7. CUNY Administrative Asst: 2 pools; 2 hires
8. HPPT (High Pressure Plant Tender): 1 pool; 2 hires

PART THREE: ACTION-ORIENTED PROGRAMS

This section provides a qualitative assessment of prior-year goal attainment and details efforts aimed at achieving next year's goals and addresses:

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

PRIOR-YEAR PROGRAMS

Last year, we undertook the following to support Affirmative Action to create a climate of inclusion:

- Faculty Fellowship Publication Program Fellows
- Ongoing Programs and Public Events
- Ongoing Meetings and Engagement with executives and managers
- Audits and Review
- Targeted recruiting programs
- General outreach
- Changes in procedures
- Employee and Student training:
 - OEO Refresher on Successful Searches and Equitable Hire
 - Title IX Workshop for Students
 - Title IX Update for Senior Staff
 - Onsite ESPARC Training for B&G, Athletic, Public Safety, and Workforce Development Staff
 - SPARC Support and Training for Students

Summary of Campus Programs, 2021-2022

Planned Campus Programs, 2021 – 2022:

- KCTL Events:
 - Panel discussion for Black History Month
 - Language Diversity in the Classroom
 - Women's, Gender, and Sexuality Studies Discussions

- KCC Annual Diversity Symposium
 - Panel on Racial Justice/Racial Reconciliation
 - Panel on Racial Justice/Racial Healing
 - Virtual lecture with Filmmaker Heather Courtney: *The Unafraid*
 - Infusing Equity in English Composition Courses
 - Myths of Race, Realities of Inequality Discussion: An Anthropological Perspective
- Domestic Violence Awareness
- Intimate Partner Violence Awareness & Prevention Workshop
- Sexual Health Workshop
- Women’s Center “Healthy Relationships” Workshop
- Black Queer Icon Series
- LGBTQ+ History Month Events
- Latinx Heritage Month Events through movies, food, music, art, and dance
- Pride Flag History Series
- You Belong Here Series
- KCC Disability Awareness Week
- “Sex in the Dark” Workshop: Q&A on Sexual health, Sexuality, Relationships and so much more!
- Asian American and Pacific Islander Heritage Month celebration
- Safe Zone to celebrate National Coming Out Day
- Panel discussion on Art, Activism, & Allyship in Struggle for Immigrant Justice
- Continuing Education Courses:
 - Concrete Rose Affect: Using Hip-Hop Therapy Techniques to Connect with Black Male Youth
 - Cultural Sensitivity: What I know that I Didn’t Know
 - What’s in Your Backpack? Increasing Comfort, Fluency, and Capacity to Have Courageous and Generative Conversations about Race & Racism
- Continuing Education Two Part Workshop: “Have Courageous and Generative Conversations about Race and Racism”
- Transgender Day of Remembrance
- HURFS Presents:
 - EquiTea Reading Series
 - Spotighting Individuals Demonstrating Equity
- KCC offers Culturally Relevant College Credit Courses
- Kingsborough Holocaust Center’s annual ceremony for Holocaust Remembrance Day
- Black History Month Celebrations to recognize and remember contributions and achievements of African Americans in American through KCC’s Black Entrepreneurs Series, panel discussion, trivia, film screening, exhibits, and resources
- Women’s History Month celebration through leadership workshops, discussions and dialogues
- Communications and Marketing, in collaboration with the Library, produced a social media video campaign called BookSHElf to highlight female authors for Women's History Month

- A Talk: Capturing the Unspeakable: Art as a Tool in Learning About the Holocaust Impact on Faculty/Staff/Students:
 - Gained tools to grow cultural competencies
 - Improved individuals' thinking and brought awareness to the campus community
 - Connected and engaged peers to be able to discuss race, culture, and gender issues
 - Advanced skills needed in a multicultural environment
 - Helped to prepare individuals to value cultural differences and treat people with dignity and respect

2022-2023 PLANNED PROGRAMS

In this section, we affirm placement goals and key initiatives.

Planned Campus Programs, 2022-2023

- KCC Annual Diversity Symposium
- Domestic Violence Awareness Month Events
- KCTL Events
- Healthy Relationship Awareness Month Events
- Black Queer Icon Series
- LGBTQ+ History Month Events
- Latinx Heritage Month Events

Expected Impact for Faculty/Staff/Students is to:

- Expand networks for faculty, staff, and students in a multicultural environment
- Engage and cultivate an environment of inclusivity
- Increase opportunities for open and constructive dialogue
- Help faculty, staff, and students to value cultural differences and treat everyone with dignity and respect
- Lift morale and enhance productivity
- Help build an interdisciplinary college community to advance social growth

ONGOING ACTIVITIES

CUNY's University Human Resources office lists job vacancies with State Workforce Agencies and veterans' centers and maintains consolidated advertising programs, including job boards serving veterans, individuals with disabilities, women, and protected minorities. The office maintains accounts for university-wide job posting and outreach, including the Higher Education Recruitment Consortium. It also provides training to Chief Diversity Officers and campus Human Resources personnel.

CUNY utilizes an on-line training program for faculty and staff on sexual harassment prevention and workplace violence prevention; we regularly review training records and follow-up with individuals who have not participated.

INTERNAL AUDIT AND REPORTING

The Chief Diversity Officer posts and distributes notices of policies, new/revised regulations, and similar compliance information, and makes this plan available for public inspection. The CDO integrates compliance information into faculty, student and staff training programs.

The Chief Diversity Officer's responsibilities for audits and reviews include:

- Monitoring personnel actions, including new hires, transfers, promotions, and terminations
- Monitoring employee self-identification programs
- Reviewing recruiting outreach and advertising
- Monitoring complaints/incident reports which may indicate underlying trends
- Reviewing personnel practices and the affirmative action programs with management
- Advising management of program effectiveness and providing recommendations for improvement.

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

APPENDICES

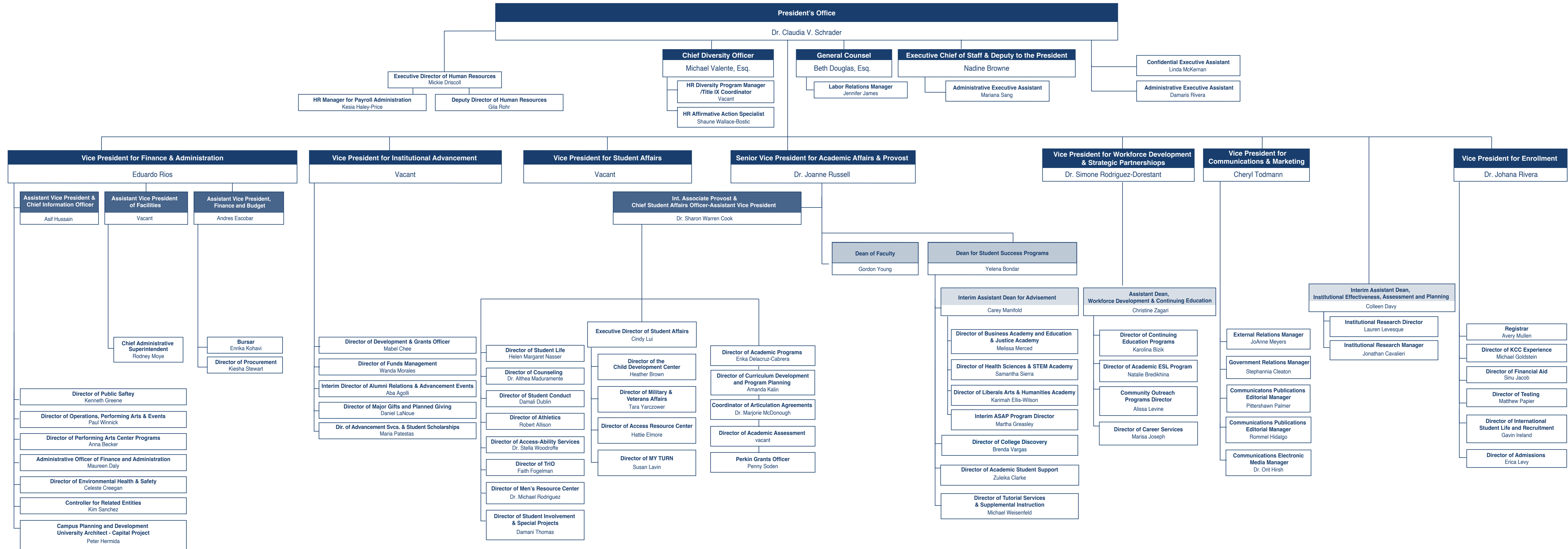
- A. Summary Organization Chart
- B. Re-Affirmation Letter
- C. Job Groups and Labor Market Availability
- D. Academic Departments by Discipline and College Lab Technician Category
- E. Utilization Analysis (Administrators and Staff, College Lab Technicians, Faculty)
- F. Summary Of Personnel Activities
- G. Summary Of Recruitment Activities

Appendices for the 2021-2022 Affirmative Action Plan

Appendix A Organization Chart

This Appendix contains a summary organization chart.

KINGSBOROUGH COMMUNITY COLLEGE ORGANIZATIONAL CHART



Appendix B Reaffirmation Letter

This Appendix contains the most recent Reaffirmation Letter.



OFFICE OF THE PRESIDENT

To: Kingsborough Campus Community

From: President Claudia V. Schrader

Date: September 15, 2021

Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At Kingsborough Community College, I fully support the policies, practices and values that we have implemented to foster mutual respect for diversity, non-discrimination, affirmative action, and equity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here. I am committed to oversee Kingsborough's compliance with *CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and Sexual Misconduct*.

The *Equal Opportunity and Non-Discrimination Policy* states our commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, status as a victim of domestic violence/stalking/sex offenses, caregiver or family status, or any other legally prohibited basis in accordance with federal, state and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action in employment, consistent with federal requirements, for women, minorities, individuals with disabilities and veterans. I remind you that Italian Americans are included among CUNY's protected affirmative action groups. I invite you to visit our websites, www.kbcc.cuny.edu or www.cuny.edu, to view the *Equal Opportunity Policy* in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned responsibility for the implementation and monitoring of our equal opportunity compliance program to the [Office of Equal Opportunity & Diversity Management](#) (OEO), headed by Chief Diversity Officer Michael J. Valente, Esq., who also serves as Kingsborough's Title IX/504/ADA Coordinator. Importantly, vice presidents, deans, directors, managers and supervisors share responsibility for maintaining a work environment that is free from discrimination and harassment, including sexual harassment, and for promoting diversity and inclusion in their respective units. OEO, which is available to provide guidance and support, is located in the Academic Village, Suite V231, and the telephone number is (718) 368-6896. You may also email OEO at: AskOEO@kbcc.cuny.edu. Additionally, any individual who has experienced employment discrimination or discriminatory harassment, including sexual harassment, should immediately contact OEO.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity, equity and inclusion in all employment practices at Kingsborough.

Appendix C Job Group Summary

This Appendix contains a summary of affirmative action job groups.

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

LMA Factor 1 estimates the external labor market.

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

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

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

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

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

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

Weighting of Internal/External Labor Market

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

Geography

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

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

Factors for Staff and Non-Collegiate Faculty:

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

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

- Degree Requirements:
 - Professorial: Doctoral Degree
 - Instructor: Master’s Degree
 - Lecturer: Bachelor’s or Master’s Degree.

To identify Italian American ancestry, we utilize US Census American Community Survey data, which contains ancestry information. Respondents may provide up to two ancestries. They may identify as Italian American exclusively or in combination with another ancestry. Categories for Italian American ancestry are Italian (051) and Sicilian (068). The agreed-upon calculation is 100% of the first response (e.g., “Italian”, then “Irish” is counted at 100%) and 50% of the second response (e.g., “Irish”, then “Italian” is counted at 50%). Individuals answering as both Italian and Sicilian, or either Italian or Sicilian with no other choice, are counted at 100%.

Category: Executive/Administrative/Managerial

Admin 1: Executive

Executive Compensation Plan (Other Than Chief Executive)

Labor Market Availability Factors

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

Employees: 17

Title	Employees
Assc Administrator	3
Asst Administrator	2
Asst Dean	2
Asst Vice President	2
Dean	2
Sr Vice President	1
Vice President	5

Admin 2: Managerial

HE Officer series administrators-senior level

Labor Market Availability Factors

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

Employees: 97

Title	Employees
HE Associate	52
HE Officer	45

Category: Executive/Administrative/Managerial

Admin 2: Managerial Adjunct

Adjunct HE Officer series administrators (all levels)

Labor Market Availability Factors

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

Employees: 574

Title	Employees
Non-Teaching Adjunct 1	469
Non-Teaching Adjunct 3	71
Non-Teaching Adjunct 4	16
Non-Teaching Adjunct 5	18

Managerial: Facilities

Facility Superintendents and Managers

Labor Market Availability Factors

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

Employees: 3

Title	Employees
Admin Supt Builds Grds	2
Chief Admin Supt - Competitive	1

Category: Executive/Administrative/Managerial

Managerial: Info Tech

Information Technology-Managers

Labor Market Availability Factors

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

Employees: 5

Title	Employees
IT Computer Operations Mgr	2
IT Computer Systems Mgr	3

Managerial: Security

Campus Security-Managers

Labor Market Availability Factors

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

Employees: 4

Title	Employees
Campus Security Asst Dir	3
Campus Security Dir	1

Category: Professional Faculty

Faculty: Continuing Education

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

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).
2-Internal	0.00%	NA

Employees: 236

Title	Employees
Continuing Ed Teacher-Hourly	236

Faculty: Developmental

Developmental programs for basic skills and related non-credit programs

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).
2-Internal	0.00%	NA

Employees: 10

Title	Employees
CLIP Instructor	6
CUNY Start Instructor	4

Faculty: Developmental Adjunct

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

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, Bachelor's degree or higher and in occupation 2430 (Other Teachers and Instructors).
2-Internal	0.00%	NA

Employees: 1

Title	Employees
Continuing Ed Teacher-Hourly	1

Category: Professional Faculty

Faculty: Instructor

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

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Instructor	1

Faculty: Lecturer

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

Labor Market Availability Factors

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

Employees: 92

Title	Employees
Lecturer	80
Lecturer Doct Sch	12

Faculty: Lecturer Adjunct

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

Labor Market Availability Factors

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

Employees: 750

Title	Employees
Adjunct Lecturer	741
Lecturer H	9

Category: Professional Faculty

Faculty: Librarian

CUNY Librarians with faculty appointments (any faculty title)

Labor Market Availability Factors

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

Employees: 10

Title	Employees
Ascc Professor	3
Asst Professor	6
Professor	1

Faculty: Professoriate

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

Labor Market Availability Factors

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

Employees: 215

Title	Employees
Ascc Professor	63
Asst Professor	79
Professor	73

Faculty: Professoriate Adjunct

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

Labor Market Availability Factors

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

Employees: 175

Title	Employees
Adjunct Assistant Professor	132
Adjunct Associate Professor	11
Adjunct Professor	9
Ascc Professor Hourly	6
Asst Professor Hourly	9

Category: Professional Faculty

Professor H

8

Category: Professional Non-Faculty

Accountant: Professional

Accounting-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 Assistant or EOC Accounting Assistant; as of 6/1/2018.

Employees: 3

Title	Employees
Finance Accountant	1
Purchasing Agent	2

Admin 3: Professional

HE Officer Series: Entry and mid-level administrators

Labor Market Availability Factors

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

Employees: 133

Title	Employees
Asst to HEO	44
HE Assistant	89

Admin 5: Engineer-Architect

Engineers, Architects and related titles

Labor Market Availability Factors

LMA Factor	Weight	Explanation
1-External	100.00%	2013-2017 ACS, NY/NJ MSA workforce, no degree requirement, in the following occupations: 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

Employees: 2

Title	Employees
Architect	1
Project Mgr	1

Category: Professional Non-Faculty

Disability Accommodation Specl Adjunct

Hourly Disability Accommodation Specialists and Sign Language Interpreters

Labor Market Availability Factors

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

Employees: 2

Title	Employees
Disability Accommodations Spe	1
Sign Language Interpreter	1

Info Tech: Professional

Information Technology-Professionals

Labor Market Availability Factors

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

Employees: 26

Title	Employees
IT Associate	4
IT Asst	20
IT Sr Associate	2

Nurse

Nurses

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Nurse	1

Category: Professional Non-Faculty

Nurse Adjunct

Hourly Nurses

Labor Market Availability Factors

LMA Factor Weight Explanation

1-External 100.00% As no unit within CUNY has a minimum of five employees, no availability was calculated.

2-Internal 0.00% NA

Employees: 4

Title	Employees
Nurse	4

Category: Administrative Support Workers

Accountant: Assistant

Accounting-Support staff

Labor Market Availability Factors

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

Employees: 2

Title	Employees
Asst Purchasing Agent	1
Finance Accountant Asst	1

Administrative Assistant

Administrative Assistants-Senior level

Labor Market Availability Factors

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

Employees: 15

Title	Employees
CUNY Admin Asst	15

Mail Services Worker

Mail Services Workers

Labor Market Availability Factors

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

Employees: 4

Title	Employees
Mail Message Svcs Worker	4

Category: Administrative Support Workers

Office Assistant

Administrative Office Assistants-Entry level

Labor Market Availability Factors

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

Employees: 39

Title	Employees
CUNY Office Assistant	39

Office Assistant Adjunct

Hourly Administrative Office Assistants-Entry level

Labor Market Availability Factors

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

Employees: 222

Title	Employees
College Assistant	222

Category: Technicians

Admin 4: College Lab Technician

College Laboratory Technicians (all levels)

Labor Market Availability Factors

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

Employees: 30

Title	Employees
Chief College Lab Tech	5
College Lab Tech	13
Sr College Lab Tech	12

Admin 4: College Lab Technician Adjunct

Adjunct College Laboratory Technicians (all levels)

Labor Market Availability Factors

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

Employees: 88

Title	Employees
Adj College Lab Tech	83
Adj Sr College Lab Tech	3
Chief College Lab Tech H	1
College Lab Tech H	1

Category: Technicians

Broadcast-Media

Broadcast/Media Technicians and Graphic Designers

Labor Market Availability Factors

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

Employees: 2

Title	Employees
Broadcast Assc	1
Media Svcs Tech	1

Engineering Technician

Engineering and Architectural Technicians

Labor Market Availability Factors

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

Employees: 2

Title	Employees
Facilities Coord	2

Info Tech: Technician

Information Technology-Tech Support

Labor Market Availability Factors

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

Employees: 6

Title	Employees
IT Support Asst	6

Category: Technicians

Print Media Technician

Print Shop Technicians and related titles

Labor Market Availability Factors

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

Employees: 5

Title	Employees
Print Shop Assistant	3
Print Shop Associate	1
Print Shop Coordinator	1

Category: Craft Workers

Basic Crafts-Buildings and Grounds

Buildings and Grounds Workers

Labor Market Availability Factors

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

Employees: 9

Title	Employees
Gardener-CUNY	1
Maintenance Worker	6
Motor Vehicle Mechanic	2

Laborers and Helpers

Entry-Level Craft Workers

Labor Market Availability Factors

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

Employees: 13

Title	Employees
Electrician Helper	1
Laborer	9
Stock Worker	2
Stock Worker Supervisor	1

Category: Craft Workers

Skilled Trades: Not Supervisory

Skilled Trades-Not supervisory

Labor Market Availability Factors

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

Employees: 24

Title	Employees
Carpenter	2
Electrician	2
High Pressure Plant Tender	7
Locksmith	1
Oiler	2
Painter	2
Plumber	2
Stationary Engineer	5
Thermostat Repairer	1

Skilled Trades: Supervisory

Skilled Trades-Supervisors

Labor Market Availability Factors

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

Employees: 1

Title	Employees
Stationary Engineer Sr	1

Category: Service Workers

Campus Peace Officer

Campus Security-Mid level staff

Labor Market Availability Factors

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

Employees: 17

Title	Employees
Campus Peace Officer	17

Campus Public Safety Sergeant

Campus Security-Supervisors and Specialists

Labor Market Availability Factors

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

Employees: 10

Title	Employees
Campus Pub Safety Sergeant	8
Campus Security Specialist	2

Campus Security Assistant

Campus Security-Entry level staff

Labor Market Availability Factors

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

Employees: 8

Title	Employees
Campus Security Asst	8

Category: Service Workers

Custodial: Assistant

Custodial-Entry level

Labor Market Availability Factors

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

Employees: 58

Title	Employees
Custodial Assistant	58

Custodial: Assistant Adjunct

Hourly Custodial-Entry level

Labor Market Availability Factors

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

Employees: 12

Title	Employees
Custodial Assistant	12

Custodial: Supervisory

Custodial-Supervisors (all titles)

Labor Market Availability Factors

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

Employees: 8

Title	Employees
Custodial Asst Principal Supv	2
Custodial Principal Supv	1
Custodial Sr Supervisor	1
Custodial Supervisor	4

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

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

Appendix D College Lab Technicians Department-Discipline Assignments

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

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

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

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

Kingsborough CC

Admin 4: College Lab Technician

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

Appointments: 17

Department	Department Name	Technicians
10033	Dept,Biological Science	5
10225	Dept,Physical Sci	6
10136	Health & Human Services	2
70009	Instructional Computing	1
80033	Media Center	2
10211	Non-Clinical Nursing	1

Discipline: College Lab Tech: Other

Appointments: 13

Department	Department Name	Technicians
10021	Dept Of Art	4
10060	Dept,Comm&Perf Arts	3
10134	Dept,Health,Phys Ed&Rec	3
10299	Tourism & Hospitality	3

Admin 4: College Lab Technician Adjunct

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

Appointments: 31

Department	Department Name	Technicians
10033	Dept,Biological Science	4
10225	Dept,Physical Sci	3
10136	Health & Human Services	4
70009	Instructional Computing	20

Discipline: College Lab Tech: Other

Appointments: 57

Department	Department Name	Technicians
70010	Academic Development	9
75123	ASAP	6
10396	Dean Of Continuing Education	2
10393	Dean Of Students	1
10105	Department Of English	1
10021	Dept Of Art	1
10042	Dept, Business	4
10028	Dept,Beh Sci&Human Svcs	1

Kingsborough CC

Admin 4: College Lab Technician Adjunct

Discipline: College Lab Tech: Other

Appointments: 57

Department	Department Name	Technicians
10060	Dept,Comm&Perf Arts	2
10134	Dept,Health,Phys Ed&Rec	1
65102	English Skills Lab	1
65017	Office Of Collab Prog	6
80174	Personnel	1
80262	Public Relations	1
10299	Tourism & Hospitality	14
10387	Vice President&Provost	4
65120	Workforce Development	2

Appendix E Utilization Analysis -Staff Job Groups

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

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

Underutilization numbers for females and total minorities represent placement goals.

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

This exhibit covers full-time employees only.

Kingsborough CC

Category: Executive/Administrative/Managerial

Job Group: Admin 1: Executive

Description: Executive Compensation Plan (Other Than Chief Executive)

Appointments: 17

Employees in this group hold the following titles:

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

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	12	11	2	6	3	1
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	70.6%	64.7%	11.8%	35.3%	17.6%	5.9%
Labor Market Avail. Percent	44.2%	27.7%	9.8%	8.8%	7.9%	7.2%

Kingsborough CC

Category: Executive/Administrative/Managerial

Job Group: Admin 2: Managerial

Description: HE Officer series administrators-senior level

Appointments: 97

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	Italian American
Number of Employees	73	57	3	26	26	4
Underutilized (Y = Yes)			Y			Y
Number Underutilized			8			6
Actual Utilization Percent	75.3%	58.8%	3.1%	26.8%	26.8%	4.1%
Labor Market Avail. Percent	57.4%	48.1%	11.0%	19.6%	15.7%	10.0%

Kingsborough CC

Category: Executive/Administrative/Managerial

Job Group: Managerial: Facilities

Description: Facility Superintendents and Managers

Appointments: 3

Employees in this group hold the following titles:

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

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	2	0	1	1	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	66.7%	0.0%	33.3%	33.3%	0.0%
Labor Market Avail. Percent	21.3%	38.1%	13.9%	11.3%	11.3%	11.7%

Kingsborough CC

Category: Executive/Administrative/Managerial

Job Group: Managerial: Info Tech

Description: Information Technology-Managers

Appointments: 5

Employees in this group hold the following titles:

Title ID	Title Name
04972	IT Computer Operations Mgr
04973	IT Computer Systems Mgr

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	1	0	1	0	0
Underutilized (Y = Yes)	Y	Y	Y		Y	Y
Number Underutilized	1	2	1		1	1
Actual Utilization Percent	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%
Labor Market Avail. Percent	26.5%	51.6%	24.0%	10.6%	15.4%	10.0%

Kingsborough CC

Category: Executive/Administrative/Managerial

Job Group: Managerial: Security

Description: Campus Security-Managers

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04980	Campus Security Asst Dir
04979	Campus Security Dir

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	2	4	0	2	2	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	50.0%	100.0%	0.0%	50.0%	50.0%	0.0%
Labor Market Avail. Percent	22.0%	59.7%	5.1%	30.4%	23.3%	10.4%

Kingsborough CC

Category: Professional Non-Faculty

Job Group: Accountant: Professional

Description: Accounting-Professionals

Appointments: 3

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	Italian American
Number of Employees	3	1	0	0	1	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	100.0%	33.3%	0.0%	0.0%	33.3%	0.0%
Labor Market Avail. Percent	83.6%	72.6%	20.5%	34.2%	17.8%	4.1%

Kingsborough CC

Category: Professional Non-Faculty

Job Group: Admin 3: Professional

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

Appointments: 133

Employees in this group hold the following titles:

Title ID	Title Name
04017	Asst to HEO
04099	HE Assistant

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	105	84	10	49	21	9
Underutilized (Y = Yes)			Y			Y
Number Underutilized			6			8
Actual Utilization Percent	78.9%	63.2%	7.5%	36.8%	15.8%	6.8%
Labor Market Avail. Percent	69.0%	43.4%	12.3%	16.7%	12.5%	12.8%

Kingsborough CC

Category: Professional Non-Faculty

Job Group: Admin 5: Engineer-Architect

Description: Engineers, Architects and related titles

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04822	Architect
04819	Project Mgr

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	1	0	0	1	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%
Labor Market Avail. Percent	16.1%	30.7%	13.1%	4.7%	11.1%	16.9%

Kingsborough CC

Category: Professional Non-Faculty

Job Group: Info Tech: Professional

Description: Information Technology-Professionals

Appointments: 26

Employees in this group hold the following titles:

Title ID	Title Name
04877	IT Associate
04875	IT Asst
04880	IT Sr Associate

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	8	19	4	10	5	1
Underutilized (Y = Yes)	Y		Y			Y
Number Underutilized	3		3			1
Actual Utilization Percent	30.8%	73.1%	15.4%	38.5%	19.2%	3.8%
Labor Market Avail. Percent	42.3%	55.7%	28.0%	13.3%	12.7%	8.2%

Kingsborough CC

Category: Professional Non-Faculty

Job Group: Nurse

Description: Nurses

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
50910	Nurse

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

Kingsborough CC

Category: Administrative Support Workers

Job Group: Accountant: Assistant

Description: Accounting-Support staff

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
12120	Asst Purchasing Agent
04800	Finance Accountant Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	2	0	0	0	0	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	83.1%	49.2%	10.8%	19.3%	17.3%	14.0%

Kingsborough CC

Category: Administrative Support Workers

Job Group: Administrative Assistant

Description: Administrative Assistants-Senior level

Appointments: 15

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	Italian American
Number of Employees	15	4	0	2	1	2
Underutilized (Y = Yes)		Y	Y	Y	Y	
Number Underutilized		6	1	3	3	
Actual Utilization Percent	100.0%	26.7%	0.0%	13.3%	6.7%	13.3%
Labor Market Avail. Percent	90.3%	68.0%	7.5%	36.3%	24.0%	6.5%

Kingsborough CC

Category: Administrative Support Workers

Job Group: Office Assistant

Description: Administrative Office Assistants-Entry level

Appointments: 39

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	Italian American
Number of Employees	34	11	2	6	3	10
Underutilized (Y = Yes)		Y	Y		Y	
Number Underutilized		5	1		3	
Actual Utilization Percent	87.2%	28.2%	5.1%	15.4%	7.7%	25.6%
Labor Market Avail. Percent	87.9%	40.0%	7.8%	14.3%	16.2%	17.4%

Kingsborough CC

Category: Administrative Support Workers

Job Group: Mail Services Worker

Description: Mail Services Workers

Appointments: 4

Employees in this group hold the following titles:

Title ID	Title Name
04921	Mail Message Svcs Worker

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	1	2	1	0	1	2
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	25.0%	50.0%	25.0%	0.0%	25.0%	50.0%
Labor Market Avail. Percent	31.3%	61.3%	7.8%	27.5%	22.8%	14.1%

Kingsborough CC

Category: Technicians

Job Group: Broadcast-Media

Description: Broadcast/Media Technicians and Graphic Designers

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04992	Broadcast Assc
90622	Media Svcs Tech

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	0	0	0	0	2
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Labor Market Avail. Percent	32.4%	26.2%	6.1%	7.0%	10.6%	15.4%

Kingsborough CC

Category: Technicians

Job Group: Engineering Technician

Description: Engineering and Architectural Technicians

Appointments: 2

Employees in this group hold the following titles:

Title ID	Title Name
04834	Facilities Coord

Utilization Report

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

Kingsborough CC

Category: Technicians

Job Group: Info Tech: Technician

Description: Information Technology-Tech Support

Appointments: 6

Employees in this group hold the following titles:

Title ID	Title Name
04865	IT Support Asst

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	2	3	2	0	1	1
Underutilized (Y = Yes)				Y		
Number Underutilized				1		
Actual Utilization Percent	33.3%	50.0%	33.3%	0.0%	16.7%	16.7%
Labor Market Avail. Percent	20.7%	50.4%	23.5%	10.6%	14.4%	12.0%

Kingsborough CC

Category: Technicians

Job Group: Print Media Technician

Description: Print Shop Technicians and related titles

Appointments: 5

Employees in this group hold the following titles:

Title ID	Title Name
04805	Print Shop Assistant
04806	Print Shop Associate
04807	Print Shop Coordinator

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	3	0	1	2	1
Underutilized (Y = Yes)	Y		Y			
Number Underutilized	1		0			
Actual Utilization Percent	0.0%	60.0%	0.0%	20.0%	40.0%	20.0%
Labor Market Avail. Percent	24.5%	48.1%	8.4%	11.5%	27.1%	14.4%

Kingsborough CC

Category: Craft Workers

Job Group: Skilled Trades: Supervisory

Description: Skilled Trades-Supervisors

Appointments: 1

Employees in this group hold the following titles:

Title ID	Title Name
04916	Stationary Engineer Sr

Utilization Report						
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	0	0	0	0	0
Underutilized (Y = Yes)						
Number Underutilized						
Actual Utilization Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Labor Market Avail. Percent	2.3%	28.7%	3.8%	11.3%	13.0%	9.6%

Kingsborough CC

Category: Craft Workers

Job Group: Skilled Trades: Not Supervisory

Description: Skilled Trades-Not supervisory

Appointments: 24

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	Italian American
Number of Employees	0	10	1	6	3	4
Underutilized (Y = Yes)	Y				Y	
Number Underutilized	1				3	
Actual Utilization Percent	0.0%	41.7%	4.2%	25.0%	12.5%	16.7%
Labor Market Avail. Percent	2.2%	45.1%	4.3%	13.1%	25.6%	13.9%

Kingsborough CC

Category: Craft Workers

Job Group: Laborers and Helpers

Description: Entry-Level Craft Workers

Appointments: 13

Employees in this group hold the following titles:

Title ID	Title Name
91722	Electrician Helper
90702	Laborer
12200	Stock Worker
12202	Stock Worker Supervisor

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	0	11	0	8	3	1
Underutilized (Y = Yes)	Y		Y		Y	
Number Underutilized	3		1		2	
Actual Utilization Percent	0.0%	84.6%	0.0%	61.5%	23.1%	7.7%
Labor Market Avail. Percent	20.9%	72.0%	6.2%	23.7%	39.3%	5.7%

Kingsborough CC

Category: Craft Workers

Job Group: Basic Crafts-Buildings and Grounds

Description: Buildings and Grounds Workers

Appointments: 9

Employees in this group hold the following titles:

Title ID	Title Name
90698	Maintenance Worker
04906	Motor Vehicle Mechanic

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	1	3	1	1	1	1
Underutilized (Y = Yes)	Y	Y		Y	Y	
Number Underutilized	0	3		1	2	
Actual Utilization Percent	11.1%	33.3%	11.1%	11.1%	11.1%	11.1%
Labor Market Avail. Percent	16.1%	67.7%	11.7%	22.8%	31.3%	7.8%

Kingsborough CC

Category: Service Workers

Job Group: Campus Public Safety Sergeant

Description: Campus Security-Supervisors and Specialists

Appointments: 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	Italian American
Number of Employees	3	8	1	3	4	0
Underutilized (Y = Yes)				Y		Y
Number Underutilized				2		0
Actual Utilization Percent	30.0%	80.0%	10.0%	30.0%	40.0%	0.0%
Labor Market Avail. Percent	21.9%	88.1%	4.9%	53.8%	27.4%	0.3%

Kingsborough CC

Category: Service Workers

Job Group: Campus Peace Officer

Description: Campus Security-Mid level staff

Appointments: 17

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	Italian American
Number of Employees	5	17	0	11	5	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			1			3
Actual Utilization Percent	29.4%	100.0%	0.0%	64.7%	29.4%	0.0%
Labor Market Avail. Percent	18.6%	53.8%	7.7%	24.1%	20.2%	15.9%

Kingsborough CC

Category: Service Workers

Job Group: Campus Security Assistant

Description: Campus Security-Entry level staff

Appointments: 8

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	Italian American
Number of Employees	2	8	0	6	2	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			1			1
Actual Utilization Percent	25.0%	100.0%	0.0%	75.0%	25.0%	0.0%
Labor Market Avail. Percent	19.8%	71.2%	6.9%	41.4%	20.4%	8.5%

Kingsborough CC

Category: Service Workers

Job Group: Custodial: Supervisory

Description: Custodial-Supervisors (all titles)

Appointments: 8

Employees in this group hold the following titles:

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

Utilization Report

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	3	7	0	4	3	0
Underutilized (Y = Yes)			Y			Y
Number Underutilized			0			0
Actual Utilization Percent	37.5%	87.5%	0.0%	50.0%	37.5%	0.0%
Labor Market Avail. Percent	32.7%	74.5%	5.3%	30.5%	38.0%	5.8%

Kingsborough CC

Category: Service Workers

Job Group: Custodial: Assistant

Description: Custodial-Entry level

Appointments: 58

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	Italian American
Number of Employees	19	49	5	30	14	3
Underutilized (Y = Yes)					Y	Y
Number Underutilized					10	1
Actual Utilization Percent	32.8%	84.5%	8.6%	51.7%	24.1%	5.2%
Labor Market Avail. Percent	26.9%	68.0%	5.1%	19.8%	41.5%	7.6%

Appendix E Utilization Analysis - College Laboratory Technicians

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

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

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

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

This exhibit covers full-time employees only.

College Lab Tech: Science, Tech, Eng.

Appointments: 17

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

Department ID	Department Name
10033	Dept,Biological Science
10225	Dept,Physical Sci
10136	Health & Human Services
70009	Instructional Computing
80033	Media Center
10211	Non-Clinical Nursing

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	8	8	2	3	3	3
Underutilized (Y = Yes)			Y			
Number Underutilized			2			
Actual Utilization Percent	47.1%	47.1%	11.8%	17.6%	17.6%	17.6%
Labor Market Avail. Percent	27.8%	49.3%	22.4%	10.6%	14.2%	11.5%

College Lab Tech: Other

Appointments: 13

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

Department ID	Department Name
10021	Dept Of Art
10060	Dept,Comm&Perf Arts
10134	Dept,Health,Phys Ed&Rec
10299	Tourism & Hospitality

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Oth Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	5	5	0	3	1	0
Underutilized (Y = Yes)		Y	Y		Y	Y
Number Underutilized		2	3		1	1
Actual Utilization Percent	38.5%	38.5%	0.0%	23.1%	7.7%	0.0%
Labor Market Avail. Percent	30.4%	50.7%	22.4%	10.3%	16.0%	11.4%

Appendix E Utilization Analysis - Faculty by Job Group

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

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

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

Total Minority is comprised of Asian/Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, American Indian/Alaska Native and Two or More Races. Italian American is a reported category but not included in the federal Total Minority grouping.

This report covers full-time faculty groups only.

Job Group Faculty: Professoriate

Appointments: 215

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	111	59	22	23	13	27
Underutilized (Y = Yes)			Y			
Number Underutilized			8			
Actual Utilization Percent	51.6%	27.4%	10.2%	10.7%	6.0%	12.6%
Labor Market Avail. Percent	42.5%	24.9%	14.0%	4.2%	4.8%	5.3%

Job Group Faculty: Librarian

Appointments: 10

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	5	3	1	0	2	0
Underutilized (Y = Yes)	Y			Y		Y
Number Underutilized	3			0		1
Actual Utilization Percent	50.0%	30.0%	10.0%	0.0%	20.0%	0.0%
Labor Market Avail. Percent	82.8%	13.6%	4.0%	4.4%	3.8%	5.7%

Job Group Faculty: Lecturer

Appointments: 92

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	49	35	8	17	10	6
Underutilized (Y = Yes)			Y			Y
Number Underutilized			5			4
Actual Utilization Percent	53.3%	38.0%	8.7%	18.5%	10.9%	6.5%
Labor Market Avail. Percent	52.4%	31.3%	14.1%	7.7%	7.6%	10.9%

Job Group Faculty: Developmental

Appointments: 10

	Utilization Report					
	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/Latino	Italian American
Number of Faculty	4	3	0	0	2	0
Underutilized (Y = Yes)	Y		Y	Y		Y
Number Underutilized	2		1	1		1
Actual Utilization Percent	40.0%	30.0%	0.0%	0.0%	20.0%	0.0%
Labor Market Avail. Percent	64.5%	30.7%	10.7%	9.2%	8.9%	13.0%

Appendix F Personnel Activity

This Appendix details personnel activities.

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

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

Appendix F Tenure Actions

This Appendix summarizes tenure actions.

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

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

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

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

Tenure applies only to full-time faculty.

**APPENDIX F-2 - Tenure Actions (Italian American Plan)
Kingsborough CC**

2022 - 2023

Dept Of Art

Sr College Lab Tech	Gained Tenure	Tenured		Male	Hispanic/Latino
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Dept Of Library

Assc Professor	Gained Tenure	Tenured		Male	White
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Dept, Business

Assc Professor	Gained Tenure	Tenured		Female	White
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Dept, Biological Science

Asst Professor	Gained Tenure	Tenured		Female	White
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Dept, Health, Phys Ed&Rec

Lecturer	Gained Tenure	CCE Certificate Continuous Emp		Female	White
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Dept, His, Phil, & Soc Sci

Assc Professor	Gained Tenure	Tenured		Female	White
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Dept, Math&Computer Sci

Assc Professor	Gained Tenure	Tenured		Female	White
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Health & Human Services

Asst Professor	Gained Tenure	Tenured		Male	Black/African Am.
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Non-Clinical Nursing

Asst Professor	Gained Tenure	Tenured		Female	Asian/Nat. Haw./Other Pac. Isl.
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Tourism & Hospitality

Assc Professor	Gained Tenure	Tenured		Male	Italian American
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Asst Professor	Gained Tenure	Tenured		Male	White
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Chief College Lab Tech	Gained Tenure	Tenured		Female	White
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Summary for the College

Total Staff:	Ttl Minority	Asian	Black/AfAm	Hispanic	Ital Amer	White Not Ital	Oth/Unk
7 Female	1	1	0	0	0	6	0
5 Male	2	0	1	1	1	2	0
0 Oth/Unk	0	0	0	0	0	0	0
<hr/>							
12 Total	3	1	1	1	1	8	0

Appendix G Summary of Recruiting Activities

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

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

Appendix G Exceptions to the Search Process

This Appendix lists search exceptions.

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

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

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

The waiver process applies to full-time appointments only.

Kingsborough CC

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

Dean Of Continuing Education**Gender****Ethnicity****Asst Dean**

Female

White

Basis Advancement**VP,College Advancement****Gender****Ethnicity****Vice President**

Female

Black/African Am.

Basis Board Action