



2011 through 2013 Three-Year Comparison of CUNY Workforce Demographics

Recruitment and Diversity Programs
OFFICE OF HUMAN RESOURCES MANAGEMENT
February 2014

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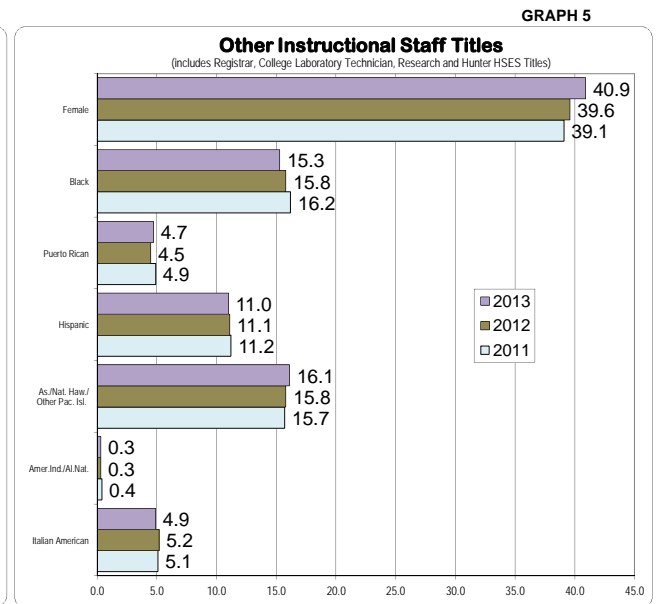
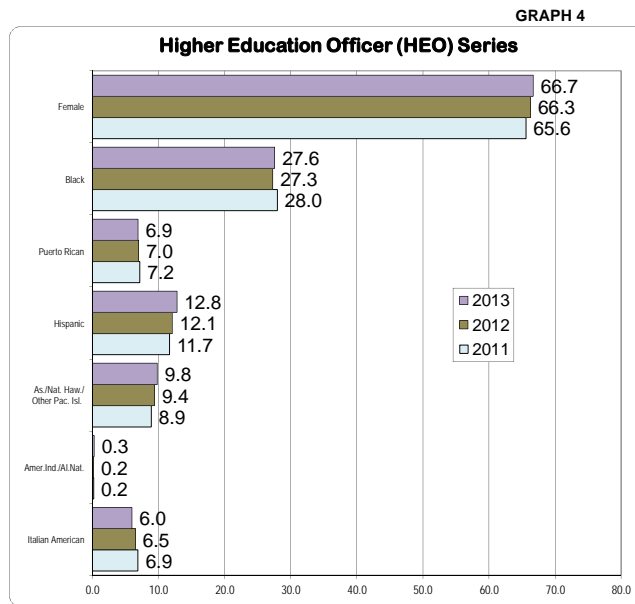
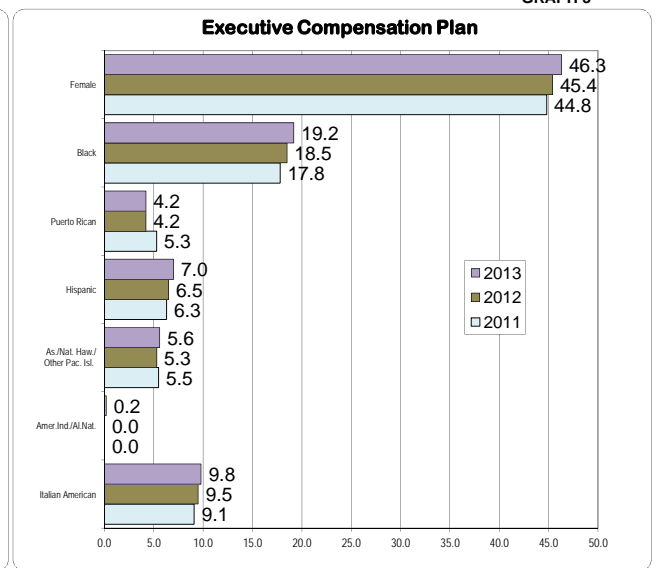
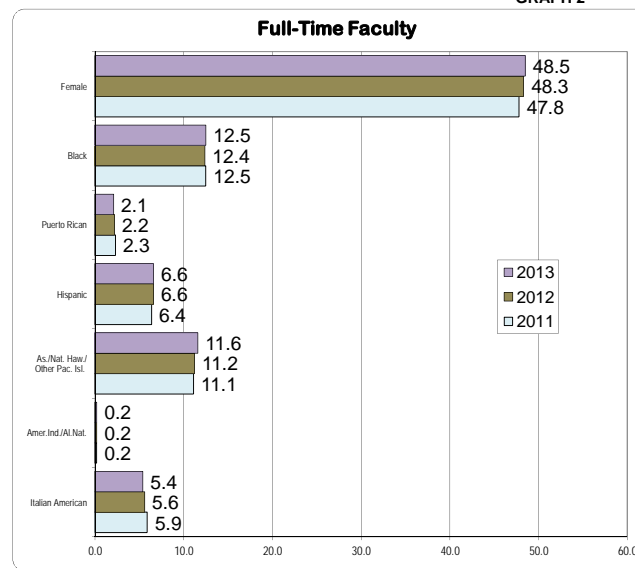
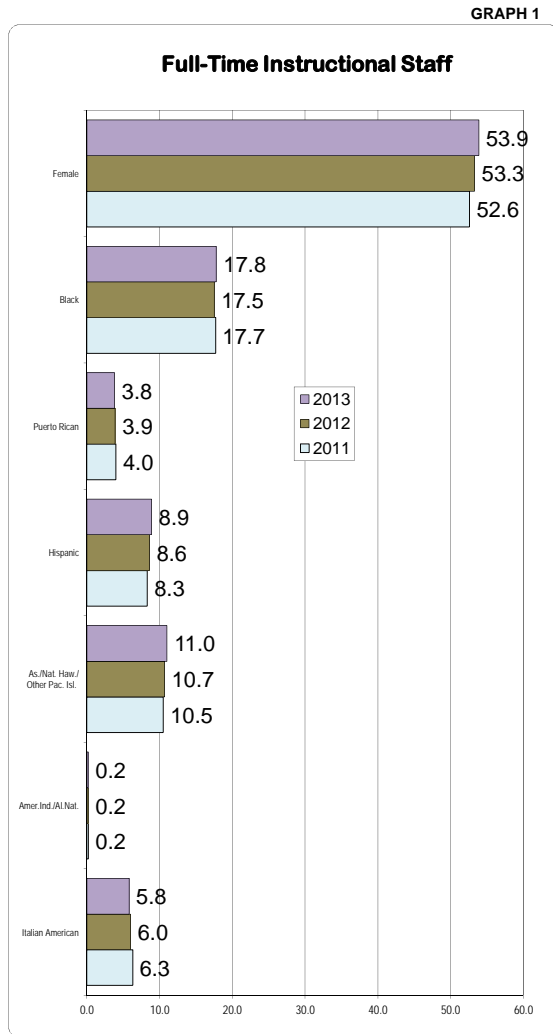
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Part A - Figure 1
UNIVERSITY - WIDE
 The City University of New York

2011 through 2013 Three Year Comparison - Full-Time INSTRUCTIONAL STAFF Percentage Representation

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. - Includes substitutes, visitings and acting appointments.



NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

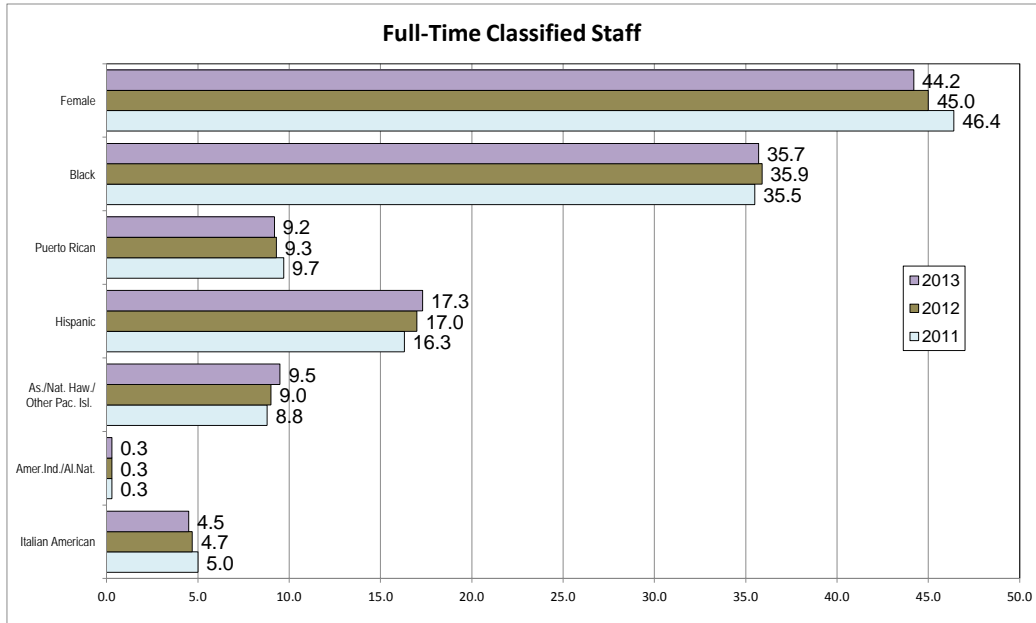
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UNIVERSITY - WIDE

The City University of New York

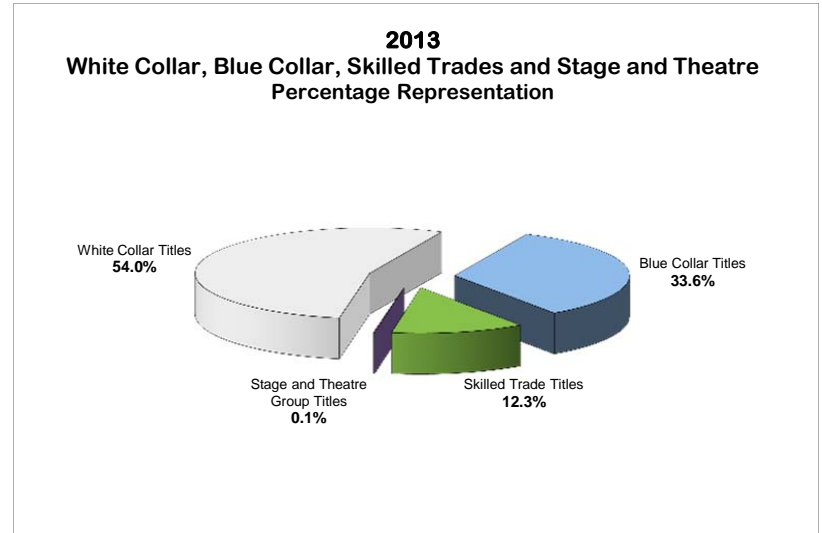
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Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013.

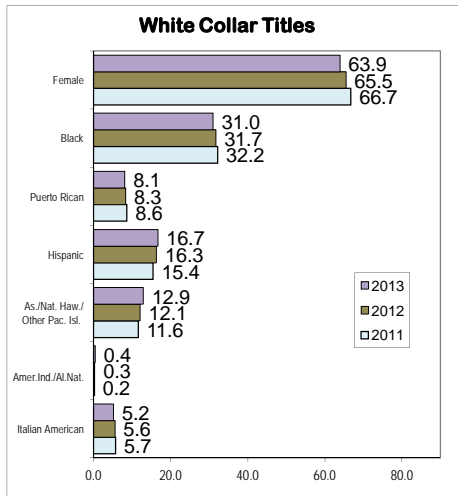
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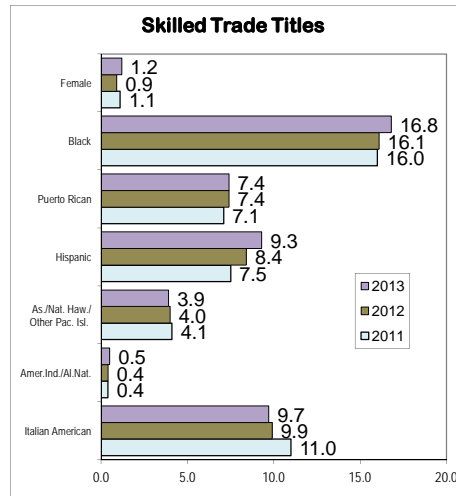
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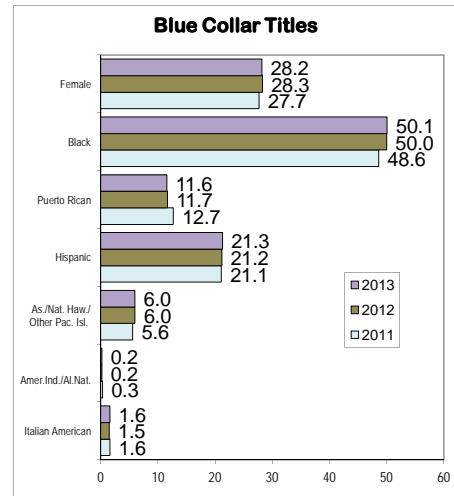
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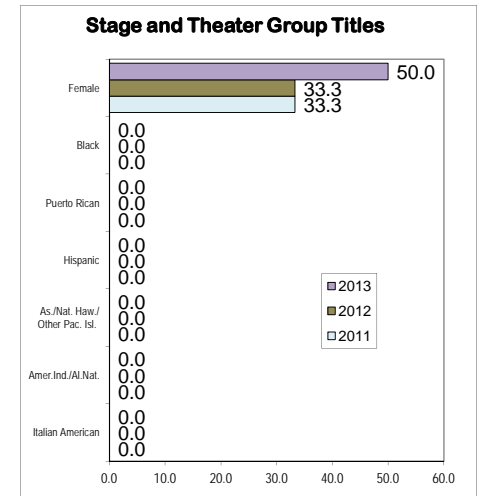
GRAPH 9



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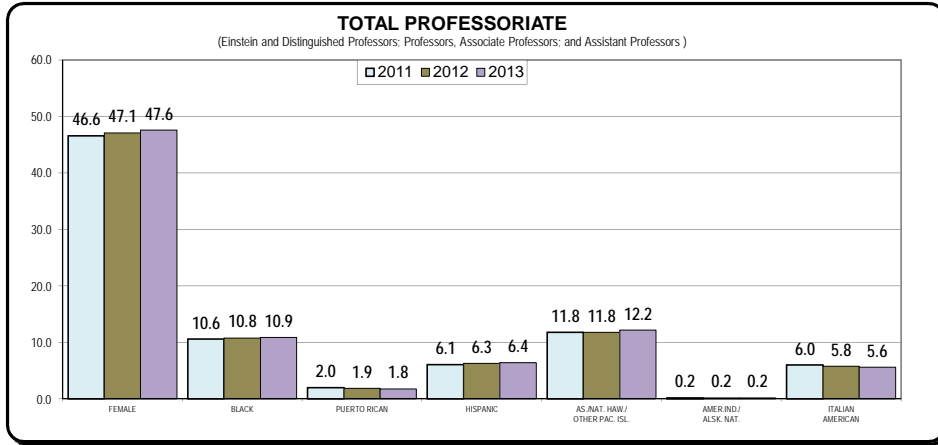
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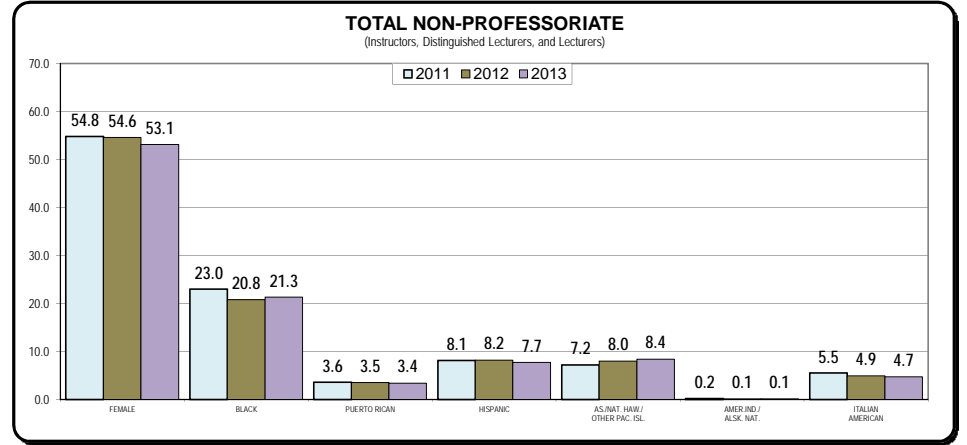
NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Full-Time Faculty by Rank (including substitutes and visiting titles) - University-wide 2011 through 2013 Percentage Representation

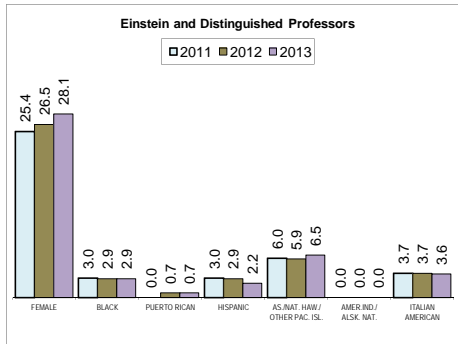
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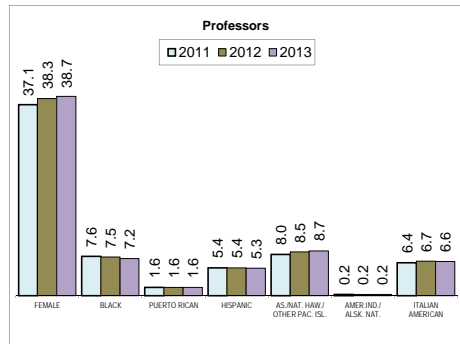
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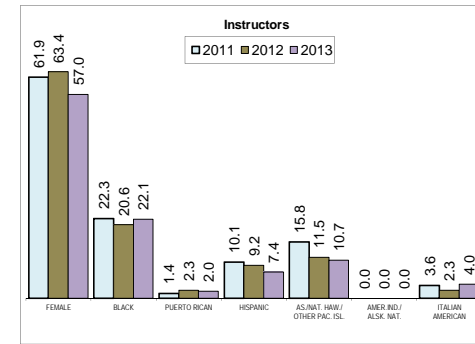
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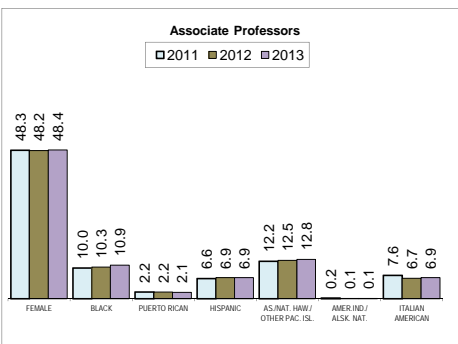
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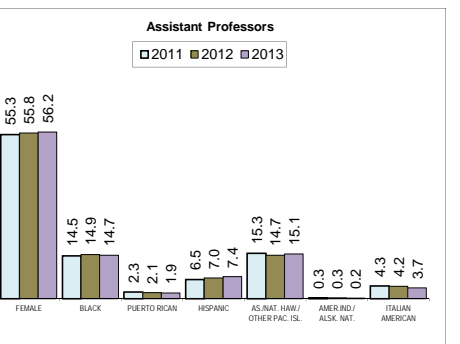
GRAPH 16



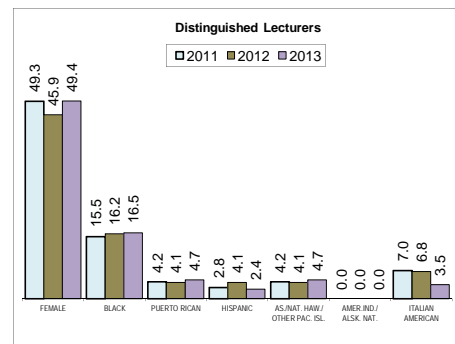
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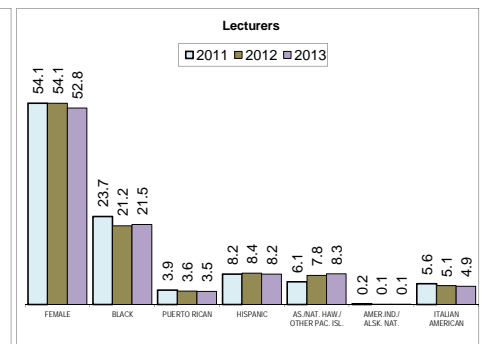
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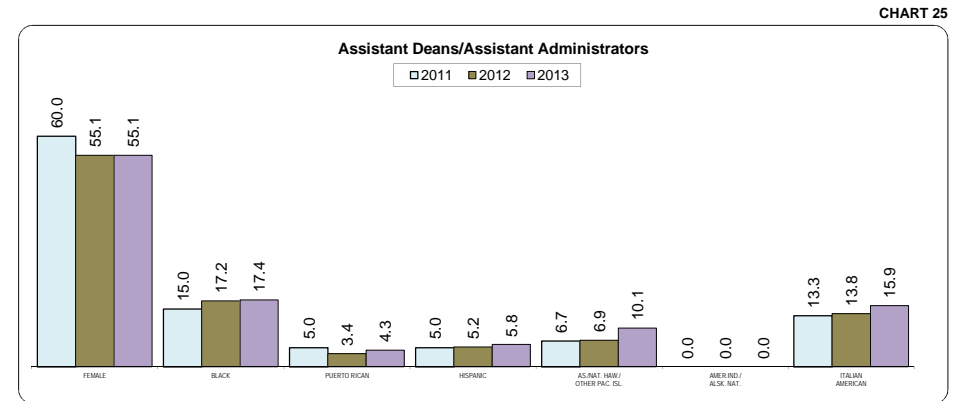
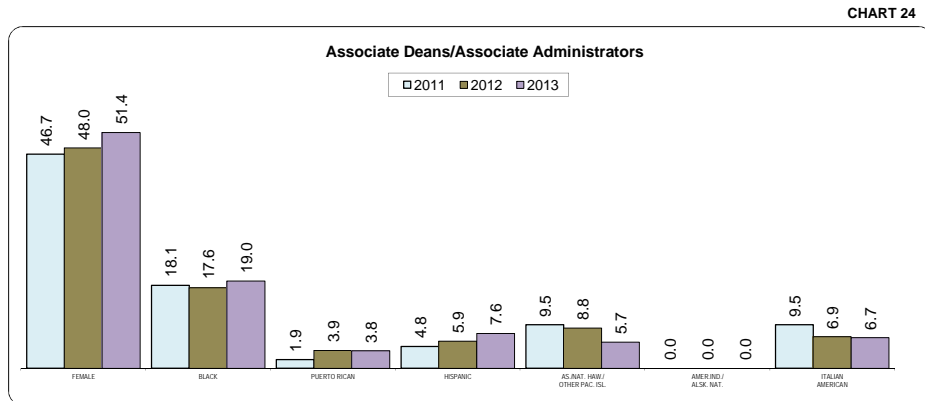
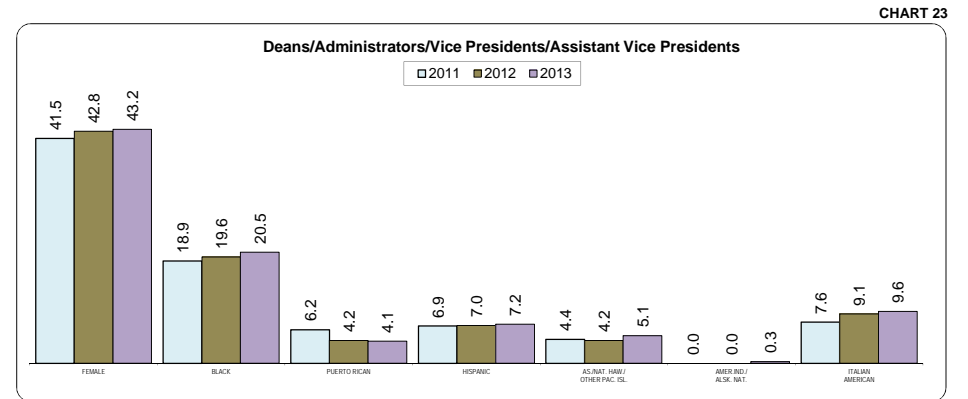
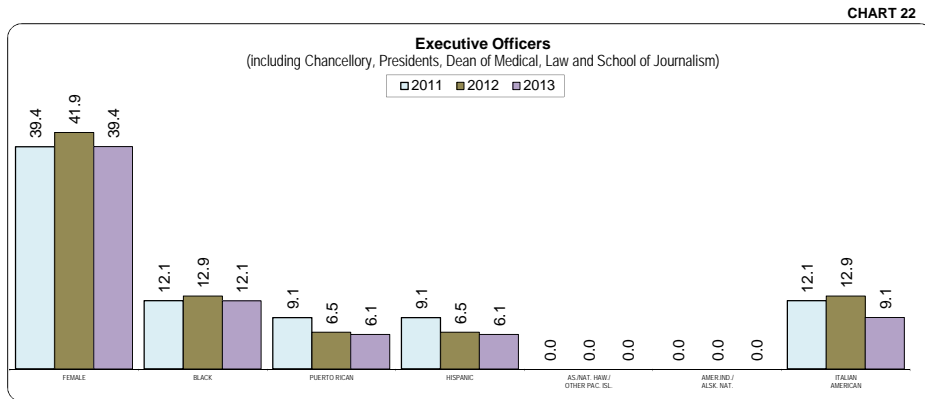
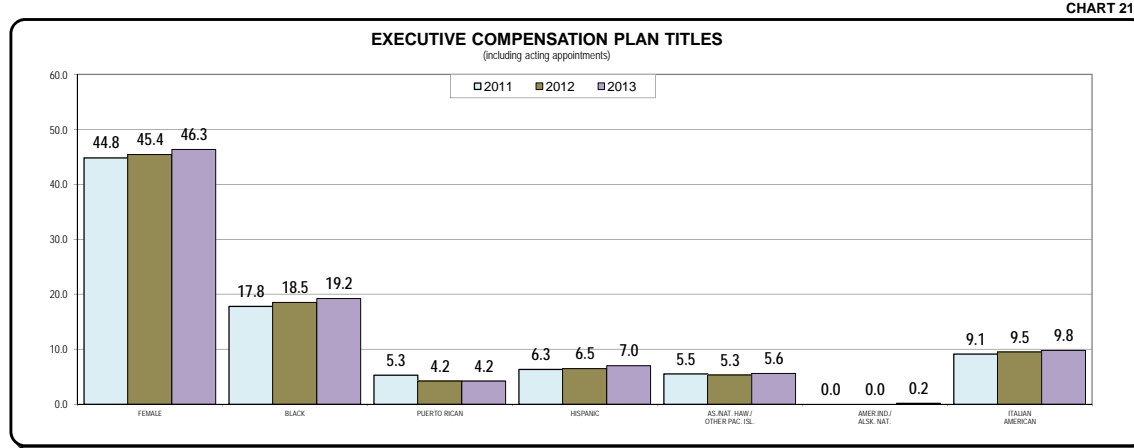
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GRAPH 20



EXECUTIVE COMPENSATION PLAN TITLES (includes acting appointments) - University-wide Percentage Representation



HIGHER EDUCATION OFFICERS (HEO) SERIES (includes substitutes) - University-wide Percentage Representation

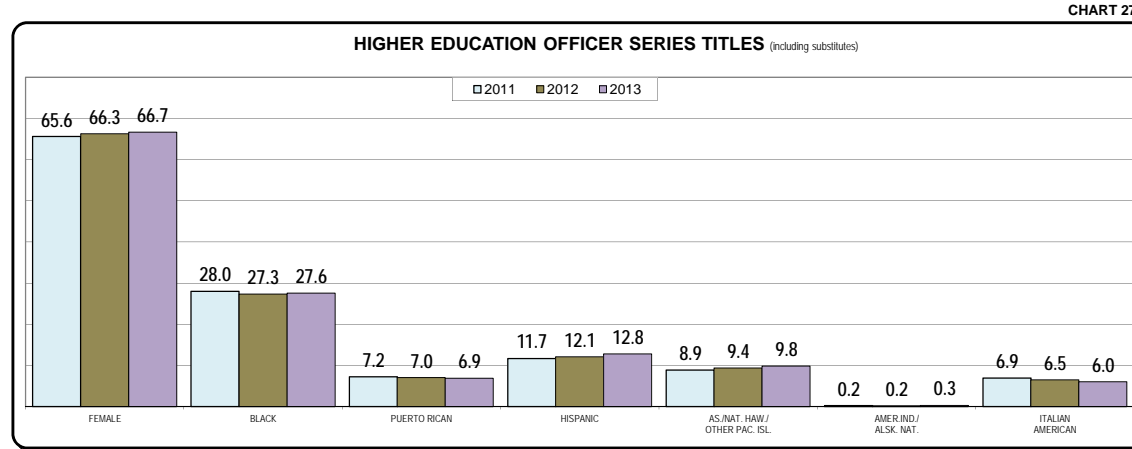


CHART 28

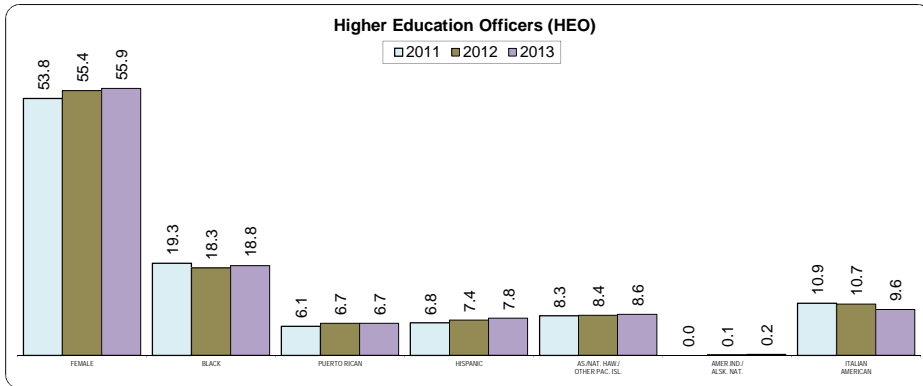


CHART 29

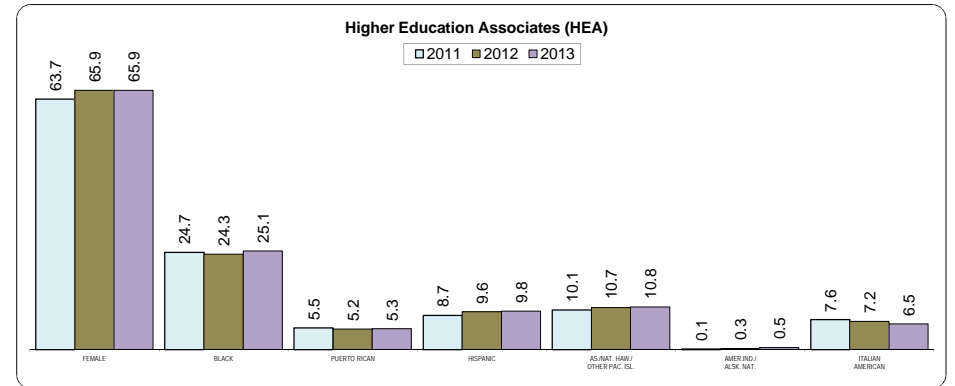


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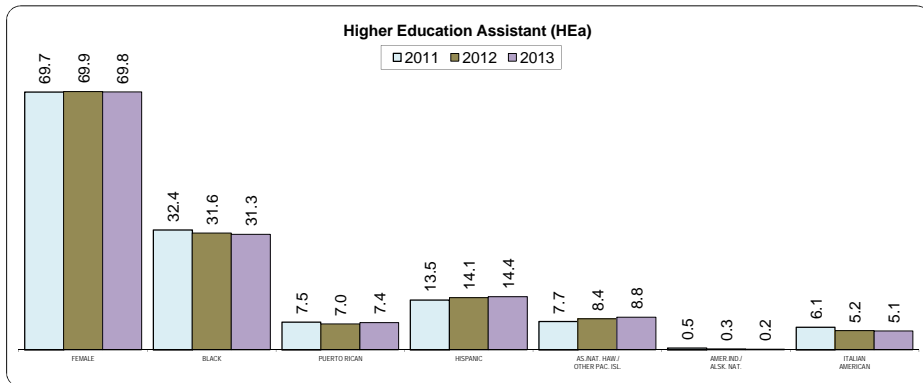
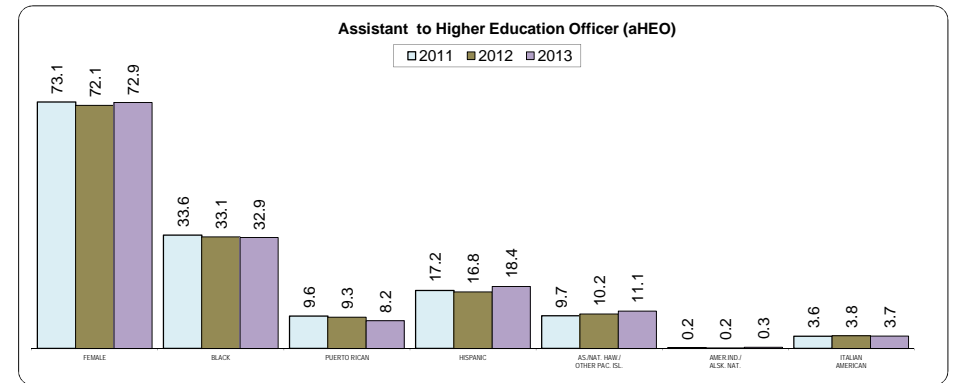


CHART 31



OTHER INSTRUCTIONAL STAFF TITLES (includes substitutes) - University-wide Percentage Representation

NOTE: Other Instructional Staff Series includes: Registrar, College Laboratory Technician, Research, and Hunter HS/ES Titles

CHART 32

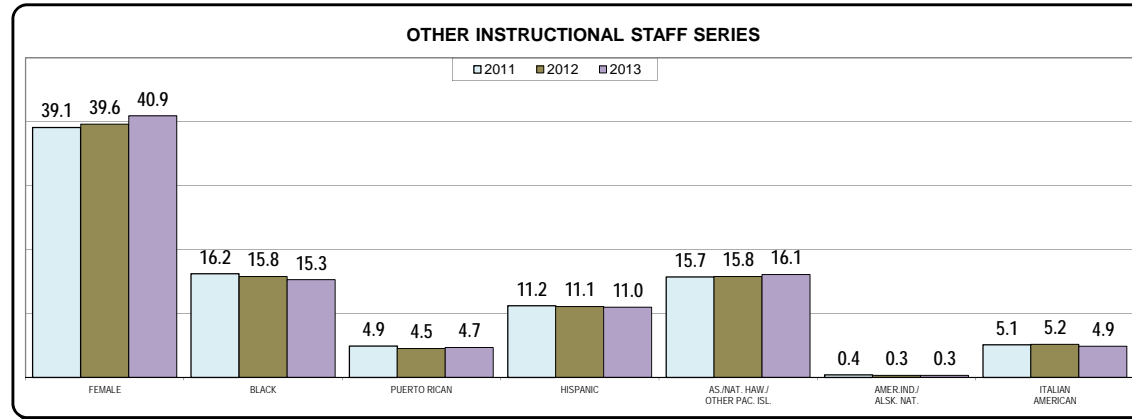


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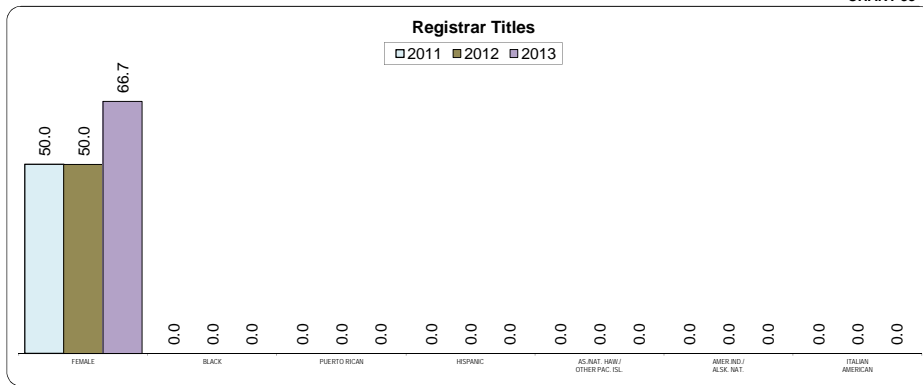


CHART 34

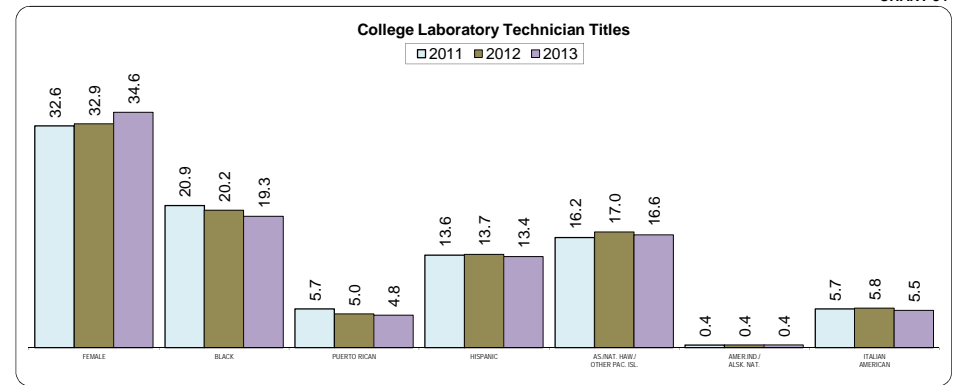


CHART 35

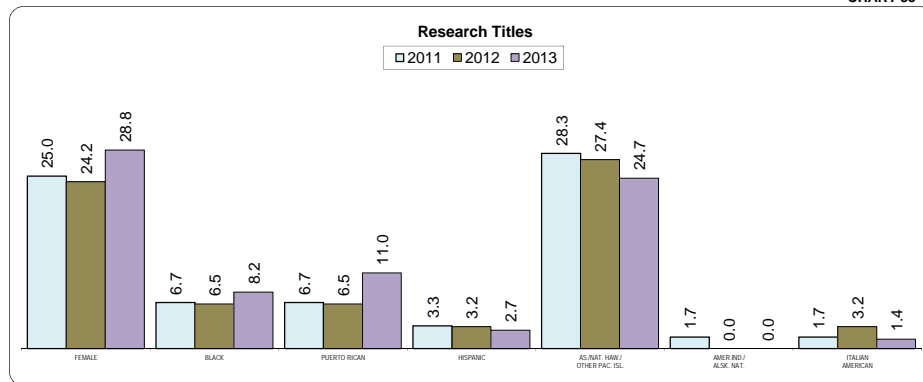
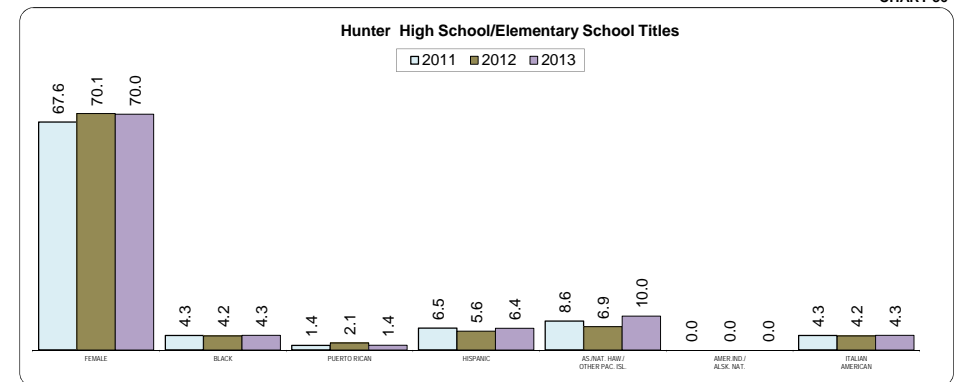


CHART 36



Part A: Tables - UNIVERSITY-WIDE

Part A - TABLE I
The City University of New York
UNIVERSITY - WIDE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)									FACULTY (Full-Time)						EXECUTIVE COMPENSATION PLAN TITLES												
		2011		2012		2013				2011		2012		2013				2011		2012		2013					
		#	%	#	%	#	%			#	%	#	%	#	%			#	%	#	%	#	%				
								# and % Change between 2011 & 2013								# and % Change between 2011 & 2013											
Female		6,249	52.6	6,588	53.3	6,983	53.9	734	11.7	Female	3,392	47.8	3,533	48.3	3,651	48.5	259	7.6	Female	212	44.8	216	45.4	231	46.3	19	9.0
Male		5,624	47.4	5,775	46.7	5,983	46.1	359	6.4	Male	3,700	52.2	3,781	51.7	3,882	51.5	182	4.9	Male	261	55.2	260	54.6	268	53.7	7	2.7
Total Minority #		4,830	40.7	5,047	40.8	5,418	41.8	588	12.2	Total Minority #	2,303	32.5	2,381	32.6	2,482	32.9	179	7.8	Total Minority #	165	34.9	164	34.5	181	36.3	16	9.7
Black		2,098	17.7	2,158	17.5	2,308	17.8	210	10.0	Black	890	12.5	906	12.4	943	12.5	53	6.0	Black	84	17.8	88	18.5	96	19.2	12	14.3
Puerto Rican		479	4.0	482	3.9	499	3.8	20	4.2	Puerto Rican	160	2.3	159	2.2	155	2.1	(5)	(3.1)	Puerto Rican	25	5.3	20	4.2	21	4.2	(4)	(16.0)
Hispanic		987	8.3	1,063	8.6	1,153	8.9	166	16.8	Hispanic	455	6.4	484	6.6	500	6.6	45	9.9	Hispanic	30	6.3	31	6.5	35	7.0	5	16.7
As./Nat.Haw./ Other Pac.Isl.		1,241	10.5	1,319	10.7	1,429	11.0	188	15.1	As./Nat.Haw./ Other Pac.Isl.	784	11.1	818	11.2	871	11.6	87	11.1	As./Nat.Haw./ Other Pac.Isl.	26	5.5	25	5.3	28	5.6	2	7.7
Amer.Ind./Al.Nat.		25	0.2	25	0.2	29	0.2	4	16.0	Amer.Ind./Al.Nat.	14	0.2	14	0.2	13	0.2	(1)	(7.1)	Amer.Ind./Al.Nat.	0	0.0	0	0.0	1	0.2	1	100.0
White **		6,296	53.0	6,570	53.1	6,800	52.4	504	8.0	White **	4,369	61.6	4,521	61.8	4,641	61.6	272	6.2	White **	265	56.0	267	56.1	269	53.9	4	1.5
Italian American		747	6.3	746	6.0	748	5.8	1	0.1	Italian American	420	5.9	412	5.6	410	5.4	(10)	(2.4)	Italian American	43	9.1	45	9.5	49	9.8	6	14.0
TOTAL		11,873		12,363		12,966		1,093	9.2	TOTAL	7,092		7,314		7,533		441	6.2	TOTAL	473		476		499		26	5.5
HIGHER EDUCATION OFFICER (HEO) SERIES									OTHER INSTRUCTIONAL STAFF (Full-Time)*																		
		2011		2012		2013				2011		2012		2013													
		#	%	#	%	#	%			#	%	#	%	#	%												
								# and % Change between 2011 & 2013								# and % Change between 2011 & 2013											
Female		2,375	65.6	2,550	66.3	2,799	66.7	424	17.9	Female	270	39.1	289	39.6	302	40.9	32	11.9									
Male		1,243	34.4	1,294	33.7	1,396	33.3	153	12.3	Male	420	60.9	440	60.4	437	59.1	17	4.0									
Total Minority #		2,028	56.1	2,156	56.1	2,405	57.3	377	18.6	Total Minority #	334	48.4	346	47.5	350	47.4	16	4.8									
Black		1,012	28.0	1,049	27.3	1,156	27.6	144	14.2	Black	112	16.2	115	15.8	113	15.3	1	0.9									
Puerto Rican		260	7.2	270	7.0	288	6.9	28	10.8	Puerto Rican	34	4.9	33	4.5	35	4.7	1	2.9									
Hispanic		425	11.7	467	12.1	537	12.8	112	26.4	Hispanic	77	11.2	81	11.1	81	11.0	4	5.2									
As./Nat.Haw./ Other Pac.Isl.		323	8.9	361	9.4	411	9.8	88	27.2	As./Nat.Haw./ Other Pac.Isl.	108	15.7	115	15.8	119	16.1	11	10.2									
Amer.Ind./Al.Nat.		8	0.2	9	0.2	13	0.3	5	62.5	Amer.Ind./Al.Nat.	3	0.4	2	0.3	2	0.3	(1)	(33.3)									
White **		1,341	37.1	1,437	37.4	1,537	36.6	196	14.6	White **	321	46.5	345	47.3	353	47.8	32	10.0									
Italian American		249	6.9	251	6.5	253	6.0	4	1.6	Italian American	35	5.1	38	5.2	36	4.9	1	2.9									
TOTAL		3,618		3,844		4,195		577	15.9	TOTAL	690		729		739		49	7.1									

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaii/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part A - TABLE II
The City University of New York
UNIVERSITY - WIDE

2011 through 2013 Three Year Comparison - CLASSIFIED STAFF by bargaining unit

CLASSIFIED STAFF (Full-Time)									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	2,705	46.4	2,758	45.0	2,782	44.2	77	2.8	
Male	3,131	53.6	3,375	55.0	3,512	55.8	381	12.2	
Total Minority #	4,115	70.5	4,384	71.5	4,528	71.9	413	10.0	
Black	2,071	35.5	2,203	35.9	2,244	35.7	173	8.4	
Puerto Rican	568	9.7	570	9.3	578	9.2	10	1.8	
Hispanic	950	16.3	1,040	17.0	1,089	17.3	139	14.6	
As./Nat.Haw / Other Pac.Isl.	511	8.8	553	9.0	597	9.5	86	16.8	
Amer.Ind./Al.Nat.	15	0.3	18	0.3	20	0.3	5	33.3	
White **	1,428	24.5	1,459	23.8	1,480	23.5	52	3.6	
Italian American	293	5.0	290	4.7	286	4.5	(7)	(2.4)	
TOTAL	5,836		6,133		6,294		458	7.8	

	WHITE COLLAR ^						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	2,179	66.7	2,166	65.5	2,174	63.9	(5)	(0.2)
Male	1,088	33.3	1,139	34.5	1,229	36.1	141	13.0
Total Minority #	2,223	68.0	2,269	68.7	2,352	69.1	129	5.8
Black	1,053	32.2	1,048	31.7	1,056	31.0	3	0.3
Puerto Rican	282	8.6	273	8.3	277	8.1	(5)	(1.8)
Hispanic	503	15.4	538	16.3	567	16.7	64	12.7
As./Nat.Haw / Other Pac.Isl.	378	11.6	400	12.1	440	12.9	62	16.4
Amer.Ind./Al.Nat.	7	0.2	10	0.3	12	0.4	5	71.4
White **	857	26.2	851	25.7	873	25.7	16	1.9
Italian American	187	5.7	185	5.6	178	5.2	(9)	(4.8)
TOTAL	3,267		3,305		3,403		136	4.2

^Includes the following categories: Accountants; Architects and Engineers; Audio Visual Group; Mail/Message Service Group; Generic White Collar; Gittleston Titles; Information Systems Titles; The Managerial Titles; Print Shop; Public Relations/ Community Service Staff; Purchasing Agents; Radio and Television; and Staff Nurse Groups.

	SKILLED TRADES ^^						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	8	1.1	7	0.9	9	1.2	1	12.5
Male	694	98.9	751	99.1	764	98.8	70	10.1
Total Minority #	247	35.2	275	36.3	293	37.9	46	18.6
Black	112	16.0	122	16.1	130	16.8	18	16.1
Puerto Rican	50	7.1	56	7.4	57	7.4	7	14.0
Hispanic	53	7.5	64	8.4	72	9.3	19	35.8
As./Nat.Haw / Other Pac.Isl.	29	4.1	30	4.0	30	3.9	1	3.4
Amer.Ind./Al.Nat.	3	0.4	3	0.4	4	0.5	1	33.3
White **	378	53.8	408	53.8	405	52.4	27	7.1
Italian American	77	11.0	75	9.9	75	9.7	(2)	(2.6)
TOTAL	702		758		773		71	10.1

^^Includes the following categories: The Carpenter Series; Cement Masons; Electrician Series; High Pressure Plant Tenders; Laborers; Locksmiths; Maintenance Worker; Mechanic Series; Painter Series; Plasterer Series; Plumber Series; Roofers; and Stationery Engineer Series.

	BLUE COLLAR ^^^						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	517	27.7	584	28.3	596	28.2	79	15.3
Male	1,347	72.3	1,483	71.7	1,516	71.8	169	12.5
Total Minority #	1,645	88.3	1,840	89.0	1,883	89.2	238	14.5
Black	906	48.6	1,033	50.0	1,058	50.1	152	16.8
Puerto Rican	236	12.7	241	11.7	244	11.6	8	3.4
Hispanic	394	21.1	438	21.2	450	21.3	56	14.2
As./Nat.Haw / Other Pac.Isl.	104	5.6	123	6.0	127	6.0	23	22.1
Amer.Ind./Al.Nat.	5	0.3	5	0.2	4	0.2	(1)	(20.0)
White **	190	10.2	197	9.5	196	9.3	6	3.2
Italian American	29	1.6	30	1.5	33	1.6	4	13.8
TOTAL	1,864		2,067		2,112		248	13.3

^^^Includes the following categories: Custodial Series; Security Series; Stock Workers; Supervisors; Exterminators; Elevator Starters; Motor Vehicle Operators; and Gardeners.

	STAGE AND THEATRE GROUP						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	1	33.3	1	33.3	3	50.0	2	200.0
Male	2	66.7	2	66.7	3	50.0	1	50.0
Total Minority #	0	0.0	0	0.0	0	0.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0
As./Nat.Haw / Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	3	100.0	3	100.0	6	100.0	3	100.0
Italian American	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	3		3		6		3	100.0

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part A - TABLE III
The City University of New York

Full-Time FACULTY by RANK (including substitutes and visiting titles) - University-wide

	BLACK		PUERTO RICAN		HISPANIC		ASIAN/NAT. HAW/ OTHER PAC.ISL.		AMER.IND/ ALSK. NAT.		TOTAL MINORITY		ITALIAN AMERICAN		WHITE		MALE		FEMALE		TOTAL			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Einstein & Distinguished																								
2011	4	3.0	0	0.0	4	3.0	8	6.0	0	0.0	16	11.9	5	3.7	113	84.3	100	74.6	34	25.4			134	
2012	4	2.9	1	0.7	4	2.9	8	5.9	0	0.0	17	12.5	5	3.7	114	83.8	100	73.5	36	26.5			136	
2013	4	2.9	1	0.7	3	2.2	9	6.5	0	0.0	17	12.2	5	3.6	117	84.2	100	71.9	39	28.1			139	
2011 & 2013 # and % change	0	0.0	1	100.0	(1)	(25.0)	1	12.5	0	0.0	1	6.3	0	0.0	4	3.5	0	0.0	5	14.7			5	3.7
Professor																								
2011	149	7.6	31	1.6	106	5.4	157	8.0	3	0.2	446	22.8	126	6.4	1,386	70.8	1,231	62.9	727	37.1			1,958	
2012	152	7.5	32	1.6	108	5.4	171	8.5	4	0.2	467	23.2	136	6.7	1,414	70.1	1,244	61.7	773	38.3			2,017	
2013	148	7.2	32	1.6	109	5.3	178	8.7	5	0.2	472	23.0	136	6.6	1,442	70.3	1,256	61.3	794	38.7			2,050	
2011 & 2013 # and % change	(1)	(0.7)	1	3.2	3	2.8	21	13.4	2	66.7	26	5.8	10	7.9	56	4.0	25	2.0	67	9.2			92	4.7
Associate Professor																								
2011	182	10.0	41	2.2	120	6.6	223	12.2	3	0.2	569	31.2	139	7.6	1,115	61.2	943	51.7	880	48.3			1,823	
2012	193	10.3	42	2.2	129	6.9	233	12.5	2	0.1	599	32.0	126	6.7	1,146	61.3	970	51.8	901	48.2			1,871	
2013	207	10.9	39	2.1	130	6.9	243	12.8	2	0.1	621	32.8	130	6.9	1,142	60.3	977	51.6	916	48.4			1,893	
2011 & 2013 # and % change	25	13.7	(2)	(4.9)	10	8.3	20	9.0	(1)	(33.3)	52	9.1	(9)	(6.5)	27	2.4	34	3.6	36	4.1			70	3.8
Assistant Professor																								
2011	302	14.5	48	2.3	136	6.5	317	15.3	6	0.3	809	38.9	90	4.3	1,179	56.7	929	44.7	1,149	55.3			2,078	
2012	318	14.9	44	2.1	149	7.0	314	14.7	7	0.3	832	38.9	89	4.2	1,219	57.0	945	44.2	1,195	55.8			2,140	
2013	333	14.7	43	1.9	167	7.4	342	15.1	5	0.2	890	39.2	84	3.7	1,296	57.1	995	43.8	1,275	56.2			2,270	
2011 & 2013 # and % change	31	10.3	(5)	(10.4)	31	22.8	25	7.9	(1)	(16.7)	81	10.0	(6)	(6.7)	117	9.9	66	7.1	126	11.0			192	9.2
TOTAL PROFESSORIATE																								
2011	637	10.6	120	2.0	366	6.1	705	11.8	12	0.2	1,840	30.7	360	6.0	3,793	63.3	3,203	53.4	2,790	46.6			5,993	
2012	667	10.8	119	1.9	390	6.3	726	11.8	13	0.2	1,915	31.1	356	5.8	3,893	63.2	3,259	52.9	2,905	47.1			6,164	
2013	692	10.9	115	1.8	409	6.4	772	12.2	12	0.2	2,000	31.5	355	5.6	3,997	62.9	3,328	52.4	3,024	47.6			6,352	
2011 & 2013 # and % change	55	8.6	(5)	(4.2)	43	11.7	67	9.5	0	0.0	160	8.7	(5)	(1.4)	204	5.4	125	3.9	234	8.4			359	6.0
Instructor																								
2011	31	22.3	2	1.4	14	10.1	22	15.8	0	0.0	69	49.6	5	3.6	65	46.8	53	38.1	86	61.9			139	
2012	27	20.6	3	2.3	12	9.2	15	11.5	0	0.0	57	43.5	3	2.3	71	54.2	48	36.6	83	63.4			131	
2013	33	22.1	3	2.0	11	7.4	16	10.7	0	0.0	63	42.3	6	4.0	80	53.7	64	43.0	85	57.0			149	
2011 & 2013 # and % change	2	6.5	1	50.0	(3)	(21.4)	(6)	(27.3)	0	0.0	(6)	(8.7)	1	20.0	15	23.1	11	20.8	(1)	(1.2)			10	7.2
Distinguished Lecturer																								
2011	11	15.5	3	4.2	2	2.8	3	4.2	0	0.0	19	26.8	5	7.0	47	66.2	36	50.7	35	49.3			71	
2012	12	16.2	3	4.1	3	4.1	3	4.1	0	0.0	21	28.4	5	6.8	48	64.9	40	54.1	34	45.9			74	
2013	14	16.5	4	4.7	2	2.4	4	4.7	0	0.0	24	28.2	3	3.5	58	68.2	43	50.6	42	49.4			85	
2011 & 2013 # and % change	3	27.3	1	33.3	0	0.0	1	33.3	0	0.0	5	26.3	(2)	(40.0)	11	23.4	7	19.4	7	20.0			14	19.7
Lecturer																								
2011	211	23.7	35	3.9	73	8.2	54	6.1	2	0.2	375	42.2	50	5.6	464	52.2	408	45.9	481	54.1			889	
2012	200	21.2	34	3.6	79	8.4	74	7.8	1	0.1	388	41.1	48	5.1	509	53.9	434	45.9	511	54.1			945	
2013	204	21.5	33	3.5	78	8.2	79	8.3	1	0.1	395	41.7	46	4.9	506	53.4	447	47.2	500	52.8			947	
2011 & 2013 # and % change	(7)	(3.3)	(2)	(5.7)	5	6.8	25	46.3	(1)	(50.0)	20	5.3	(4)	(8.0)	42	9.1	39	9.6	19	4.0			58	6.5
TOTAL NON-PROFESSORIATE																								
2011	253	23.0	40	3.6	89	8.1	79	7.2	2	0.2	463	42.1	60	5.5	576	52.4	497	45.2	602	54.8			1,099	
2012	239	20.8	40	3.5	94	8.2	92	8.0	1	0.1	466	40.5	56	4.9	628	54.6	522	45.4	628	54.6			1,150	
2013	251	21.3	40	3.4	91	7.7	99	8.4	1	0.1	482	40.8	55	4.7	644	54.5	554	46.9	627	53.1			1,181	
2011 & 2013 # and % change	(2)	(0.8)	0	0.0	2	2.2	20	25.3	(1)	(50.0)	19	4.1	(5)	(8.3)	68	11.8	57	11.5	25	4.2			82	7.5
TOTAL PROFESSORIATE and NON-PROFESSORIATE																								
2011	890	12.5	160	2.3	455	6.4	784	11.1	14	0.2	2,303	32.5	420	5.9	4,369	61.6	3,700	52.2	3,392	47.8			7,092	
2012	906	12.4	159	2.2	484	6.6	818	11.2	14	0.2	2,381	32.6	412	5.6	4,521	61.8	3,781	51.7	3,533	48.3			7,314	
2013	943	12.5	155	2.1	500	6.6	871	11.6	13	0.2	2,482	32.9	410	5.4	4,641	61.6	3,882	51.5	3,651	48.5			7,533	
2011 & 2013 # and % change	53	6.0	(5)	(3.1)	45	9.9	87	11.1	(1)	(7.1)	179	7.8	(10)	(2.4)	272	6.2	182	4.9	259	7.6			441	6.2

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part A - TABLE IV

The City University of New York

EXECUTIVE COMPENSATION PLAN TITLES (includes acting appointments) - **University-wide**

	<u>BLACK</u>		<u>PUERTO RICAN</u>		<u>HISPANIC</u>		<u>ASIAN/ NAT. HAW./ OTHER PAC.ISL.</u>		<u>AMER.IND./ ALSK. NAT.</u>		<u>TOTAL MINORITY</u>		<u>ITALIAN AMERICAN</u>		<u>WHITE</u>		<u>MALE</u>		<u>FEMALE</u>		<u>TOTAL</u>			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Executive Officer*																								
2011	4	12.1	3	9.1	3	9.1	0	0.0	0	0.0	10	30.3	4	12.1	19	57.6	20	60.6	13	39.4	33			
2012	4	12.9	2	6.5	2	6.5	0	0.0	0	0.0	8	25.8	4	12.9	19	61.3	18	58.1	13	41.9	31			
2013	4	12.1	2	6.1	2	6.1	0	0.0	0	0.0	8	24.2	3	9.1	22	66.7	20	60.6	13	39.4	33			
<i>2011 & 2013 # and % change</i>	<i>0</i>	<i>0.0</i>	<i>(1)</i>	<i>(33.3)</i>	<i>(1)</i>	<i>(33.3)</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>(2)</i>	<i>(20.0)</i>	<i>(1)</i>	<i>(25.0)</i>	<i>3</i>	<i>15.8</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>
Deans/Administrators/ VicePres./Assistant Vice Pres.																								
2011	52	18.9	17	6.2	19	6.9	12	4.4	0	0.0	100	36.4	21	7.6	154	56.0	161	58.5	114	41.5	275			
2012	56	19.6	12	4.2	20	7.0	12	4.2	0	0.0	100	35.1	26	9.1	159	55.8	163	57.2	122	42.8	285			
2013	60	20.5	12	4.1	21	7.2	15	5.1	1	0.3	109	37.3	28	9.6	155	53.1	166	56.8	126	43.2	292			
<i>2011 & 2013 # and % change</i>	<i>8</i>	<i>15.4</i>	<i>(5)</i>	<i>(29.4)</i>	<i>2</i>	<i>10.5</i>	<i>3</i>	<i>25.0</i>	<i>1</i>	<i>100.0</i>	<i>9</i>	<i>9.0</i>	<i>7</i>	<i>33.3</i>	<i>1</i>	<i>0.6</i>	<i>5</i>	<i>3.1</i>	<i>12</i>	<i>10.5</i>	<i>17</i>	<i>6.2</i>	<i>17</i>	<i>6.2</i>
Associate Deans/ Associate Administrators																								
2011	19	18.1	2	1.9	5	4.8	10	9.5	0	0.0	36	34.3	10	9.5	59	56.2	56	53.3	49	46.7	105			
2012	18	17.6	4	3.9	6	5.9	9	8.8	0	0.0	37	36.3	7	6.9	58	56.9	53	52.0	49	48.0	102			
2013	20	19.0	4	3.8	8	7.6	6	5.7	0	0.0	38	36.2	7	6.7	60	57.1	51	48.6	54	51.4	105			
<i>2011 & 2013 # and % change</i>	<i>1</i>	<i>5.3</i>	<i>2</i>	<i>100.0</i>	<i>3</i>	<i>60.0</i>	<i>(4)</i>	<i>(40.0)</i>	<i>0</i>	<i>0.0</i>	<i>2</i>	<i>5.6</i>	<i>(3)</i>	<i>(30.0)</i>	<i>1</i>	<i>1.7</i>	<i>(5)</i>	<i>(8.9)</i>	<i>5</i>	<i>10.2</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>
Assistant Deans/ Assistant Administrators																								
2011	9	15.0	3	5.0	3	5.0	4	6.7	0	0.0	19	31.7	8	13.3	33	55.0	24	40.0	36	60.0	60			
2012	10	17.2	2	3.4	3	5.2	4	6.9	0	0.0	19	32.8	8	13.8	31	53.4	26	44.8	32	55.2	58			
2013	12	17.4	3	4.3	4	5.8	7	10.1	0	0.0	26	37.7	11	15.9	32	46.4	31	44.9	38	55.1	69			
<i>2011 & 2013 # and % change</i>	<i>3</i>	<i>33.3</i>	<i>0</i>	<i>0.0</i>	<i>1</i>	<i>33.3</i>	<i>3</i>	<i>75.0</i>	<i>0</i>	<i>0.0</i>	<i>7</i>	<i>36.8</i>	<i>3</i>	<i>37.5</i>	<i>(1)</i>	<i>(3.0)</i>	<i>7</i>	<i>29.2</i>	<i>2</i>	<i>5.6</i>	<i>9</i>	<i>15.0</i>	<i>9</i>	<i>15.0</i>
TOTAL																								
2011	84	17.8	25	5.3	30	6.3	26	5.5	0	0.0	165	34.9	43	9.1	265	56.0	261	55.2	212	44.8	473			
2012	88	18.5	20	4.2	31	6.5	25	5.3	0	0.0	164	34.5	45	9.5	267	56.1	260	54.6	216	45.4	476			
2013	96	19.2	21	4.2	35	7.0	28	5.6	1	0.2	181	36.3	49	9.8	269	53.9	268	53.7	231	46.3	499			
<i>2011 & 2013 # and % change</i>	<i>12</i>	<i>14.3</i>	<i>(4)</i>	<i>(16.0)</i>	<i>5</i>	<i>16.7</i>	<i>2</i>	<i>7.7</i>	<i>1</i>	<i>100.0</i>	<i>16</i>	<i>9.7</i>	<i>6</i>	<i>14.0</i>	<i>4</i>	<i>1.5</i>	<i>7</i>	<i>2.7</i>	<i>19</i>	<i>9.0</i>	<i>26</i>	<i>5.5</i>	<i>26</i>	<i>5.5</i>

* Includes Chancellory, College Presidents, Dean of The Medical School, Dean of The School of Law at Queens College, and Dean of School of Journalism.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part A - TABLE V

The City University of New York

HIGHER EDUCATION OFFICERS (HEO) SERIES (includes substitutes) - **University-wide**

	BLACK		PUERTO RICAN		HISPANIC		HAW./ OTHER PAC.ISL.		AMER.IND./ ALSK. NAT.		TOTAL MINORITY		ITALIAN AMERICAN		WHITE		MALE		FEMALE		TOTAL		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Higher Education Officer (HEO)																							
2011	145	19.3	46	6.1	51	6.8	62	8.3	0	0.0	304	40.5	82	10.9	365	48.6	347	46.2	404	53.8	751		
2012	147	18.3	54	6.7	59	7.4	67	8.4	1	0.1	328	40.9	86	10.7	388	48.4	358	44.6	444	55.4	802		
2013	157	18.8	56	6.7	65	7.8	72	8.6	2	0.2	352	42.3	80	9.6	401	48.1	367	44.1	466	55.9	833		
<i>2011 & 2013 # and % change</i>	<i>12</i>	<i>8.3</i>	<i>10</i>	<i>21.7</i>	<i>14</i>	<i>27.5</i>	<i>10</i>	<i>16.1</i>	<i>2</i>	<i>200.0</i>	<i>48</i>	<i>15.8</i>	<i>(2)</i>	<i>(2.4)</i>	<i>36</i>	<i>9.9</i>	<i>20</i>	<i>5.8</i>	<i>62</i>	<i>15.3</i>	<i>82</i>	<i>10.9</i>	
Higher Education Associate (HEA)																							
2011	232	24.7	52	5.5	82	8.7	95	10.1	1	0.1	462	49.2	71	7.6	406	43.2	341	36.3	598	63.7	939		
2012	241	24.3	52	5.2	95	9.6	106	10.7	3	0.3	497	50.1	71	7.2	424	42.7	338	34.1	654	65.9	992		
2013	277	25.1	58	5.3	108	9.8	119	10.8	5	0.5	567	51.4	72	6.5	465	42.1	377	34.1	727	65.9	1,104		
<i>2011 & 2013 # and % change</i>	<i>45</i>	<i>19.4</i>	<i>6</i>	<i>11.5</i>	<i>26</i>	<i>31.7</i>	<i>24</i>	<i>25.3</i>	<i>4</i>	<i>400.0</i>	<i>105</i>	<i>22.7</i>	<i>1</i>	<i>1.4</i>	<i>59</i>	<i>14.5</i>	<i>36</i>	<i>10.6</i>	<i>129</i>	<i>21.6</i>	<i>165</i>	<i>17.6</i>	
Higher Education Assistant (HEa)																							
2011	348	32.4	80	7.5	145	13.5	83	7.7	5	0.5	661	61.6	65	6.1	347	32.3	325	30.3	748	69.7	1,073		
2012	368	31.6	82	7.0	164	14.1	98	8.4	3	0.3	715	61.4	60	5.2	390	33.5	351	30.1	814	69.9	1,165		
2013	407	31.3	96	7.4	188	14.4	114	8.8	3	0.2	808	62.1	66	5.1	428	32.9	393	30.2	909	69.8	1,302		
<i>2011 & 2013 # and % change</i>	<i>59</i>	<i>17.0</i>	<i>16</i>	<i>20.0</i>	<i>43</i>	<i>29.7</i>	<i>31</i>	<i>37.3</i>	<i>(2)</i>	<i>(40.0)</i>	<i>147</i>	<i>22.2</i>	<i>1</i>	<i>1.5</i>	<i>81</i>	<i>23.3</i>	<i>68</i>	<i>20.9</i>	<i>161</i>	<i>21.5</i>	<i>229</i>	<i>21.3</i>	
Assistant to Higher Education Officer (aHEO)																							
2011	287	33.6	82	9.6	147	17.2	83	9.7	2	0.2	601	70.3	31	3.6	223	26.1	230	26.9	625	73.1	855		
2012	293	33.1	82	9.3	149	16.8	90	10.2	2	0.2	616	69.6	34	3.8	235	26.6	247	27.9	638	72.1	885		
2013	315	32.9	78	8.2	176	18.4	106	11.1	3	0.3	678	70.9	35	3.7	243	25.4	259	27.1	697	72.9	956		
<i>2011 & 2013 # and % change</i>	<i>28</i>	<i>9.8</i>	<i>(4)</i>	<i>(4.9)</i>	<i>29</i>	<i>19.7</i>	<i>23</i>	<i>27.7</i>	<i>1</i>	<i>50.0</i>	<i>77</i>	<i>12.8</i>	<i>4</i>	<i>12.9</i>	<i>20</i>	<i>9.0</i>	<i>29</i>	<i>12.6</i>	<i>72</i>	<i>11.5</i>	<i>101</i>	<i>11.8</i>	
TOTAL																							
2011	1,012	28.0	260	7.2	425	11.7	323	8.9	8	0.2	2,028	56.1	249	6.9	1,341	37.1	1,243	34.4	2,375	65.6	3,618		
2012	1,049	27.3	270	7.0	467	12.1	361	9.4	9	0.2	2,156	56.1	251	6.5	1,437	37.4	1,294	33.7	2,550	66.3	3,844		
2013	1,156	27.6	288	6.9	537	12.8	411	9.8	13	0.3	2,405	57.3	253	6.0	1,537	36.6	1,396	33.3	2,799	66.7	4,195		
<i>2011 & 2013 # and % change</i>	<i>144</i>	<i>14.2</i>	<i>28</i>	<i>10.8</i>	<i>112</i>	<i>26.4</i>	<i>88</i>	<i>27.2</i>	<i>5</i>	<i>62.5</i>	<i>377</i>	<i>18.6</i>	<i>4</i>	<i>1.6</i>	<i>196</i>	<i>14.6</i>	<i>153</i>	<i>12.3</i>	<i>424</i>	<i>17.9</i>	<i>577</i>	<i>15.9</i>	

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part A - TABLE VI

The City University of New York

OTHER INSTRUCTIONAL STAFF TITLES (includes substitutes) - **University-wide**

	BLACK		PUERTO RICAN		HISPANIC		ASIAN/ NAT. HAW./ OTHER PAC.ISL.		AMER.IND./ ALSK. NAT.		TOTAL MINORITY		ITALIAN AMERICAN		WHITE		MALE		FEMALE		TOTAL		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Registrar Series																							
2011	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	2	50.0	2	50.0	4		
2012	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	2	50.0	2	50.0	4		
2013	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	1	33.3	2	66.7	3		
2011 & 2013 # and % change		<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>(1)</i>	<i>(25.0)</i>	<i>(1)</i>	<i>(50.0)</i>	<i>0</i>	<i>0.0</i>	<i>(1)</i>	<i>(25.0)</i>
College Laboratory Technician Series																							
2011	102	20.9	28	5.7	66	13.6	79	16.2	2	0.4	277	56.9	28	5.7	182	37.4	328	67.4	159	32.6	487		
2012	105	20.2	26	5.0	71	13.7	88	17.0	2	0.4	292	56.3	30	5.8	197	38.0	348	67.1	171	32.9	519		
2013	101	19.3	25	4.8	70	13.4	87	16.6	2	0.4	285	54.5	29	5.5	209	40.0	342	65.4	181	34.6	523		
2011 & 2013 # and % change		<i>(1)</i>	<i>(1.0)</i>	<i>(3)</i>	<i>(10.7)</i>	<i>4</i>	<i>6.1</i>	<i>8</i>	<i>10.1</i>	<i>0</i>	<i>0.0</i>	<i>8</i>	<i>2.9</i>	<i>1</i>	<i>3.6</i>	<i>27</i>	<i>14.8</i>	<i>14</i>	<i>4.3</i>	<i>22</i>	<i>13.8</i>	<i>36</i>	<i>7.4</i>
Research Series																							
2011	4	6.7	4	6.7	2	3.3	17	28.3	1	1.7	28	46.7	1	1.7	31	51.7	45	75.0	15	25.0	60		
2012	4	6.5	4	6.5	2	3.2	17	27.4	0	0.0	27	43.5	2	3.2	33	53.2	47	75.8	15	24.2	62		
2013	6	8.2	8	11.0	2	2.7	18	24.7	0	0.0	34	46.6	1	1.4	38	52.1	52	71.2	21	28.8	73		
2011 & 2013 # and % change		<i>2</i>	<i>50.0</i>	<i>4</i>	<i>100.0</i>	<i>0</i>	<i>0.0</i>	<i>1</i>	<i>5.9</i>	<i>(1)</i>	<i>(100.0)</i>	<i>6</i>	<i>21.4</i>	<i>0</i>	<i>0.0</i>	<i>7</i>	<i>22.6</i>	<i>7</i>	<i>15.6</i>	<i>6</i>	<i>40.0</i>	<i>13</i>	<i>21.7</i>
Hunter College H.S./E.S. Titles																							
2011	6	4.3	2	1.4	9	6.5	12	8.6	0	0.0	29	20.9	6	4.3	104	74.8	45	32.4	94	67.6	139		
2012	6	4.2	3	2.1	8	5.6	10	6.9	0	0.0	27	18.8	6	4.2	111	77.1	43	29.9	101	70.1	144		
2013	6	4.3	2	1.4	9	6.4	14	10.0	0	0.0	31	22.1	6	4.3	103	73.6	42	30.0	98	70.0	140		
2011 & 2013 # and % change		<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>0</i>	<i>0.0</i>	<i>2</i>	<i>16.7</i>	<i>0</i>	<i>0.0</i>	<i>2</i>	<i>6.9</i>	<i>0</i>	<i>0.0</i>	<i>(1)</i>	<i>(1.0)</i>	<i>(3)</i>	<i>(6.7)</i>	<i>4</i>	<i>4.3</i>	<i>1</i>	<i>0.7</i>
TOTAL																							
2011	112	16.2	34	4.9	77	11.2	108	15.7	3	0.4	334	48.4	35	5.1	321	46.5	420	60.9	270	39.1	690		
2012	115	15.8	33	4.5	81	11.1	115	15.8	2	0.3	346	47.5	38	5.2	345	47.3	440	60.4	289	39.6	729		
2013	113	15.3	35	4.7	81	11.0	119	16.1	2	0.3	350	47.4	36	4.9	353	47.8	437	59.1	302	40.9	739		
2011 & 2013 # and % change		<i>1</i>	<i>0.9</i>	<i>1</i>	<i>2.9</i>	<i>4</i>	<i>5.2</i>	<i>11</i>	<i>10.2</i>	<i>(1)</i>	<i>(33.3)</i>	<i>16</i>	<i>4.8</i>	<i>1</i>	<i>2.9</i>	<i>32</i>	<i>10.0</i>	<i>17</i>	<i>4.0</i>	<i>32</i>	<i>11.9</i>	<i>49</i>	<i>7.1</i>

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travis

Part B: COLLEGE TABLES

Part B - TABLE VII - A
The City University of New York
BARUCH COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	339	46.2	360	47.2	402		
Male	395	53.8	403	52.8	431	51.7	36	9.1
Total Minority #	254	34.6	269	35.3	304	36.5	50	19.7
Black	67	9.1	73	9.6	84	10.1	17	25.4
Puerto Rican	22	3.0	25	3.3	24	2.9	2	9.1
Hispanic	47	6.4	47	6.2	56	6.7	9	19.1
As./Nat.Haw./ Other Pac.Isl	118	16.1	124	16.3	140	16.8	22	18.6
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	443	60.4	458	60.0	493	59.2	50	11.3
Italian American	37	5.0	36	4.7	36	4.3	(1)	(2.7)
TOTAL	734		763		833		99	13.5

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	182	38.0	187	38.6	208		
Male	297	62.0	297	61.4	318	60.5	21	7.1
Total Minority #	133	27.8	135	27.9	151	28.7	18	13.5
Black	26	5.4	27	5.6	29	5.5	3	11.5
Puerto Rican	5	1.0	6	1.2	5	1.0	0	0.0
Hispanic	19	4.0	19	3.9	20	3.8	1	5.3
As./Nat.Haw./ Other Pac.Isl	83	17.3	83	17.1	97	18.4	14	16.9
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	324	67.6	328	67.8	353	67.1	29	9.0
Italian American	22	4.6	21	4.3	22	4.2	0	0.0
TOTAL	479		484		526		47	9.8

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	12	46.2	12	44.4	12		
Male	14	53.8	15	55.6	14	53.8	0	0.0
Total Minority #	5	19.2	6	22.2	7	26.9	2	40.0
Black	2	7.7	3	11.1	4	15.4	2	100.0
Puerto Rican	1	3.8	1	3.7	1	3.8	0	0.0
Hispanic	1	3.8	1	3.7	1	3.8	0	0.0
As./Nat.Haw./ Other Pac.Is	1	3.8	1	3.7	1	3.8	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	21	80.8	21	77.8	19	73.1	(2)	(9.5)
Italian American	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	26		27		26		0	0.0

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	143	64.7	159	65.2	180		
Male	78	35.3	85	34.8	94	34.3	16	20.5
Total Minority #	112	50.7	124	50.8	143	52.2	31	27.7
Black	38	17.2	42	17.2	50	18.2	12	31.6
Puerto Rican	16	7.2	18	7.4	18	6.6	2	12.5
Hispanic	26	11.8	26	10.7	35	12.8	9	34.6
As./Nat.Haw./ Other Pac.Isl	32	14.5	38	15.6	40	14.6	8	25.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	94	42.5	105	43.0	117	42.7	23	24.5
Italian American	15	6.8	15	6.1	14	5.1	(1)	(6.7)
TOTAL	221		244		274		53	24.0

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	2	25.0	2	25.0	2		
Male	6	75.0	6	75.0	5	71.4	(1)	(16.7)
Total Minority #	4	50.0	4	50.0	3	42.9	(1)	(25.0)
Black	1	12.5	1	12.5	1	14.3	0	0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic	1	12.5	1	12.5	0	0.0	(1)	(100.0)
As./Nat.Haw./ Other Pac.Is	2	25.0	2	25.0	2	28.6	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	4	50.0	4	50.0	4	57.1	0	0.0
Italian American	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	8		8		7		(1)	(12.5)

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - B

The City University of New York

BROOKLYN COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	377	47.2	398	48.4	407	48.5	30 8.0
Male	422	52.8	425	51.6	433	51.5	11 2.6
Total Minority #	238	29.8	248	30.1	261	31.1	23 9.7
Black	98	12.3	101	12.3	106	12.6	8 8.2
Puerto Rican	23	2.9	21	2.6	22	2.6	(1) (4.3)
Hispanic	49	6.1	52	6.3	53	6.3	4 8.2
As./Nat.Haw./ Other Pac.Isl	67	8.4	73	8.9	79	9.4	12 17.9
Amer.Ind./Al.Nat.	1	0.1	1	0.1	1	0.1	0 0.0
White **	500	62.6	518	62.9	527	62.7	27 5.4
Italian American	61	7.6	57	6.9	52	6.2	(9) (14.8)
TOTAL	799		823		840		41 5.1

	FACULTY (Full-Time)						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	238	44.2	248	45.2	247	44.7	9 3.8	
Male	301	55.8	301	54.8	306	55.3	5 1.7	
Total Minority #	130	24.1	134	24.4	134	24.2	4 3.1	
Black	37	6.9	39	7.1	37	6.7	0 0.0	
Puerto Rican	14	2.6	11	2.0	11	2.0	(3) (21.4)	
Hispanic	25	4.6	27	4.9	25	4.5	0 0.0	
As./Nat.Haw./ Other Pac.Isl	53	9.8	56	10.2	60	10.8	7 13.2	
Amer.Ind./Al.Nat.	1	0.2	1	0.2	1	0.2	0 0.0	
White **	378	70.1	389	70.9	395	71.4	17 4.5	
Italian American	31	5.8	26	4.7	24	4.3	(7) (22.6)	
TOTAL	539		549		553		14 2.6	

	EXECUTIVE COMPENSATION PLAN TITLES						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	14	48.3	15	50.0	15	48.4	1 7.1	
Male	15	51.7	15	50.0	16	51.6	1 6.7	
Total Minority #	8	27.6	7	23.3	8	25.8	0 0.0	
Black	5	17.2	5	16.7	5	16.1	0 0.0	
Puerto Rican	1	3.4	1	3.3	1	3.2	0 0.0	
Hispanic	1	3.4	1	3.3	1	3.2	0 0.0	
As./Nat.Haw./ Other Pac.Isl	1	3.4	0	0.0	1	3.2	0 0.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0	
White **	18	62.1	20	66.7	20	64.5	2 11.1	
Italian American	3	10.3	3	10.0	3	9.7	0 0.0	
TOTAL	29		30		31		2 6.9	

	HIGHER EDUCATION OFFICER (HEO) SERIES						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	114	59.4	124	61.1	132	62.0	18 15.8	
Male	78	40.6	79	38.9	81	38.0	3 3.8	
Total Minority #	88	45.8	94	46.3	106	49.8	18 20.5	
Black	48	25.0	49	24.1	56	26.3	8 16.7	
Puerto Rican	8	4.2	9	4.4	10	4.7	2 25.0	
Hispanic	19	9.9	20	9.9	23	10.8	4 21.1	
As./Nat.Haw./ Other Pac.Isl	13	6.8	16	7.9	17	8.0	4 30.8	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0	
White **	82	42.7	86	42.4	87	40.8	5 6.1	
Italian American	22	11.5	23	11.3	20	9.4	(2) (9.1)	
TOTAL	192		203		213		21 10.9	

	OTHER INSTRUCTIONAL STAFF (Full-Time)*						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	11	28.2	11	26.8	13	30.2	2 18.2	
Male	28	71.8	30	73.2	30	69.8	2 7.1	
Total Minority #	12	30.8	13	31.7	13	30.2	1 8.3	
Black	8	20.5	8	19.5	8	18.6	0 0.0	
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0	
Hispanic	4	10.3	4	9.8	4	9.3	0 0.0	
As./Nat.Haw./ Other Pac.Isl	0	0.0	1	2.4	1	2.3	1 100.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0	
White **	22	56.4	23	56.1	25	58.1	3 13.6	
Italian American	5	12.8	5	12.2	5	11.6	0 0.0	
TOTAL	39		41		43		4 10.3	

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - C
The City University of New York
CITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	403	42.7	425	43.1	443	
Male	541	57.3	561	56.9	579	56.7	38 7.0
Total Minority #	382	40.5	409	41.5	439	43.0	57 14.9
Black	152	16.1	158	16.0	174	17.0	22 14.5
Puerto Rican	16	1.7	19	1.9	19	1.9	3 18.8
Hispanic	87	9.2	96	9.7	105	10.3	18 20.7
As./Nat.Haw./ Other Pac.Isl.	124	13.1	133	13.5	138	13.5	14 11.3
Amer.Ind./Al.Nat.	3	0.3	3	0.3	3	0.3	0 0.0
White **	522	55.3	533	54.1	539	52.7	17 3.3
Italian American	40	4.2	44	4.5	44	4.3	4 10.0
TOTAL	944		986		1,022		78 8.3

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	236	39.6	243	40.0	254		
Male	360	60.4	365	60.0	378	59.8	18 5.0	
Total Minority #	185	31.0	191	31.4	203	32.1	18 9.7	
Black	56	9.4	58	9.5	61	9.7	5 8.9	
Puerto Rican	7	1.2	7	1.2	6	0.9	(1) (14.3)	
Hispanic	42	7.0	46	7.6	53	8.4	11 26.2	
As./Nat.Haw./ Other Pac.Isl.	78	13.1	78	12.8	81	12.8	3 3.8	
Amer.Ind./Al.Nat.	2	0.3	2	0.3	2	0.3	0 0.0	
White **	387	64.9	392	64.5	405	64.1	18 4.7	
Italian American	24	4.0	25	4.1	24	3.8	0 0.0	
TOTAL	596		608		632		36 6.0	

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	13	41.9	13	43.3	15		
Male	18	58.1	17	56.7	17	53.1	(1) (5.6)	
Total Minority #	10	32.3	10	33.3	13	40.6	3 30.0	
Black	4	12.9	3	10.0	8	25.0	4 100.0	
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0	
Hispanic	6	19.4	5	16.7	4	12.5	(2) (33.3)	
As./Nat.Haw./ Other Pac.Isl.	0	0.0	2	6.7	1	3.1	1 100.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0	
White **	18	58.1	16	53.3	14	43.8	(4) (22.2)	
Italian American	3	9.7	4	13.3	5	15.6	2 66.7	
TOTAL	31		30		32		1 3.2	

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	136	58.4	149	58.0	153		
Male	97	41.6	108	42.0	113	42.5	16 16.5	
Total Minority #	141	60.5	160	62.3	175	65.8	34 24.1	
Black	81	34.8	86	33.5	93	35.0	12 14.8	
Puerto Rican	8	3.4	11	4.3	12	4.5	4 50.0	
Hispanic	34	14.6	40	15.6	43	16.2	9 26.5	
As./Nat.Haw./ Other Pac.Isl.	17	7.3	22	8.6	26	9.8	9 52.9	
Amer.Ind./Al.Nat.	1	0.4	1	0.4	1	0.4	0 0.0	
White **	82	35.2	86	33.5	80	30.1	(2) (2.4)	
Italian American	10	4.3	11	4.3	11	4.1	1 10.0	
TOTAL	233		257		266		33 14.2	

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	18	21.4	20	22.0	21		
Male	66	78.6	71	78.0	71	77.2	5 7.6	
Total Minority #	46	54.8	48	52.7	48	52.2	2 4.3	
Black	11	13.1	11	12.1	12	13.0	1 9.1	
Puerto Rican	1	1.2	1	1.1	1	1.1	0 0.0	
Hispanic	5	6.0	5	5.5	5	5.4	0 0.0	
As./Nat.Haw./ Other Pac.Isl.	29	34.5	31	34.1	30	32.6	1 3.4	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0	
White **	35	41.7	39	42.9	40	43.5	5 14.3	
Italian American	3	3.6	4	4.4	4	4.3	1 33.3	
TOTAL	84		91		92		8 9.5	

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - D
The City University of New York
MEDGAR EVERS COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	175	50.7	174	50.7	185		
Male	170	49.3	169	49.3	173	48.3	3	1.8
Total Minority #	303	87.8	299	87.2	309	86.3	6	2.0
Black	261	75.7	250	72.9	253	70.7	(8)	(3.1)
Puerto Rican	6	1.7	5	1.5	7	2.0	1	16.7
Hispanic	9	2.6	15	4.4	17	4.7	8	88.9
As./Nat.Haw./ Other Pac.Isl.	27	7.8	28	8.2	31	8.7	4	14.8
Amer.Ind./Al.Nat.	0	0.0	1	0.3	1	0.3	1	100.0
White **	40	11.6	41	12.0	46	12.8	6	15.0
Italian American	2	0.6	3	0.9	3	0.8	1	50.0
TOTAL	345		343		358		13	3.8

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	85	47.5	79	45.4	83		
Male	94	52.5	95	54.6	100	54.6	6	6.4
Total Minority #	148	82.7	141	81.0	146	79.8	(2)	(1.4)
Black	125	69.8	114	65.5	116	63.4	(9)	(7.2)
Puerto Rican	1	0.6	1	0.6	2	1.1	1	100.0
Hispanic	5	2.8	7	4.0	8	4.4	3	60.0
As./Nat.Haw./ Other Pac.Isl.	17	9.5	18	10.3	19	10.4	2	11.8
Amer.Ind./Al.Nat.	0	0.0	1	0.6	1	0.5	1	100.0
White **	30	16.8	31	17.8	35	19.1	5	16.7
Italian American	1	0.6	2	1.1	2	1.1	1	100.0
TOTAL	179		174		183		4	2.2

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	78	59.5	82	63.6	86		
Male	53	40.5	47	36.4	48	35.8	(5)	(9.4)
Total Minority #	122	93.1	121	93.8	126	94.0	4	3.3
Black	111	84.7	107	82.9	110	82.1	(1)	(0.9)
Puerto Rican	4	3.1	4	3.1	4	3.0	0	0.0
Hispanic	2	1.5	6	4.7	7	5.2	5	250.0
As./Nat.Haw./ Other Pac.Isl.	5	3.8	4	3.1	5	3.7	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	8	6.1	7	5.4	7	5.2	(1)	(12.5)
Italian American	1	0.8	1	0.8	1	0.7	0	0.0
TOTAL	131		129		134		3	2.3

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	5	31.3	6	33.3	9		
Male	11	68.8	12	66.7	11	55.0	0	0.0
Total Minority #	14	87.5	16	88.9	17	85.0	3	21.4
Black	12	75.0	15	83.3	14	70.0	2	16.7
Puerto Rican	1	6.3	0	0.0	1	5.0	0	0.0
Hispanic	0	0.0	0	0.0	1	5.0	1	100.0
As./Nat.Haw./ Other Pac.Isl.	1	6.3	1	5.6	1	5.0	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	2	12.5	2	11.1	3	15.0	1	50.0
Italian American	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	16		18		20		4	25.0

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	7	36.8	7	31.8	7		
Male	12	63.2	15	68.2	14	66.7	2	16.7
Total Minority #	19	100.0	21	95.5	20	95.2	1	5.3
Black	13	68.4	14	63.6	13	61.9	0	0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic	2	10.5	2	9.1	1	4.8	(1)	(50.0)
As./Nat.Haw./ Other Pac.Isl.	4	21.1	5	22.7	6	28.6	2	50.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	0	0.0	1	4.5	1	4.8	1	100.0
Italian American	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	19		22		21		2	10.5

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - E
The City University of New York

GRADUATE SCHOOL AND UNIVERSITY CENTER (including William E. Macaulay Honors College)

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	209	57.6	219	59.0	232	57.9	23 11.0
Male	154	42.4	152	41.0	169	42.1	15 9.7
Total Minority #	90	24.8	98	26.4	110	27.4	20 22.2
Black	42	11.6	46	12.4	49	12.2	7 16.7
Puerto Rican	6	1.7	7	1.9	8	2.0	2 33.3
Hispanic	21	5.8	22	5.9	25	6.2	4 19.0
As./Nat.Haw./ Other Pac.Isl.	20	5.5	21	5.7	25	6.2	5 25.0
Amer.Ind./Al.Nat.	1	0.3	2	0.5	3	0.7	2 200.0
White **	259	71.3	260	70.1	277	69.1	18 6.9
Italian American	14	3.9	13	3.5	14	3.5	0 0.0
TOTAL	363		371		401		38 10.5

	FACULTY (Full-Time)						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	67	40.4	67	41.4	69	39.2	2 3.0
Male	99	59.6	95	58.6	107	60.8	8 8.1
Total Minority #	20	12.0	20	12.3	23	13.1	3 15.0
Black	9	5.4	9	5.6	11	6.3	2 22.2
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	8	4.8	7	4.3	7	4.0	(1) (12.5)
As./Nat.Haw./ Other Pac.Isl.	3	1.8	4	2.5	5	2.8	2 66.7
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	145	87.3	141	87.0	151	85.8	6 4.1
Italian American	1	0.6	1	0.6	2	1.1	1 100.0
TOTAL	166		162		176		10 6.0

	EXECUTIVE COMPENSATION PLAN TITLES						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	11	52.4	13	56.5	13	50.0	2 18.2
Male	10	47.6	10	43.5	13	50.0	3 30.0
Total Minority #	2	9.5	2	8.7	3	11.5	1 50.0
Black	1	4.8	1	4.3	2	7.7	1 100.0
Puerto Rican	1	4.8	1	4.3	1	3.8	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	17	81.0	20	87.0	22	84.6	5 29.4
Italian American	2	9.5	1	4.3	1	3.8	(1) (50.0)
TOTAL	21		23		26		5 23.8

	HIGHER EDUCATION OFFICER (HEO) SERIES						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	130	76.5	137	76.5	149	77.2	19 14.6
Male	40	23.5	42	23.5	44	22.8	4 10.0
Total Minority #	67	39.4	75	41.9	83	43.0	16 23.9
Black	31	18.2	35	19.6	35	18.1	4 12.9
Puerto Rican	5	2.9	6	3.4	7	3.6	2 40.0
Hispanic	13	7.6	15	8.4	18	9.3	5 38.5
As./Nat.Haw./ Other Pac.Isl.	17	10.0	17	9.5	20	10.4	3 17.6
Amer.Ind./Al.Nat.	1	0.6	2	1.1	3	1.6	2 200.0
White **	93	54.7	94	52.5	100	51.8	7 7.5
Italian American	10	5.9	10	5.6	10	5.2	0 0.0
TOTAL	170		179		193		23 13.5

	OTHER INSTRUCTIONAL STAFF (Full-Time)*						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	1	16.7	2	28.6	1	16.7	0 0.0
Male	5	83.3	5	71.4	5	83.3	0 0.0
Total Minority #	1	16.7	1	14.3	1	16.7	0 0.0
Black	1	16.7	1	14.3	1	16.7	0 0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	4	66.7	5	71.4	4	66.7	0 0.0
Italian American	1	16.7	1	14.3	1	16.7	0 0.0
TOTAL	6		7		6		0 0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - F
The City University of New York
HUNTER COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	678	55.0	692	55.5	713	
Male	554	45.0	555	44.5	569	44.4	15 2.7
Total Minority #	408	33.1	410	32.9	435	33.9	27 6.6
Black	133	10.8	133	10.7	134	10.5	1 0.8
Puerto Rican	55	4.5	59	4.7	60	4.7	5 9.1
Hispanic	98	8.0	98	7.9	105	8.2	7 7.1
As./Nat.Haw./ Other Pac.Isl.	119	9.7	118	9.5	132	10.3	13 10.9
Amer.Ind./Al.Nat.	3	0.2	2	0.2	4	0.3	1 33.3
White **	753	61.1	767	61.5	775	60.5	22 2.9
Italian American	71	5.8	70	5.6	72	5.6	1 1.4
TOTAL	1,232		1,247		1,282		50 4.1

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	361	49.9	362	50.1	373	
Male	363	50.1	360	49.9	362	49.3	(1) (0.3)
Total Minority #	208	28.7	205	28.4	209	28.4	1 0.5
Black	63	8.7	63	8.7	63	8.6	0 0.0
Puerto Rican	25	3.5	22	3.0	21	2.9	(4) (16.0)
Hispanic	48	6.6	49	6.8	49	6.7	1 2.1
As./Nat.Haw./ Other Pac.Isl.	72	9.9	71	9.8	76	10.3	4 5.6
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	475	65.6	477	66.1	485	66.0	10 2.1
Italian American	41	5.7	40	5.5	41	5.6	0 0.0
TOTAL	724		722		735		11 1.5

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	14	56.0	14	58.3	13	
Male	11	44.0	10	41.7	14	51.9	3 27.3
Total Minority #	3	12.0	4	16.7	9	33.3	6 200.0
Black	3	12.0	2	8.3	3	11.1	0 0.0
Puerto Rican	0	0.0	1	4.2	1	3.7	1 100.0
Hispanic	0	0.0	1	4.2	3	11.1	3 100.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	1	3.7	1 100.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	1	3.7	1 100.0
White **	21	84.0	19	79.2	17	63.0	(4) (19.0)
Italian American	1	4.0	1	4.2	1	3.7	0 0.0
TOTAL	25		24		27		2 8.0

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	191	66.1	198	65.3	206	
Male	98	33.9	105	34.7	116	36.0	18 18.4
Total Minority #	144	49.8	151	49.8	159	49.4	15 10.4
Black	56	19.4	57	18.8	57	17.7	1 1.8
Puerto Rican	22	7.6	27	8.9	26	8.1	4 18.2
Hispanic	39	13.5	39	12.9	43	13.4	4 10.3
As./Nat.Haw./ Other Pac.Isl.	25	8.7	26	8.6	30	9.3	5 20.0
Amer.Ind./Al.Nat.	2	0.7	2	0.7	3	0.9	1 50.0
White **	125	43.3	132	43.6	142	44.1	17 13.6
Italian American	20	6.9	20	6.6	21	6.5	1 5.0
TOTAL	289		303		322		33 11.4

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	112	57.7	118	59.6	121	
Male	82	42.3	80	40.4	77	38.9	(5) (6.1)
Total Minority #	53	27.3	50	25.3	58	29.3	5 9.4
Black	11	5.7	11	5.6	11	5.6	0 0.0
Puerto Rican	8	4.1	9	4.5	12	6.1	4 50.0
Hispanic	11	5.7	9	4.5	10	5.1	(1) (9.1)
As./Nat.Haw./ Other Pac.Isl.	22	11.3	21	10.6	25	12.6	3 13.6
Amer.Ind./Al.Nat.	1	0.5	0	0.0	0	0.0	(1) (100.0)
White **	132	68.0	139	70.2	131	66.2	(1) (0.8)
Italian American	9	4.6	9	4.5	9	4.5	0 0.0
TOTAL	194		198		198		4 2.1

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - G
The City University of New York
JOHN JAY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	348	55.1	386	56.0	416	
Male	284	44.9	303	44.0	302	42.1	18 6.3
Total Minority #	255	40.3	276	40.1	286	39.8	31 12.2
Black	102	16.1	110	16.0	117	16.3	15 14.7
Puerto Rican	39	6.2	42	6.1	44	6.1	5 12.8
Hispanic	61	9.7	65	9.4	68	9.5	7 11.5
As./Nat.Haw./ Other Pac.Isl.	53	8.4	59	8.6	57	7.9	4 7.5
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	343	54.3	377	54.7	396	55.2	53 15.5
Italian American	34	5.4	36	5.2	36	5.0	2 5.9
TOTAL	632		689		718		86 13.6

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	182	45.8	193	46.3	201	
Male	215	54.2	224	53.7	220	52.3	5 2.3
Total Minority #	124	31.2	126	30.2	128	30.4	4 3.2
Black	49	12.3	49	11.8	49	11.6	0 0.0
Puerto Rican	12	3.0	12	2.9	14	3.3	2 16.7
Hispanic	29	7.3	31	7.4	29	6.9	0 0.0
As./Nat.Haw./ Other Pac.Isl.	34	8.6	34	8.2	36	8.6	2 5.9
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	253	63.7	272	65.2	273	64.8	20 7.9
Italian American	20	5.0	19	4.6	20	4.8	0 0.0
TOTAL	397		417		421		24 6.0

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	154	73.3	177	73.4	192	
Male	56	26.7	64	26.6	69	26.4	13 23.2
Total Minority #	123	58.6	139	57.7	147	56.3	24 19.5
Black	49	23.3	57	23.7	64	24.5	15 30.6
Puerto Rican	24	11.4	26	10.8	26	10.0	2 8.3
Hispanic	32	15.2	34	14.1	38	14.6	6 18.8
As./Nat.Haw./ Other Pac.Isl.	18	8.6	22	9.1	19	7.3	1 5.6
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	76	36.2	91	37.8	103	39.5	27 35.5
Italian American	11	5.2	11	4.6	11	4.2	0 0.0
TOTAL	210		241		261		51 24.3

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	9	52.9	8	50.0	12	
Male	8	47.1	8	50.0	9	42.9	1 12.5
Total Minority #	6	35.3	4	25.0	5	23.8	(1) (16.7)
Black	3	17.6	2	12.5	3	14.3	0 0.0
Puerto Rican	2	11.8	2	12.5	2	9.5	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	1	5.9	0	0.0	0	0.0	(1) (100.0)
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	8	47.1	7	43.8	11	52.4	3 37.5
Italian American	3	17.6	5	31.3	5	23.8	2 66.7
TOTAL	17		16		21		4 23.5

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	Female	3	37.5	8	53.3	11	
Male	5	62.5	7	46.7	4	26.7	(1) (20.0)
Total Minority #	2	25.0	7	46.7	6	40.0	4 200.0
Black	1	12.5	2	13.3	1	6.7	0 0.0
Puerto Rican	1	12.5	2	13.3	2	13.3	1 100.0
Hispanic	0	0.0	0	0.0	1	6.7	1 100.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	3	20.0	2	13.3	2 100.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	6	75.0	7	46.7	9	60.0	3 50.0
Italian American	0	0.0	1	6.7	0	0.0	0 0.0
TOTAL	8		15		15		7 87.5

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - H
The City University of New York
LEHMAN COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	312	52.5	324	53.0	335	54.4	23 7.4
Male	282	47.5	287	47.0	281	45.6	(1) (0.4)
Total Minority #	232	39.1	242	39.6	248	40.3	16 6.9
Black	74	12.5	77	12.6	85	13.8	11 14.9
Puerto Rican	51	8.6	46	7.5	44	7.1	(7) (13.7)
Hispanic	72	12.1	81	13.3	79	12.8	7 9.7
As./Nat.Haw./ Other Pac.Isl.	33	5.6	36	5.9	38	6.2	5 15.2
Amer.Ind./Al.Nat.	2	0.3	2	0.3	2	0.3	0 0.0
White **	314	52.9	322	52.7	323	52.4	9 2.9
Italian American	48	8.1	47	7.7	45	7.3	(3) (6.3)
TOTAL	594		611		616		22 3.7

FACULTY (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	190	51.4	198	51.8	206	54.1	16 8.4
Male	180	48.6	184	48.2	175	45.9	(5) (2.8)
Total Minority #	109	29.5	115	30.1	118	31.0	9 8.3
Black	34	9.2	34	8.9	39	10.2	5 14.7
Puerto Rican	15	4.1	16	4.2	15	3.9	0 0.0
Hispanic	36	9.7	40	10.5	38	10.0	2 5.6
As./Nat.Haw./ Other Pac.Isl.	22	5.9	23	6.0	24	6.3	2 9.1
Amer.Ind./Al.Nat.	2	0.5	2	0.5	2	0.5	0 0.0
White **	230	62.2	237	62.0	235	61.7	5 2.2
Italian American	31	8.4	30	7.9	28	7.3	(3) (9.7)
TOTAL	370		382		381		11 3.0

EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	7	33.3	9	40.9	10	47.6	3 42.9
Male	14	66.7	13	59.1	11	52.4	(3) (21.4)
Total Minority #	9	42.9	10	45.5	8	38.1	(1) (11.1)
Black	5	23.8	5	22.7	4	19.0	(1) (20.0)
Puerto Rican	2	9.5	1	4.5	1	4.8	(1) (50.0)
Hispanic	1	4.8	2	9.1	2	9.5	1 100.0
As./Nat.Haw./ Other Pac.Isl.	1	4.8	2	9.1	1	4.8	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	8	38.1	8	36.4	8	38.1	0 0.0
Italian American	4	19.0	4	18.2	5	23.8	1 25.0
TOTAL	21		22		21		0 0.0

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	107	59.4	108	58.7	110	57.6	3 2.8
Male	73	40.6	76	41.3	81	42.4	8 11.0
Total Minority #	105	58.3	108	58.7	114	59.7	9 8.6
Black	31	17.2	34	18.5	38	19.9	7 22.6
Puerto Rican	33	18.3	29	15.8	28	14.7	(5) (15.2)
Hispanic	33	18.3	35	19.0	37	19.4	4 12.1
As./Nat.Haw./ Other Pac.Isl.	8	4.4	10	5.4	11	5.8	3 37.5
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	64	35.6	65	35.3	67	35.1	3 4.7
Italian American	11	6.1	11	6.0	10	5.2	(1) (9.1)
TOTAL	180		184		191		11 6.1

OTHER INSTRUCTIONAL STAFF (Full-Time)*							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	8	34.8	9	39.1	9	39.1	1 12.5
Male	15	65.2	14	60.9	14	60.9	(1) (6.7)
Total Minority #	9	39.1	9	39.1	8	34.8	(1) (11.1)
Black	4	17.4	4	17.4	4	17.4	0 0.0
Puerto Rican	1	4.3	0	0.0	0	0.0	(1) (100.0)
Hispanic	2	8.7	4	17.4	2	8.7	0 0.0
As./Nat.Haw./ Other Pac.Isl.	2	8.7	1	4.3	2	8.7	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	12	52.2	12	52.2	13	56.5	1 8.3
Italian American	2	8.7	2	8.7	2	8.7	0 0.0
TOTAL	23		23		23		0 0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - I
The City University of New York

NEW YORK CITY COLLEGE OF TECHNOLOGY

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	303	50.0	320	50.6	326	51.0	23 7.6
Male	303	50.0	313	49.4	313	49.0	10 3.3
Total Minority #	273	45.0	280	44.2	289	45.2	16 5.9
Black	134	22.1	132	20.9	138	21.6	4 3.0
Puerto Rican	22	3.6	24	3.8	23	3.6	1 4.5
Hispanic	35	5.8	40	6.3	41	6.4	6 17.1
As./Nat.Haw./ Other Pac.Isl.	79	13.0	81	12.8	85	13.3	6 7.6
Amer.Ind./Al.Nat.	3	0.5	3	0.5	2	0.3	(1) (33.3)
White **	285	47.0	304	48.0	302	47.3	17 6.0
Italian American	48	7.9	49	7.7	48	7.5	0 0.0
TOTAL	606		633		639		33 5.4

	FACULTY (Full-Time)						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	198	47.3	210	48.1	207	47.9	9	4.5
Male	221	52.7	227	51.9	225	52.1	4	1.8
Total Minority #	157	37.5	159	36.4	156	36.1	(1)	(0.6)
Black	63	15.0	63	14.4	61	14.1	(2)	(3.2)
Puerto Rican	8	1.9	8	1.8	7	1.6	(1)	(12.5)
Hispanic	21	5.0	22	5.0	23	5.3	2	9.5
As./Nat.Haw./ Other Pac.Isl.	62	14.8	63	14.4	63	14.6	1	1.6
Amer.Ind./Al.Nat.	3	0.7	3	0.7	2	0.5	(1)	(33.3)
White **	228	54.4	243	55.6	242	56.0	14	6.1
Italian American	34	8.1	35	8.0	34	7.9	0	0.0
TOTAL	419		437		432		13	3.1

	EXECUTIVE COMPENSATION PLAN TITLES						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	10	55.6	9	50.0	7	43.8	(3)	(30.0)
Male	8	44.4	9	50.0	9	56.3	1	12.5
Total Minority #	9	50.0	9	50.0	9	56.3	0	0.0
Black	5	27.8	4	22.2	4	25.0	(1)	(20.0)
Puerto Rican	0	0.0	1	5.6	1	6.3	1	100.0
Hispanic	2	11.1	2	11.1	2	12.5	0	0.0
As./Nat.Haw./ Other Pac.Isl.	2	11.1	2	11.1	2	12.5	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	7	38.9	7	38.9	5	31.3	(2)	(28.6)
Italian American	2	11.1	2	11.1	2	12.5	0	0.0
TOTAL	18		18		16		(2)	(11.1)

	HIGHER EDUCATION OFFICER (HEO) SERIES						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	86	67.2	91	66.9	101	67.8	15	17.4
Male	42	32.8	45	33.1	48	32.2	6	14.3
Total Minority #	83	64.8	88	64.7	100	67.1	17	20.5
Black	56	43.8	55	40.4	64	43.0	8	14.3
Puerto Rican	12	9.4	13	9.6	13	8.7	1	8.3
Hispanic	7	5.5	11	8.1	11	7.4	4	57.1
As./Nat.Haw./ Other Pac.Isl.	8	6.3	9	6.6	12	8.1	4	50.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	36	28.1	39	28.7	40	26.8	4	11.1
Italian American	9	7.0	9	6.6	9	6.0	0	0.0
TOTAL	128		136		149		21	16.4

	OTHER INSTRUCTIONAL STAFF (Full-Time)*						# and % Change between 2011 & 2013	
	2011		2012		2013			
	#	%	#	%	#	%		
Female	9	22.0	10	23.8	11	26.2	2	22.2
Male	32	78.0	32	76.2	31	73.8	(1)	(3.1)
Total Minority #	24	58.5	24	57.1	24	57.1	0	0.0
Black	10	24.4	10	23.8	9	21.4	(1)	(10.0)
Puerto Rican	2	4.9	2	4.8	2	4.8	0	0.0
Hispanic	5	12.2	5	11.9	5	11.9	0	0.0
As./Nat.Haw./ Other Pac.Isl.	7	17.1	7	16.7	8	19.0	1	14.3
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	14	34.1	15	35.7	15	35.7	1	7.1
Italian American	3	7.3	3	7.1	3	7.1	0	0.0
TOTAL	41		42		42		1	2.4

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - J
The City University of New York
QUEENS COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	INSTRUCTIONAL STAFF (Full-Time)						
Female	433	49.1	437	49.0	448	49.5	15 3.5
Male	449	50.9	454	51.0	457	50.5	8 1.8
Total Minority #	253	28.7	267	30.0	275	30.4	22 8.7
Black	82	9.3	90	10.1	94	10.4	12 14.6
Puerto Rican	16	1.8	14	1.6	13	1.4	(3) (18.8)
Hispanic	44	5.0	47	5.3	50	5.5	6 13.6
As./Nat.Haw./ Other Pac.Isl.	109	12.4	114	12.8	117	12.9	8 7.3
Amer.Ind./Al.Nat.	2	0.2	2	0.2	1	0.1	(1) (50.0)
White **	570	64.6	566	63.5	571	63.1	1 0.2
Italian American	59	6.7	58	6.5	59	6.5	0 0.0
TOTAL	882		891		905		23 2.6

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	FACULTY (Full-Time)						
Female	272	44.5	275	44.8	283	45.8	11 4.0
Male	339	55.5	339	55.2	335	54.2	(4) (1.2)
Total Minority #	145	23.7	153	24.9	152	24.6	7 4.8
Black	35	5.7	41	6.7	39	6.3	4 11.4
Puerto Rican	7	1.1	7	1.1	6	1.0	(1) (14.3)
Hispanic	27	4.4	27	4.4	29	4.7	2 7.4
As./Nat.Haw./ Other Pac.Isl.	75	12.3	77	12.5	78	12.6	3 4.0
Amer.Ind./Al.Nat.	1	0.2	1	0.2	0	0.0	(1) #####
White **	444	72.7	439	71.5	443	71.7	(1) (0.2)
Italian American	22	3.6	22	3.6	23	3.7	1 4.5
TOTAL	611		614		618		7 1.1

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	HIGHER EDUCATION OFFICER (HEO) SERIES						
Female	138	66.3	141	66.2	147	66.2	9 6.5
Male	70	33.7	72	33.8	75	33.8	5 7.1
Total Minority #	87	41.8	89	41.8	97	43.7	10 11.5
Black	38	18.3	39	18.3	43	19.4	5 13.2
Puerto Rican	8	3.8	6	2.8	6	2.7	(2) (25.0)
Hispanic	14	6.7	15	7.0	17	7.7	3 21.4
As./Nat.Haw./ Other Pac.Isl.	26	12.5	28	13.1	30	13.5	4 15.4
Amer.Ind./Al.Nat.	1	0.5	1	0.5	1	0.5	0 0.0
White **	90	43.3	93	43.7	94	42.3	4 4.4
Italian American	31	14.9	31	14.6	31	14.0	0 0.0
TOTAL	208		213		222		14 6.7

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	EXECUTIVE COMPENSATION PLAN TITLES						
Female	12	46.2	11	40.7	10	37.0	(2) (16.7)
Male	14	53.8	16	59.3	17	63.0	3 21.4
Total Minority #	6	23.1	9	33.3	10	37.0	4 66.7
Black	2	7.7	3	11.1	5	18.5	3 150.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	1	3.8	3	11.1	2	7.4	1 100.0
As./Nat.Haw./ Other Pac.Isl.	3	11.5	3	11.1	3	11.1	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	17	65.4	16	59.3	15	55.6	(2) (11.8)
Italian American	3	11.5	2	7.4	2	7.4	(1) (33.3)
TOTAL	26		27		27		1 3.8

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
	OTHER INSTRUCTIONAL STAFF (Full-Time)*						
Female	11	29.7	10	27.0	8	21.1	(3) (27.3)
Male	26	70.3	27	73.0	30	78.9	4 15.4
Total Minority #	15	40.5	16	43.2	16	42.1	1 6.7
Black	7	18.9	7	18.9	7	18.4	0 0.0
Puerto Rican	1	2.7	1	2.7	1	2.6	0 0.0
Hispanic	2	5.4	2	5.4	2	5.3	0 0.0
As./Nat.Haw./ Other Pac.Isl.	5	13.5	6	16.2	6	15.8	1 20.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	19	51.4	18	48.6	19	50.0	0 0.0
Italian American	3	8.1	3	8.1	3	7.9	0 0.0
TOTAL	37		37		38		1 2.7

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.
 ** Does not include Italian American.
 # Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - K
The City University of New York

CUNY SCHOOL OF LAW AT QUEENS COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	77	75.5	78	72.9	80		
Male	25	24.5	29	27.1	31	27.9	6	24.0
Total Minority #	49	48.0	50	46.7	52	46.8	3	6.1
Black	23	22.5	23	21.5	25	22.5	2	8.7
Puerto Rican	6	5.9	5	4.7	4	3.6	(2)	(33.3)
Hispanic	7	6.9	6	5.6	6	5.4	(1)	(14.3)
As./Nat.Haw./ Other Pac.Isl.	13	12.7	16	15.0	17	15.3	4	30.8
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	48	47.1	54	50.5	54	48.6	6	12.5
Italian American	5	4.9	3	2.8	5	4.5	0	0.0
TOTAL	102		107		111		9	8.8

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	29	64.4	33	63.5	34		
Male	16	35.6	19	36.5	18	34.6	2	12.5
Total Minority #	21	46.7	22	42.3	22	42.3	1	4.8
Black	7	15.6	8	15.4	9	17.3	2	28.6
Puerto Rican	3	6.7	3	5.8	2	3.8	(1)	(33.3)
Hispanic	3	6.7	2	3.8	1	1.9	(2)	(66.7)
As./Nat.Haw./ Other Pac.Isl.	8	17.8	9	17.3	10	19.2	2	25.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	21	46.7	27	51.9	26	50.0	5	23.8
Italian American	3	6.7	3	5.8	4	7.7	1	33.3
TOTAL	45		52		52		7	15.6

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	9	81.8	6	85.7	7		
Male	2	18.2	1	14.3	5	41.7	3	150.0
Total Minority #	5	45.5	3	42.9	5	41.7	0	0.0
Black	4	36.4	3	42.9	3	25.0	(1)	(25.0)
Puerto Rican	1	9.1	0	0.0	0	0.0	(1)	(100.0)
Hispanic	0	0.0	0	0.0	1	8.3	1	100.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	1	8.3	1	100.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	5	45.5	4	57.1	7	58.3	2	40.0
Italian American	1	9.1	0	0.0	0	0.0	(1)	(100.0)
TOTAL	11		7		12		1	9.1

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	39	84.8	39	81.3	39		
Male	7	15.2	9	18.8	8	17.0	1	14.3
Total Minority #	23	50.0	25	52.1	25	53.2	2	8.7
Black	12	26.1	12	25.0	13	27.7	1	8.3
Puerto Rican	2	4.3	2	4.2	2	4.3	0	0.0
Hispanic	4	8.7	4	8.3	4	8.5	0	0.0
As./Nat.Haw./ Other Pac.Isl.	5	10.9	7	14.6	6	12.8	1	20.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	22	47.8	23	47.9	21	44.7	(1)	(4.5)
Italian American	1	2.2	0	0.0	1	2.1	0	0.0
TOTAL	46		48		47		1	2.2

	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
	Female	0	0.0	0	0.0	0		
Male	0	0.0	0	0.0	0	0.0	0	0.0
Total Minority #	0	0.0	0	0.0	0	0.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	0	0.0	0	0.0	0	0.0	0	0.0
Italian American	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	0		0		0		0	0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaii/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

SCHOOL OF JOURNALISM

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	23	57.5	27	56.3	28	58.3	5 21.7
Male	17	42.5	21	43.8	20	41.7	3 17.6
Total Minority #	11	27.5	16	33.3	16	33.3	5 45.5
Black	6	15.0	8	16.7	8	16.7	2 33.3
Puerto Rican	1	2.5	2	4.2	2	4.2	1 100.0
Hispanic	1	2.5	2	4.2	2	4.2	1 100.0
As./Nat.Haw./ Other Pac.Isl.	2	5.0	3	6.3	3	6.3	1 50.0
Amer.Ind./Al.Nat.	1	2.5	1	2.1	1	2.1	0 0.0
White **	28	70.0	32	66.7	31	64.6	3 10.7
Italian American	1	2.5	0	0.0	1	2.1	0 0.0
TOTAL	40		48		48		8 20.0

FACULTY (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	12	46.2	15	45.5	16	48.5	4 33.3
Male	14	53.8	18	54.5	17	51.5	3 21.4
Total Minority #	7	26.9	10	30.3	9	27.3	2 28.6
Black	4	15.4	6	18.2	5	15.2	1 25.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	2	7.7	3	9.1	3	9.1	1 50.0
Amer.Ind./Al.Nat.	1	3.8	1	3.0	1	3.0	0 0.0
White **	18	69.2	23	69.7	23	69.7	5 27.8
Italian American	1	3.8	0	0.0	1	3.0	0 0.0
TOTAL	26		33		33		7 26.9

EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	2	50.0	2	50.0	2	50.0	0 0.0
Male	2	50.0	2	50.0	2	50.0	0 0.0
Total Minority #	0	0.0	0	0.0	0	0.0	0 0.0
Black	0	0.0	0	0.0	0	0.0	0 0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	4	100.0	4	100.0	4	100.0	0 0.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	4		4		4		0 0.0

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	9	90.0	10	90.9	10	90.9	1 11.1
Male	1	10.0	1	9.1	1	9.1	0 0.0
Total Minority #	4	40.0	6	54.5	7	63.6	3 75.0
Black	2	20.0	2	18.2	3	27.3	1 50.0
Puerto Rican	1	10.0	2	18.2	2	18.2	1 100.0
Hispanic	1	10.0	2	18.2	2	18.2	1 100.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	6	60.0	5	45.5	4	36.4	(2) (33.3)
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	10		11		11		1 10.0

OTHER INSTRUCTIONAL STAFF (Full-Time)*							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	0	0.0	0	0.0	0	0.0	0 0.0
Male	0	0.0	0	0.0	0	0.0	0 0.0
Total Minority #	0	0.0	0	0.0	0	0.0	0 0.0
Black	0	0.0	0	0.0	0	0.0	0 0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	0	0.0	0	0.0	0	0.0	0 0.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	0		0		0		0 0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

SCHOOL OF PROFESSIONAL STUDIES

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	47	72.3	49	73.1	58	74.4	11 23.4
Male	18	27.7	18	26.9	20	25.6	2 11.1
Total Minority #	25	38.5	24	35.8	32	41.0	7 28.0
Black	9	13.8	7	10.4	10	12.8	1 11.1
Puerto Rican	4	6.2	3	4.5	4	5.1	0 0.0
Hispanic	8	12.3	9	13.4	12	15.4	4 50.0
As./Nat.Haw./ Other Pac.Isl.	4	6.2	5	7.5	5	6.4	1 25.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	1	1.3	1 100.0
White **	36	55.4	39	58.2	42	53.8	6 16.7
Italian American	4	6.2	4	6.0	4	5.1	0 0.0
TOTAL	65		67		78		13 20.0

FACULTY (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	4	66.7	6	75.0	7	70.0	3 75.0
Male	2	33.3	2	25.0	3	30.0	1 50.0
Total Minority #	0	0.0	0	0.0	1	10.0	1 100.0
Black	0	0.0	0	0.0	1	10.0	1 100.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	6	100.0	8	100.0	9	90.0	3 50.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	6		8		10		4 66.7

EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	0	0.0	0	0.0	1	33.3	1 100.0
Male	1	100.0	1	100.0	2	66.7	1 100.0
Total Minority #	0	0.0	0	0.0	0	0.0	0 0.0
Black	0	0.0	0	0.0	0	0.0	0 0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	1	100.0	1	100.0	3	100.0	2 200.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	1		1		3		2 200.0

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	43	75.4	43	75.4	50	78.1	7 16.3
Male	14	24.6	14	24.6	14	21.9	0 0.0
Total Minority #	25	43.9	24	42.1	31	48.4	6 24.0
Black	9	15.8	7	12.3	9	14.1	0 0.0
Puerto Rican	4	7.0	3	5.3	4	6.3	0 0.0
Hispanic	8	14.0	9	15.8	12	18.8	4 50.0
As./Nat.Haw./ Other Pac.Isl.	4	7.0	5	8.8	5	7.8	1 25.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	1	1.6	1 100.0
White **	28	49.1	29	50.9	29	45.3	1 3.6
Italian American	4	7.0	4	7.0	4	6.3	0 0.0
TOTAL	57		57		64		7 12.3

OTHER INSTRUCTIONAL STAFF (Full-Time)*							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	0	0.0	0	0.0	0	0.0	0 0.0
Male	1	100.0	1	100.0	1	100.0	0 0.0
Total Minority #	0	0.0	0	0.0	0	0.0	0 0.0
Black	0	0.0	0	0.0	0	0.0	0 0.0
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	1	100.0	1	100.0	1	100.0	0 0.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	1		1		1		0 0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaskan Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - N
The City University of New York

COLLEGE OF STATEN ISLAND

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	276	50.7	296	52.7	313	52.8	37 13.4
Male	268	49.3	266	47.3	280	47.2	12 4.5
Total Minority #	122	22.4	129	23.0	142	23.9	20 16.4
Black	28	5.1	29	5.2	32	5.4	4 14.3
Puerto Rican	10	1.8	8	1.4	8	1.3	(2) (20.0)
Hispanic	24	4.4	26	4.6	28	4.7	4 16.7
As./Nat.Haw./ Other Pac.Isl.	57	10.5	63	11.2	70	11.8	13 22.8
Amer.Ind./Al.Nat.	3	0.6	3	0.5	4	0.7	1 33.3
White **	370	68.0	384	68.3	400	67.5	30 8.1
Italian American	52	9.6	49	8.7	51	8.6	(1) (1.9)
TOTAL	544		562		593		49 9.0

FACULTY (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	164	45.3	174	47.3	177	46.8	13 7.9
Male	198	54.7	194	52.7	201	53.2	3 1.5
Total Minority #	79	21.8	85	23.1	93	24.6	14 17.7
Black	16	4.4	15	4.1	19	5.0	3 18.8
Puerto Rican	1	0.3	2	0.5	2	0.5	1 100.0
Hispanic	17	4.7	18	4.9	18	4.8	1 5.9
As./Nat.Haw./ Other Pac.Isl.	44	12.2	49	13.3	53	14.0	9 20.5
Amer.Ind./Al.Nat.	1	0.3	1	0.3	1	0.3	0 0.0
White **	254	70.2	256	69.6	258	68.3	4 1.6
Italian American	29	8.0	27	7.3	27	7.1	(2) (6.9)
TOTAL	362		368		378		16 4.4

EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	6	35.3	6	37.5	6	33.3	0 0.0
Male	11	64.7	10	62.5	12	66.7	1 9.1
Total Minority #	7	41.2	4	25.0	5	27.8	(2) (28.6)
Black	1	5.9	1	6.3	1	5.6	0 0.0
Puerto Rican	5	29.4	2	12.5	1	5.6	(4) (80.0)
Hispanic	0	0.0	0	0.0	1	5.6	1 100.0
As./Nat.Haw./ Other Pac.Isl.	1	5.9	1	6.3	2	11.1	1 100.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	10	58.8	12	75.0	13	72.2	3 30.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	17		16		18		1 5.9

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	91	64.5	99	66.4	110	66.7	19 20.9
Male	50	35.5	50	33.6	55	33.3	5 10.0
Total Minority #	28	19.9	32	21.5	34	20.6	6 21.4
Black	11	7.8	13	8.7	12	7.3	1 9.1
Puerto Rican	4	2.8	4	2.7	4	2.4	0 0.0
Hispanic	5	3.5	6	4.0	7	4.2	2 40.0
As./Nat.Haw./ Other Pac.Isl.	6	4.3	7	4.7	8	4.8	2 33.3
Amer.Ind./Al.Nat.	2	1.4	2	1.3	3	1.8	1 50.0
White **	90	63.8	95	63.8	107	64.8	17 18.9
Italian American	23	16.3	22	14.8	24	14.5	1 4.3
TOTAL	141		149		165		24 17.0

OTHER INSTRUCTIONAL STAFF (Full-Time)*							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	15	62.5	17	58.6	20	62.5	5 33.3
Male	9	37.5	12	41.4	12	37.5	3 33.3
Total Minority #	8	33.3	8	27.6	10	31.3	2 25.0
Black	0	0.0	0	0.0	0	0.0	0 0.0
Puerto Rican	0	0.0	0	0.0	1	3.1	1 100.0
Hispanic	2	8.3	2	6.9	2	6.3	0 0.0
As./Nat.Haw./ Other Pac.Isl.	6	25.0	6	20.7	7	21.9	1 16.7
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	16	66.7	21	72.4	22	68.8	6 37.5
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	24		29		32		8 33.3

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - O
The City University of New York
YORK COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	195	52.4	193	53.0	193	53.5	(2) (1.0)
Male	177	47.6	171	47.0	168	46.5	(9) (5.1)
Total Minority #	220	59.1	214	58.8	209	57.9	(11) (5.0)
Black	135	36.3	131	36.0	129	35.7	(6) (4.4)
Puerto Rican	6	1.6	7	1.9	6	1.7	0 0.0
Hispanic	24	6.5	23	6.3	21	5.8	(3) (12.5)
As./Nat.Haw./ Other Pac.Isl.	53	14.2	52	14.3	52	14.4	(1) (1.9)
Amer.Ind./Al.Nat.	2	0.5	1	0.3	1	0.3	(1) (50.0)
White **	136	36.6	134	36.8	135	37.4	(1) (0.7)
Italian American	16	4.3	16	4.4	17	4.7	1 6.3
TOTAL	372		364		361		(11) (3.0)

FACULTY (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	103	47.5	102	48.3	106	49.5	3 2.9
Male	114	52.5	109	51.7	108	50.5	(6) (5.3)
Total Minority #	92	42.4	90	42.7	93	43.5	1 1.1
Black	42	19.4	43	20.4	47	22.0	5 11.9
Puerto Rican	5	2.3	5	2.4	4	1.9	(1) (20.0)
Hispanic	11	5.1	10	4.7	10	4.7	(1) (9.1)
As./Nat.Haw./ Other Pac.Isl.	32	14.7	31	14.7	31	14.5	(1) (3.1)
Amer.Ind./Al.Nat.	2	0.9	1	0.5	1	0.5	(1) (50.0)
White **	112	51.6	109	51.7	108	50.5	(4) (3.6)
Italian American	13	6.0	12	5.7	13	6.1	0 0.0
TOTAL	217		211		214		(3) (1.4)

EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	8	47.1	8	44.4	9	52.9	1 12.5
Male	9	52.9	10	55.6	8	47.1	(1) (11.1)
Total Minority #	12	70.6	12	66.7	10	58.8	(2) (16.7)
Black	11	64.7	11	61.1	9	52.9	(2) (18.2)
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	1	5.9	1	5.6	1	5.9	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	4	23.5	5	27.8	5	29.4	1 25.0
Italian American	1	5.9	1	5.6	2	11.8	1 100.0
TOTAL	17		18		17		0 0.0

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	77	65.8	77	66.4	72	65.5	(5) (6.5)
Male	40	34.2	39	33.6	38	34.5	(2) (5.0)
Total Minority #	98	83.8	96	82.8	91	82.7	(7) (7.1)
Black	72	61.5	68	58.6	65	59.1	(7) (9.7)
Puerto Rican	1	0.9	2	1.7	2	1.8	1 100.0
Hispanic	12	10.3	12	10.3	10	9.1	(2) (16.7)
As./Nat.Haw./ Other Pac.Isl.	13	11.1	14	12.1	14	12.7	1 7.7
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	17	14.5	17	14.7	17	15.5	0 0.0
Italian American	2	1.7	3	2.6	2	1.8	0 0.0
TOTAL	117		116		110		(7) (6.0)

OTHER INSTRUCTIONAL STAFF (Full-Time)*							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	7	33.3	6	31.6	6	30.0	(1) (14.3)
Male	14	66.7	13	68.4	14	70.0	0 0.0
Total Minority #	18	85.7	16	84.2	15	75.0	(3) (16.7)
Black	10	47.6	9	47.4	8	40.0	(2) (20.0)
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	8	38.1	7	36.8	7	35.0	(1) (12.5)
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	3	14.3	3	15.8	5	25.0	2 66.7
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	21		19		20		(1) (4.8)

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - P
The City University of New York
CENTRAL OFFICE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	299	60.8	324	62.8	357	64.4	58 19.4
Male	193	39.2	192	37.2	197	35.6	4 2.1
Total Minority #	234	47.6	241	46.7	275	49.6	41 17.5
Black	113	23.0	117	22.7	135	24.4	22 19.5
Puerto Rican	26	5.3	25	4.8	30	5.4	4 15.4
Hispanic	42	8.5	44	8.5	47	8.5	5 11.9
As./Nat.Haw./ Other Pac.Isl.	52	10.6	54	10.5	62	11.2	10 19.2
Amer.Ind./Al.Nat.	1	0.2	1	0.2	1	0.2	0 0.0
White **	214	43.5	233	45.2	236	42.6	22 10.3
Italian American	44	8.9	42	8.1	43	7.8	(1) (2.3)
TOTAL	492		516		554		62 12.6

	FACULTY (Full-Time)						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	N/A		N/A		N/A		0 0.0
Male	N/A		N/A		N/A		0 0.0
Total Minority #	N/A		N/A		N/A		0 0.0
Black	N/A		N/A		N/A		0 0.0
Puerto Rican	N/A		N/A		N/A		0 0.0
Hispanic	N/A		N/A		N/A		0 0.0
As./Nat.Haw./ Other Pac.Isl.	N/A		N/A		N/A		0 0.0
Amer.Ind./Al.Nat.	N/A		N/A		N/A		0 0.0
White **	N/A		N/A		N/A		0 0.0
Italian American	N/A		N/A		N/A		0 0.0
TOTAL	N/A		N/A		N/A		0 0.0

	EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%	#	%
Female	34	40.0	39	44.3	43	47.8	9	26.5
Male	51	60.0	49	55.7	47	52.2	(4) (7.8)	
Total Minority #	21	24.7	19	21.6	19	21.1	(2) (9.5)	
Black	8	9.4	7	8.0	7	7.8	(1) (12.5)	
Puerto Rican	3	3.5	3	3.4	3	3.3	0 0.0	
Hispanic	4	4.7	3	3.4	3	3.3	(1) (25.0)	
As./Nat.Haw./ Other Pac.Isl.	6	7.1	6	6.8	6	6.7	0 0.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0	
White **	55	64.7	59	67.0	59	65.6	4 7.3	
Italian American	9	10.6	10	11.4	12	13.3	3 33.3	
TOTAL	85		88		90		5 5.9	

	HIGHER EDUCATION OFFICER (HEO) SERIES						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	265	65.3	285	66.6	314	67.8	49 18.5
Male	141	34.7	143	33.4	149	32.2	8 5.7
Total Minority #	212	52.2	222	51.9	256	55.3	44 20.8
Black	104	25.6	110	25.7	128	27.6	24 23.1
Puerto Rican	23	5.7	22	5.1	27	5.8	4 17.4
Hispanic	38	9.4	41	9.6	44	9.5	6 15.8
As./Nat.Haw./ Other Pac.Isl.	46	11.3	48	11.2	56	12.1	10 21.7
Amer.Ind./Al.Nat.	1	0.2	1	0.2	1	0.2	0 0.0
White **	159	39.2	174	40.7	176	38.0	17 10.7
Italian American	35	8.6	32	7.5	31	6.7	(4) (11.4)
TOTAL	406		428		463		57 14.0

	OTHER INSTRUCTIONAL STAFF (Full-Time)*						# and % Change between 2011 & 2013
	2011		2012		2013		
	#	%	#	%	#	%	
Female	0	0.0	0	0.0	0	0.0	0 0.0
Male	1	100.0	0	0.0	1	100.0	0 0.0
Total Minority #	1	100.0	0	0.0	0	0.0	(1) (100.0)
Black	1	100.0	0	0.0	0	0.0	(1) (100.0)
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	0	0.0	0	0.0	0	0.0	0 0.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	0	0.0	0	0.0	1	100.0	1 100.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	1		0		1		0 0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

BOROUGH OF MANHATTAN COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	369	56.7	402	56.4	447	55.9	78 21.1
Male	282	43.3	311	43.6	352	44.1	70 24.8
Total Minority #	349	53.6	379	53.2	422	52.8	73 20.9
Black	174	26.7	183	25.7	200	25.0	26 14.9
Puerto Rican	24	3.7	24	3.4	29	3.6	5 20.8
Hispanic	66	10.1	80	11.2	93	11.6	27 40.9
As./Nat.Haw./ Other Pac.Isl.	85	13.1	92	12.9	99	12.4	14 16.5
Amer.Ind./Al.Nat.	0	0.0	0	0.0	1	0.1	1 100.0
White **	266	40.9	299	41.9	339	42.4	73 27.4
Italian American	36	5.5	35	4.9	38	4.8	2 5.6
TOTAL	651		713		799		148 22.7

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	260	57.8	277	56.3	307	55.6	47 18.1
Male	190	42.2	215	43.7	245	44.4	55 28.9
Total Minority #	208	46.2	228	46.3	247	44.7	39 18.8
Black	100	22.2	105	21.3	113	20.5	13 13.0
Puerto Rican	8	1.8	9	1.8	10	1.8	2 25.0
Hispanic	42	9.3	53	10.8	59	10.7	17 40.5
As./Nat.Haw./ Other Pac.Isl.	58	12.9	61	12.4	64	11.6	6 10.3
Amer.Ind./Al.Nat.	0	0.0	0	0.0	1	0.2	1 100.0
White **	211	46.9	234	47.6	273	49.5	62 29.4
Italian American	31	6.9	30	6.1	32	5.8	1 3.2
TOTAL	450		492		552		102 22.7

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	95	62.5	111	65.7	124	63.9	29 30.5
Male	57	37.5	58	34.3	70	36.1	13 22.8
Total Minority #	106	69.7	114	67.5	137	70.6	31 29.2
Black	58	38.2	60	35.5	69	35.6	11 19.0
Puerto Rican	11	7.2	10	5.9	14	7.2	3 27.3
Hispanic	18	11.8	21	12.4	27	13.9	9 50.0
As./Nat.Haw./ Other Pac.Isl.	19	12.5	23	13.6	27	13.9	8 42.1
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	42	27.6	51	30.2	52	26.8	10 23.8
Italian American	4	2.6	4	2.4	5	2.6	1 25.0
TOTAL	152		169		194		42 27.6

EXECUTIVE COMPENSATION PLAN TITLES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	5	33.3	5	31.3	6	35.3	1 20.0
Male	10	66.7	11	68.8	11	64.7	1 10.0
Total Minority #	11	73.3	12	75.0	11	64.7	0 0.0
Black	5	33.3	6	37.5	5	29.4	0 0.0
Puerto Rican	2	13.3	2	12.5	2	11.8	0 0.0
Hispanic	1	6.7	1	6.3	1	5.9	0 0.0
As./Nat.Haw./ Other Pac.Isl.	3	20.0	3	18.8	3	17.6	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	4	26.7	4	25.0	6	35.3	2 50.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	15		16		17		2 13.3

OTHER INSTRUCTIONAL STAFF (Full-Time)*							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	9	26.5	9	25.0	10	27.8	1 11.1
Male	25	73.5	27	75.0	26	72.2	1 4.0
Total Minority #	24	70.6	25	69.4	27	75.0	3 12.5
Black	11	32.4	12	33.3	13	36.1	2 18.2
Puerto Rican	3	8.8	3	8.3	3	8.3	0 0.0
Hispanic	5	14.7	5	13.9	6	16.7	1 20.0
As./Nat.Haw./ Other Pac.Isl.	5	14.7	5	13.9	5	13.9	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	9	26.5	10	27.8	8	22.2	(1) (11.1)
Italian American	1	2.9	1	2.8	1	2.8	0 0.0
TOTAL	34		36		36		2 5.9

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

BRONX COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	247	52.1	253	52.6	271	52.8	24	9.7	
Male	227	47.9	228	47.4	242	47.2	15	6.6	
Total Minority #	262	55.3	267	55.5	295	57.5	33	12.6	
Black	133	28.1	130	27.0	145	28.3	12	9.0	
Puerto Rican	47	9.9	45	9.4	44	8.6	(3)	(6.4)	
Hispanic	49	10.3	56	11.6	64	12.5	15	30.6	
As./Nat.Haw./ Other Pac.Isl.	30	6.3	33	6.9	39	7.6	9	30.0	
Amer.Ind./Al.Nat.	3	0.6	3	0.6	3	0.6	0	0.0	
White **	184	38.8	186	38.7	192	37.4	8	4.3	
Italian American	28	5.9	28	5.8	26	5.1	(2)	(7.1)	
TOTAL	474		481		513		39	8.2	

FACULTY (Full-Time)									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	148	49.0	150	49.3	152	48.6	4	2.7	
Male	154	51.0	154	50.7	161	51.4	7	4.5	
Total Minority #	137	45.4	136	44.7	143	45.7	6	4.4	
Black	75	24.8	70	23.0	74	23.6	(1)	(1.3)	
Puerto Rican	12	4.0	13	4.3	13	4.2	1	8.3	
Hispanic	25	8.3	25	8.2	26	8.3	1	4.0	
As./Nat.Haw./ Other Pac.Isl.	24	7.9	27	8.9	29	9.3	5	20.8	
Amer.Ind./Al.Nat.	1	0.3	1	0.3	1	0.3	0	0.0	
White **	143	47.4	146	48.0	149	47.6	6	4.2	
Italian American	22	7.3	22	7.2	21	6.7	(1)	(4.5)	
TOTAL	302		304		313		11	3.6	

EXECUTIVE COMPENSATION PLAN TITLES									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	9	45.0	7	36.8	9	50.0	0	0.0	
Male	11	55.0	12	63.2	9	50.0	(2)	(18.2)	
Total Minority #	8	40.0	11	57.9	14	77.8	6	75.0	
Black	5	25.0	9	47.4	11	61.1	6	120.0	
Puerto Rican	1	5.0	0	0.0	0	0.0	(1)	(100.0)	
Hispanic	2	10.0	2	10.5	3	16.7	1	50.0	
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0	0.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0	
White **	12	60.0	8	42.1	4	22.2	(8)	(66.7)	
Italian American	0	0.0	0	0.0	0	0.0	0	0.0	
TOTAL	20		19		18		(2)	(10.0)	

HIGHER EDUCATION OFFICER (HEO) SERIES									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	76	61.8	81	64.3	97	64.2	21	27.6	
Male	47	38.2	45	35.7	54	35.8	7	14.9	
Total Minority #	92	74.8	92	73.0	111	73.5	19	20.7	
Black	47	38.2	45	35.7	53	35.1	6	12.8	
Puerto Rican	25	20.3	25	19.8	26	17.2	1	4.0	
Hispanic	14	11.4	17	13.5	23	15.2	9	64.3	
As./Nat.Haw./ Other Pac.Isl.	6	4.9	5	4.0	9	6.0	3	50.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0	
White **	26	21.1	29	23.0	35	23.2	9	34.6	
Italian American	5	4.1	5	4.0	5	3.3	0	0.0	
TOTAL	123		126		151		28	22.8	

OTHER INSTRUCTIONAL STAFF (Full-Time)*									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	14	48.3	15	46.9	13	41.9	(1)	(7.1)	
Male	15	51.7	17	53.1	18	58.1	3	20.0	
Total Minority #	25	86.2	28	87.5	27	87.1	2	8.0	
Black	6	20.7	6	18.8	7	22.6	1	16.7	
Puerto Rican	9	31.0	7	21.9	5	16.1	(4)	(44.4)	
Hispanic	8	27.6	12	37.5	12	38.7	4	50.0	
As./Nat.Haw./ Other Pac.Isl.	0	0.0	1	3.1	1	3.2	1	100.0	
Amer.Ind./Al.Nat.	2	6.9	2	6.3	2	6.5	0	0.0	
White **	3	10.3	3	9.4	4	12.9	1	33.3	
Italian American	1	3.4	1	3.1	0	0.0	(1)	(100.0)	
TOTAL	29		32		31		2	6.9	

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Part B - TABLE VII - S
The City University of New York

GUTTMAN COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	3	37.5	32	69.6	49	66.2	46 1,533.3
Male	5	62.5	14	30.4	25	33.8	20 400.0
Total Minority #	3	37.5	23	50.0	36	48.6	33 1,100.0
Black	2	25.0	13	28.3	18	24.3	16 800.0
Puerto Rican	1	12.5	3	6.5	5	6.8	4 400.0
Hispanic	0	0.0	3	6.5	8	10.8	8 100.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	4	8.7	5	6.8	5 100.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	3	37.5	18	39.1	32	43.2	29 966.7
Italian American	2	25.0	5	10.9	6	8.1	4 200.0
TOTAL	8		46		74		66 825.0

FACULTY (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	0	N/A	16	84.2	19	63.3	19 1,900.0
Male	0	N/A	3	15.8	11	36.7	11 1,100.0
Total Minority #	N/A	N/A	7	36.8	12	40.0	12 1,200.0
Black	0	N/A	5	26.3	8	26.7	8 800.0
Puerto Rican	0	N/A	1	5.3	1	3.3	1 100.0
Hispanic	0	N/A	0	0.0	1	3.3	1 100.0
As./Nat.Haw./ Other Pac.Isl.	0	N/A	1	5.3	2	6.7	2 200.0
Amer.Ind./Al.Nat.	0	N/A	0	0.0	0	0.0	0 0.0
White **	0	N/A	11	57.9	17	56.7	17 1,700.0
Italian American	0	N/A	1	5.3	1	3.3	1 100.0
TOTAL			19		30		30 3,000.0

HIGHER EDUCATION OFFICER (HEO) SERIES							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	3	60.0	15	65.2	28	73.7	25 833.3
Male	2	40.0	8	34.8	10	26.3	8 400.0
Total Minority #	2	40.0	15	65.2	22	57.9	20 1,000.0
Black	2	40.0	8	34.8	10	26.3	8 400.0
Puerto Rican	0	0.0	1	4.3	3	7.9	3 100.0
Hispanic	0	0.0	3	13.0	6	15.8	6 100.0
As./Nat.Haw./ Other Pac.Isl.	0	0.0	3	13.0	3	7.9	3 100.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	1	20.0	5	21.7	13	34.2	12 1,200.0
Italian American	2	40.0	3	13.0	3	7.9	1 50.0
TOTAL	5		23		38		33 660.0

EXECUTIVE COMPENSATION PLAN TITLES									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female	0	0.0	1	25.0	2	33.3	2 100.0		
Male	3	100.0	3	75.0	4	66.7	1 33.3		
Total Minority #	1	33.3	1	25.0	2	33.3	1 100.0		
Black	0	0.0	0	0.0	0	0.0	0 0.0		
Puerto Rican	1	33.3	1	25.0	1	16.7	0 0.0		
Hispanic	0	0.0	0	0.0	1	16.7	1 100.0		
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0		
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0		
White **	2	66.7	2	50.0	2	33.3	0 0.0		
Italian American	0	0.0	1	25.0	2	33.3	2 100.0		
TOTAL	3		4		6		3 100.0		

OTHER INSTRUCTIONAL STAFF (Full-Time)*									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%			
Female		N/A	0	N/A	0	N/A	0 0.0		
Male		N/A	0	N/A	0	N/A	0 0.0		
Total Minority #	N/A	N/A	0	N/A	0	N/A	0 0.0		
Black		N/A	0	N/A	0	N/A	0 0.0		
Puerto Rican		N/A	0	N/A	0	N/A	0 0.0		
Hispanic		N/A	0	N/A	0	N/A	0 0.0		
As./Nat.Haw./ Other Pac.Isl.		N/A	0	N/A	0	N/A	0 0.0		
Amer.Ind./Al.Nat.		N/A	0	N/A	0	N/A	0 0.0		
White **		N/A	0	N/A	0	N/A	0 0.0		
Italian American		N/A	0	N/A	0	N/A	0 0.0		
TOTAL			0		0		0 0.0		

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaskan Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

Part B - TABLE VII - T
The City University of New York

HOSTOS COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	168	55.4	178	56.0	207	57.7	39 23.2
Male	135	44.6	140	44.0	152	42.3	17 12.6
Total Minority #	193	63.7	201	63.2	233	64.9	40 20.7
Black	48	15.8	53	16.7	68	18.9	20 41.7
Puerto Rican	53	17.5	56	17.6	58	16.2	5 9.4
Hispanic	66	21.8	68	21.4	80	22.3	14 21.2
As./Nat.Haw./ Other Pac.Isl.	26	8.6	24	7.5	27	7.5	1 3.8
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	97	32.0	104	32.7	114	31.8	17 17.5
Italian American	13	4.3	13	4.1	12	3.3	(1) (7.7)
TOTAL	303		318		359		56 18.5

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	90	53.3	88	52.1	95	52.2	5 5.6
Male	79	46.7	81	47.9	87	47.8	8 10.1
Total Minority #	87	51.5	84	49.7	94	51.6	7 8.0
Black	21	12.4	20	11.8	27	14.8	6 28.6
Puerto Rican	22	13.0	24	14.2	24	13.2	2 9.1
Hispanic	28	16.6	26	15.4	27	14.8	(1) (3.6)
As./Nat.Haw./ Other Pac.Isl.	16	9.5	14	8.3	16	8.8	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	75	44.4	77	45.6	81	44.5	6 8.0
Italian American	7	4.1	8	4.7	7	3.8	0 0.0
TOTAL	169		169		182		13 7.7

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	11	64.7	11	61.1	10	52.6	(1) (9.1)
Male	6	35.3	7	38.9	9	47.4	3 50.0
Total Minority #	14	82.4	14	77.8	14	73.7	0 0.0
Black	2	11.8	3	16.7	2	10.5	0 0.0
Puerto Rican	3	17.6	3	16.7	4	21.1	1 33.3
Hispanic	7	41.2	7	38.9	7	36.8	0 0.0
As./Nat.Haw./ Other Pac.Isl.	2	11.8	1	5.6	1	5.3	(1) (50.0)
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	3	17.6	4	22.2	5	26.3	2 66.7
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	17		18		19		2 11.8

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	62	59.6	74	62.7	96	66.7	34 54.8
Male	42	40.4	44	37.3	48	33.3	6 14.3
Total Minority #	81	77.9	92	78.0	114	79.2	33 40.7
Black	23	22.1	28	23.7	37	25.7	14 60.9
Puerto Rican	25	24.0	26	22.0	28	19.4	3 12.0
Hispanic	25	24.0	29	24.6	39	27.1	14 56.0
As./Nat.Haw./ Other Pac.Isl.	8	7.7	9	7.6	10	6.9	2 25.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	17	16.3	21	17.8	25	17.4	8 47.1
Italian American	6	5.8	5	4.2	5	3.5	(1) (16.7)
TOTAL	104		118		144		40 38.5

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	5	38.5	5	38.5	6	42.9	1 20.0
Male	8	61.5	8	61.5	8	57.1	0 0.0
Total Minority #	11	84.6	11	84.6	11	78.6	0 0.0
Black	2	15.4	2	15.4	2	14.3	0 0.0
Puerto Rican	3	23.1	3	23.1	2	14.3	(1) (33.3)
Hispanic	6	46.2	6	46.2	7	50.0	1 16.7
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	2	15.4	2	15.4	3	21.4	1 50.0
Italian American	0	0.0	0	0.0	0	0.0	0 0.0
TOTAL	13		13		14		1 7.7

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

Source: Affirmative Action Summary Data by College, Ethnicity and Gender 2011 and 2012 and CUNY Workforce Demographics by College, Ethnicity, and Gender 2013. NOTE: This report excludes the following types of leaves - Authorized/Unauthorized without pay; Disability no pay; Total Disability; Terminal; and Travia.

KINGSBOROUGH COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
Female	333	58.5	340	58.7	370	59.5	37	11.1
Male	236	41.5	239	41.3	252	40.5	16	6.8
Total Minority #	210	36.9	217	37.5	237	38.1	27	12.9
Black	100	17.6	110	19.0	119	19.1	19	19.0
Puerto Rican	17	3.0	15	2.6	18	2.9	1	5.9
Hispanic	57	10.0	56	9.7	57	9.2	0	0.0
As./Nat.Haw./ Other Pac.Isl.	36	6.3	36	6.2	43	6.9	7	19.4
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	297	52.2	302	52.2	328	52.7	31	10.4
Italian American	62	10.9	60	10.4	57	9.2	(5)	(8.1)
TOTAL	569		579		622		53	9.3

FACULTY (Full-Time)								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
Female	196	54.9	200	55.4	204	55.9	8	4.1
Male	161	45.1	161	44.6	161	44.1	0	0.0
Total Minority #	91	25.5	97	26.9	96	26.3	5	5.5
Black	39	10.9	47	13.0	45	12.3	6	15.4
Puerto Rican	4	1.1	2	0.6	3	0.8	(1)	(25.0)
Hispanic	27	7.6	26	7.2	24	6.6	(3)	(11.1)
As./Nat.Haw./ Other Pac.Isl.	21	5.9	22	6.1	24	6.6	3	14.3
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	220	61.6	221	61.2	229	62.7	9	4.1
Italian American	46	12.9	43	11.9	40	11.0	(6)	(13.0)
TOTAL	357		361		365		8	2.2

HIGHER EDUCATION OFFICER (HEO) SERIES								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
Female	121	73.3	123	72.4	147	72.8	26	21.5
Male	44	26.7	47	27.6	55	27.2	11	25.0
Total Minority #	103	62.4	104	61.2	120	59.4	17	16.5
Black	53	32.1	55	32.4	64	31.7	11	20.8
Puerto Rican	11	6.7	11	6.5	12	5.9	1	9.1
Hispanic	27	16.4	26	15.3	28	13.9	1	3.7
As./Nat.Haw./ Other Pac.Isl.	12	7.3	12	7.1	16	7.9	4	33.3
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	56	33.9	59	34.7	73	36.1	17	30.4
Italian American	6	3.6	7	4.1	9	4.5	3	50.0
TOTAL	165		170		202		37	22.4

EXECUTIVE COMPENSATION PLAN TITLES								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
Female	4	25.0	3	20.0	2	13.3	(2)	(50.0)
Male	12	75.0	12	80.0	13	86.7	1	8.3
Total Minority #	3	18.8	2	13.3	5	33.3	2	66.7
Black	0	0.0	0	0.0	2	13.3	2	100.0
Puerto Rican	1	6.3	1	6.7	1	6.7	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0
As./Nat.Haw./ Other Pac.Isl.	2	12.5	1	6.7	2	13.3	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	7	43.8	7	46.7	6	40.0	(1)	(14.3)
Italian American	6	37.5	6	40.0	4	26.7	(2)	(33.3)
TOTAL	16		15		15		(1)	(6.3)

OTHER INSTRUCTIONAL STAFF (Full-Time)*								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%		
Female	12	38.7	14	42.4	17	42.5	5	41.7
Male	19	61.3	19	57.6	23	57.5	4	21.1
Total Minority #	13	41.9	14	42.4	16	40.0	3	23.1
Black	8	25.8	8	24.2	8	20.0	0	0.0
Puerto Rican	1	3.2	1	3.0	2	5.0	1	100.0
Hispanic	3	9.7	4	12.1	5	12.5	2	66.7
As./Nat.Haw./ Other Pac.Isl.	1	3.2	1	3.0	1	2.5	0	0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	14	45.2	15	45.5	20	50.0	6	42.9
Italian American	4	12.9	4	12.1	4	10.0	0	0.0
TOTAL	31		33		40		9	29.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native.

LAGUARDIA COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)							
	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	348	58.9	371	59.8	392	60.3	44 12.6
Male	243	41.1	249	40.2	258	39.7	15 6.2
Total Minority #	295	49.9	298	48.1	312	48.0	17 5.8
Black	122	20.6	119	19.2	120	18.5	(2) (1.6)
Puerto Rican	25	4.2	25	4.0	25	3.8	0 0.0
Hispanic	79	13.4	82	13.2	86	13.2	7 8.9
As./Nat.Haw./ Other Pac.Isl.	69	11.7	72	11.6	81	12.5	12 17.4
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	262	44.3	285	46.0	299	46.0	37 14.1
Italian American	34	5.8	37	6.0	39	6.0	5 14.7
TOTAL	591		620		650		59 10.0

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	189	56.4	206	56.9	208	56.8	19 10.1
Male	146	43.6	156	43.1	158	43.2	12 8.2
Total Minority #	133	39.7	138	38.1	139	38.0	6 4.5
Black	60	17.9	61	16.9	58	15.8	(2) (3.3)
Puerto Rican	10	3.0	10	2.8	9	2.5	(1) (10.0)
Hispanic	24	7.2	25	6.9	26	7.1	2 8.3
As./Nat.Haw./ Other Pac.Isl.	39	11.6	42	11.6	46	12.6	7 17.9
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	186	55.5	205	56.6	207	56.6	21 11.3
Italian American	16	4.8	19	5.2	20	5.5	4 25.0
TOTAL	335		362		366		31 9.3

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	133	67.2	139	68.8	155	68.3	22 16.5
Male	65	32.8	63	31.2	72	31.7	7 10.8
Total Minority #	125	63.1	125	61.9	141	62.1	16 12.8
Black	54	27.3	51	25.2	56	24.7	2 3.7
Puerto Rican	12	6.1	12	5.9	13	5.7	1 8.3
Hispanic	39	19.7	42	20.8	46	20.3	7 17.9
As./Nat.Haw./ Other Pac.Isl.	20	10.1	20	9.9	26	11.5	6 30.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	59	29.8	63	31.2	72	31.7	13 22.0
Italian American	14	7.1	14	6.9	14	6.2	0 0.0
TOTAL	198		202		227		29 14.6

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	9	40.9	10	50.0	12	57.1	3 33.3
Male	13	59.1	10	50.0	9	42.9	(4) (30.8)
Total Minority #	9	40.9	7	35.0	6	28.6	(3) (33.3)
Black	5	22.7	4	20.0	3	14.3	(2) (40.0)
Puerto Rican	0	0.0	0	0.0	0	0.0	0 0.0
Hispanic	2	9.1	1	5.0	1	4.8	(1) (50.0)
As./Nat.Haw./ Other Pac.Isl.	2	9.1	2	10.0	2	9.5	0 0.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	11	50.0	11	55.0	12	57.1	1 9.1
Italian American	2	9.1	2	10.0	3	14.3	1 50.0
TOTAL	22		20		21		(1) (4.5)

	2011		2012		2013		# and % Change between 2011 & 2013
	#	%	#	%	#	%	
Female	17	47.2	16	44.4	17	47.2	0 0.0
Male	19	52.8	20	55.6	19	52.8	0 0.0
Total Minority #	28	77.8	28	77.8	26	72.2	(2) (7.1)
Black	3	8.3	3	8.3	3	8.3	0 0.0
Puerto Rican	3	8.3	3	8.3	3	8.3	0 0.0
Hispanic	14	38.9	14	38.9	13	36.1	(1) (7.1)
As./Nat.Haw./ Other Pac.Isl.	8	22.2	8	22.2	7	19.4	(1) (12.5)
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0 0.0
White **	6	16.7	6	16.7	8	22.2	2 33.3
Italian American	2	5.6	2	5.6	2	5.6	0 0.0
TOTAL	36		36		36		0 0.0

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaii/Other Pacific Islander, and American Indian/Alaska Native.

QUEENSBOROUGH COMMUNITY COLLEGE

2011 through 2013 Three Year Comparison - INSTRUCTIONAL STAFF (includes substitutes, visitings and acting appointments)

INSTRUCTIONAL STAFF (Full-Time)								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%	#	%
Female	287	54.0	310	53.0	311	52.7	24	8.4
Male	244	46.0	275	47.0	279	47.3	35	14.3
Total Minority #	169	31.8	190	32.5	201	34.1	32	18.9
Black	60	11.3	65	11.1	65	11.0	5	8.3
Puerto Rican	3	0.6	2	0.3	2	0.3	(1)	(33.3)
Hispanic	41	7.7	45	7.7	50	8.5	9	22.0
As./Nat.Haw./ Other Pac.Isl.	65	12.2	78	13.3	84	14.2	19	29.2
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	326	61.4	354	60.5	349	59.2	23	7.1
Italian American	36	6.8	41	7.0	40	6.8	4	11.1
TOTAL	531		585		590		59	11.1

FACULTY (Full-Time)								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%	#	%
Female	186	54.2	204	52.8	195	51.2	9	4.8
Male	157	45.8	182	47.2	186	48.8	29	18.5
Total Minority #	89	25.9	105	27.2	113	29.7	24	27.0
Black	29	8.5	29	7.5	32	8.4	3	10.3
Puerto Rican	1	0.3	0	0.0	0	0.0	(1)	(100.0)
Hispanic	18	5.2	24	6.2	27	7.1	9	50.0
As./Nat.Haw./ Other Pac.Isl.	41	12.0	52	13.5	54	14.2	13	31.7
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	229	66.8	255	66.1	244	64.0	15	6.6
Italian American	25	7.3	26	6.7	24	6.3	(1)	(4.0)
TOTAL	343		386		381		38	11.1

HIGHER EDUCATION OFFICER (HEO) SERIES								
	2011		2012		2013		# and % Change between 2011 & 2013	
	#	%	#	%	#	%	#	%
Female	84	63.6	88	63.8	101	65.6	17	20.2
Male	48	36.4	50	36.2	53	34.4	5	10.4
Total Minority #	57	43.2	60	43.5	66	42.9	9	15.8
Black	26	19.7	29	21.0	27	17.5	1	3.8
Puerto Rican	1	0.8	1	0.7	1	0.6	0	0.0
Hispanic	15	11.4	14	10.1	17	11.0	2	13.3
As./Nat.Haw./ Other Pac.Isl.	15	11.4	16	11.6	21	13.6	6	40.0
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0
White **	68	51.5	68	49.3	76	49.4	8	11.8
Italian American	7	5.3	10	7.2	12	7.8	5	71.4
TOTAL	132		138		154		22	16.7

EXECUTIVE COMPENSATION PLAN TITLES									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%	#	%	%
Female	8	53.3	8	53.3	6	50.0	(2)	(25.0)	
Male	7	46.7	7	46.7	6	50.0	(1)	(14.3)	
Total Minority #	2	13.3	2	13.3	1	8.3	(1)	(50.0)	
Black	1	6.7	1	6.7	1	8.3	0	0.0	
Puerto Rican	0	0.0	0	0.0	0	0.0	0	0.0	
Hispanic	1	6.7	1	6.7	0	0.0	(1)	(100.0)	
As./Nat.Haw./ Other Pac.Isl.	0	0.0	0	0.0	0	0.0	0	0.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0	
White **	10	66.7	10	66.7	9	75.0	(1)	(10.0)	
Italian American	3	20.0	3	20.0	2	16.7	(1)	(33.3)	
TOTAL	15		15		12		(3)	(20.0)	

OTHER INSTRUCTIONAL STAFF (Full-Time)*									
	2011		2012		2013		# and % Change between 2011 & 2013		
	#	%	#	%	#	%	#	%	%
Female	9	22.0	10	21.7	9	20.9	0	0.0	
Male	32	78.0	36	78.3	34	79.1	2	6.3	
Total Minority #	21	51.2	23	50.0	21	48.8	0	0.0	
Black	4	9.8	6	13.0	5	11.6	1	25.0	
Puerto Rican	1	2.4	1	2.2	1	2.3	0	0.0	
Hispanic	7	17.1	6	13.0	6	14.0	(1)	(14.3)	
As./Nat.Haw./ Other Pac.Isl.	9	22.0	10	21.7	9	20.9	0	0.0	
Amer.Ind./Al.Nat.	0	0.0	0	0.0	0	0.0	0	0.0	
White **	19	46.3	21	45.7	20	46.5	1	5.3	
Italian American	1	2.4	2	4.3	2	4.7	1	100.0	
TOTAL	41		46		43		2	4.9	

* Includes: Registrar Series, College Laboratory Technician Titles, Research Titles, and Hunter HS/ES Titles.

** Does not include Italian American.

Includes Black, Hispanic, Asian/Native Hawaii/Other Pacific Islander, and American Indian/Alaska Native.

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