

*The City University of New York
Affirmative Action Summary Data
by Race and Ethnicity for Instructional Staff
from 1978 to 2003*

*Executive Summary of
University, Senior and Community Colleges*

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The Calandra Institute is a university institute under aegis of Queens College/CUNY

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The City University of New York Affirmative Action Summary Data by Race and Ethnicity for Instructional Staff from 1978 to 2003

Introduction

In 1970, The City University of New York (CUNY) opened its doors to all New York City high school graduates. This open admissions policy was designed to increase enrollment from the City's "minority population". It was these policies that led to an influx of Italian American students at CUNY. Simultaneously, the Italian American faculty and staff expressed dissatisfaction with its own small numbers of professionals available to address the unique needs of these students. In addition, Italian American faculty and staff were increasingly reporting professional and personal experiences of "discrimination" with respect to promotion and hiring practices within CUNY. A historical review of the Italian American experience at CUNY is given in Reference 1.

As a result of this situation, on December 9, 1976 Chancellor Robert J. Kibbee issued a directive in a memorandum to the CUNY Council of Presidents, formally designating Italian Americans an Affirmative Action category. Chancellor Kibbee's concern that Italian Americans be treated fairly was stated as follows:

I am equally concerned that the processes of the University are such that Italian Americans receive fair consideration in the processes that lead to promotion and tenure within the University ...To this end I am designating Italian Americans as an Affirmative Action category for this University in addition to those so categorized under existing federal statutes and regulations. I have also instructed the Affirmative Action Office to include Italian Americans in the data collected for affirmative action purposes.²

Ten years later, December 9, 1986, Chancellor Joseph S. Murphy reaffirmed the decision of his predecessor establishing Italian Americans as an Affirmative Action category:

In December 1976, Chancellor Robert J. Kibbee established Italian Americans as an Affirmative Action category within The City University of New York, a decision I now affirm. The 1976 action represented a formal extension of the Federally defined protected classes for purposes of The University's Affirmative Action Program to include an additional group as a protected class.³

Since 1986, The City University is required to twice a year published a Notification of Policy in the Careers in Education Section of the New York Times (An example publication is shown in the Appendix).

*The “protected classes”, as delineated in the Federal Executive Order (Black, Hispanic (including Puerto Rican), Asian/Pacific Islander, American Indian/Alaskan Native and Women), were expanded on December 9, 1976 by the Chancellor of The City University of New York to include Italian-Americans, and the University has and will continue to exercise affirmative action for the “protected classes”; including Italian-Americans.*⁴

In 1992, the United States District Court for the Southern District of New York found:

*... that CUNY’S current policy represents either an attempt to renege on the promises of the past or, by denying that such promises were ever made or intended to be kept, a reaffirmation of the original finding of discrimination against and under-representation of Italian-American that motivated the original Kibbee Memorandum and its reaffirmation with the Murphy letter. (Judge Constance Baker Motely)*⁵

On January 7, 1994, Chancellor W Ann Reynolds again reaffirmed Affirmative Action for Italian Americans:

10. ***CUNY will continue to treat Italian-Americans as an affirmative action category and will continue to engage in affirmative action recruitment efforts on behalf of Italian-Americans, including the following:***
 - (a) *compiling and maintaining statistics on Italian-American employment by CUNY and its constituent colleges;*
 - (b) *endeavoring to insure that University and College Affirmative Action Committees are broadly representative of affirmative action groups including Italian-Americans;*
 - (c) *endeavoring to insure that search committees for job recruitment are broadly representative of affirmative action groups including Italian-Americans;*
 - (d) *including outreach to Italian-Americans as part of a recruitment plan to attract italian-American applicants, including by sending personnel vacancy notices to the institute and other italian-American organizations;*
 - (e) *examination and certification by CUNY affirmative action officers of search procedures and applicant pools to promote inclusion of protected classes, including italian-Americans; and*
 - (f) *advising on an annual basis department principals and administrators that italian-Americans are included within CUNY's affirmative action categories.*

11. ***CUNY agrees that by December 31, 1994 it will (a) measure its utilization of Italian-Americans in faculty and administrative staff based on the 1990 census data and (b) develop a faculty and administrative staff utilization analysis that includes campus-by-campus analysis of faculty and administrative staff utilization of Italian-Americans, to estimate Italian-American representation on a campus-by-campus basis. CUNY agrees to study the results of such utilization analyses to identify appropriate actions and plans necessary to integrate programmatic and affirmative action goals relating to Italian-Americans in the same fashion, to the extent practicable, as procedures used for federally-protected groups. CUNY further agrees to make available to the Director of the Institute and the IALDHEF (Italian American Legal Defense Higher Education Fund) its annual affirmative action reports, and the data underlying the utilization analysis to be undertaken pursuant to this paragraph.***

12. ***By his signature hereto, the Commissioner of Education of the New York State Department of Education (the "Commissioner") agrees to appoint a panel of three independent experts from a pool of individuals who have experience with utilization analyses and expertise as labor economists, attorneys specializing in employment issues and/or academic recruitment specialists (the "Panel "). On or before May 1, 1995 the panel will review the report on: (1) CUNY's methodology for (a) estimating Italian-American faculty and administrative staff availability using the 1990 census data; (b) analyzing utilization of Italian-Americans in faculty and administration staff positions; (c) the feasibility of developing a utilization analysis that includes a unit analysis of Italian-American faculty and staff utilization; and (2) whether CUNY-wide Italian-American faculty and administrative staff representation is adequate, using 1990 census data. The Panel will provide CUNY and the Director of the Institute with an opportunity to make comments and recommendations to the Panel before the issuance of report ("Initial Report").***

13. ***Five years after issuance of the Initial Report, the Panel (or successors meeting the qualifications set forth in paragraph 12 above and appointed by the commissioner) will review the adequacy of CUNY-wide utilization of Italian-American faculty and administrative staff and report its findings to CUNY and the Director of the Institute. The Panel will provide CUNY and the Director of the Institute with an opportunity to make comments and recommendations to the Panel before the issuance of its "Five-Year Report." The Panel shall have the power to recommend to the chancellor, based on CUNY's workforce during the period following the issuance of the Initial Report, that CUNY's affirmative action program may be henceforth conducted in conformance with the affirmative action***

*programs of other institutions of higher education. In any event, the Panel (or successors) shall conduct a similar review and report of CUNY's Italian-American faculty and administrative staff utilization five years after the issuance of the Five Year Report, with similar power to make a recommendation to the Chancellor concerning CUNY's affirmative action program (the "Ten Year Report"). **The Ten Year Report will include an analysis based on 2000 census data.** The Chancellor's actions taken to implement any such recommendations of the Panel (or successors) shall not be deemed to be in violation of this agreement. In any event, CUNY will continue to maintain statistics on employment of Italian-Americans by CUNY and its constituent colleges pursuant to Paragraph 10(a) hereof at least until issuance of the Ten Year Report.*⁶

On November 15, 1999, Chancellor Matthew Goldstein in a memorandum to all CUNY college presidents reaffirmed the university's long-standing policy to include Italian Americans for affirmative action purposes with:

*...those delineated in Federal Executive Order 11246 as amended and University policy – namely Blacks, Hispanics (including Puerto Ricans), Asian Pacific Islanders, American Indian, Alaskan Natives, Italian Americans and women. The University's policy specifically prohibits discrimination against any individual on the basis of their protected class status.*⁷

2003 Summary of Italian American Faculty and Staff Representation at CUNY

The Calandra Italian American Institute graphically summarizes the annual Affirmative Action Data by College, Ethnicity, and Gender (Volume I: Instructional Staff) prepared by the University Affirmative Action Office, Office of Faculty and Staff Relations of The City University of New York.⁸ The attached graphs from 1978 to 2003 summarizes Italian Americans, federal protected classes, and white (non-Italian American) in the total instructional staff, faculty, Higher Education Officers and Executives and Deans. These summaries are distributed to CUNY Trustees, College Presidents, Affirmative Action Officers and interested faculty and staff for ascertaining the progress of Italian American hiring and promotions in the University.

The data on Italian-American faculty and staff has been collected annually since 1977, with the first reliable database compiled in 1978. The following graphs provide a historical trend of the percentage representation of all faculty and staff including White (non-Italian-American), Federal Affirmative Action Groups (Hispanic, Black, Asian/Pacific Islander) and Italian-American in all teaching faculty staff positions from 1978 to 2003.

University Wide

As of 2003, the total instructional staff (teaching and non-teaching personnel) at the University is 20,637 of which 5.72% (1,180) are Italian-American. This is a slight decrease from 2002 (5.87%) for Italian Americans at the university, even though there are an additional 29 Italian Americans. This only represents only 2.8% of the increased Italian American staffing at CUNY. The full-time teaching faculty population at The City University is 5,384, of these, 6.11% (329) are Italian-American. This is a slight decrease from 2002 (6.33%) of 5 less Italian Americans at the university, although there are 105 more full-time faculty. The number of higher education officer series staff at The City University is 2,136 and of these, 9.97% (213) are Italian-American. This is a decrease of 11 Italian Americans from 2002 (10.23%). This represents a major 20.8% attrition of the Italian American Higher Education Officers at CUNY. The University and College Executive Officers, Chancellors, Presidents and Deans are 260, and of these, 7.31% (19) are Italian-American. This is an increase of 2 Italian American from 2002 (6.34%).

Senior Colleges

The total instructional staff (teaching and non-teaching personnel) at the Senior Colleges is 14,674 of which 5.48% (804) are Italian-American. This is a slight decrease from 2002 (5.66%) for Italian Americans at the university, even though there are an additional 17 Italian Americans. This represents only 2.2% of the increase staffing at the Senior Colleges that are of Italian American descent. The full-time teaching faculty population at the Senior Colleges is 4,065, of these, 5.71% (232) are Italian-American. There is a slight percentage decrease from 2002 (5.85%) with no additional Italian American even though there are 96 more non Italian Americans full-time faculty at Senior Colleges. The number of Higher Education Officer series staff at the Senior Colleges is 1,681 and of these, 10.41% (175) are Italian-American. There is a decrease of 11 Italian Americans from 2002 (11.76%). This represents 23.4% attrition of Italian American higher education officers at the Senior Colleges. The Senior Colleges University and College Executive Officers, Chancellors, Presidents and Deans are 192, and of these, 6.77% (13) are Italian-American. This is only an increase of 2 Italian Americans from 2002 (5.37%).

Community Colleges

The total instructional staff (teaching and non-teaching personnel) at the Community Colleges is 5,963 of which 6.31% (376) are Italian-American. This is a slight decrease from 2002 (6.38%) for Italian Americans at the University, even though there are an additional 12 Italian Americans. This represents only 4.6% of the increase staffing at the Community Colleges. The full-time teaching faculty population at the Community Colleges is 1,319, of these, 7.35% (97) are Italian-American. This is a slight percentage decrease from 2002 (7.79%) of 5 less Italian Americans at the Community Colleges, although there are 9 more full-time faculty at the colleges. The number of higher education officer series staff at the Community Colleges is 455 and of these, 8.35% (38)

are Italian-American. There is a slight percentage increase from 2002 (8.24%) with no additional Italian American Higher Education Officer on 2003. The Community Colleges University and College Executive Officers, Chancellors, Presidents and Deans are 68, and of these, 8.82% (6) are Italian-American. This is a slight decrease of Italian American from 2002 (9.52%) with no additional Italian American in 2003.

Summary of Italian American Affirmative Action Statistical Trend since Federal Court Opinion

On September 9, 1992, the U.S. District Court for the Southern District of New York, heard complains of alleged wide spread pattern of discrimination against Italian Americans. Federal Judge Motley found in part:

Plaintiffs' testimony shows numerous examples of individual Italian Americans who suffered adverse employment decision, without any satisfactory explanations by Defendants...(806 F. Supp. at 1131)

Defendants have failed to articulate a legitimate nondiscriminatory reason for the CUNY employment regime under which the percentage of Italian Americans have remained constant even though in 1976 the University identified Italian Americans as a protected class and vowed affirmative action to increase the representation of Italian Americans. (806 F. Supp. at 1134)

...it is clear that CUNY's employment of Italian Americans is not only significantly less than what it should be... it also is unconscionable given the existence of an affirmative action commitment on the part of CUNY. (806 F. Supp. at 1133)

It is clear from all the evidence and argument presented by all parties that the questions of discrimination involved herein... to Italian Americans as a group. Thus, this Court, in accordance with the postures of both sides, will treat this action as such. (806 F. Supp. at 1135)

On January 7, 1994, a Settlement Agreement provided for CUNY to adhere to its prior declaration of Italian Americans as an affirmative action category and to take certain affirmative steps in connection therewith.

Paragraph 11 of the Settlement Agreement provides as follows:

11. The parties agree to establish a panel of three independent experts from a pool of individuals who have experience with utilization analysis and expertise as labor economist, attorneys specializing in employment issues, and/or academic recruitment specialists (the "Panel") to perform the functions assigned to the

Panel in paragraphs 12 and 13 of the Settlement Agreement dated January 7, 1994 (the “ January 1994 Settlement Agreement”).

Tables 1 through 4 summarize the change in Italian American faculty and staff among CUNY's 20 colleges for 1993, 2002 and 2003 demonstrating the affirmative action progress of Italian Americans at The City University of New York. The difference between 2003 and 1993 shows the Italian American affirmative action progress since the Federal Court opinion. The difference between 2003 and 2002 show the continuing trend of Italian American employment.

Total Instructional Staff

Table 1 shows the total instructional staff at The City University Of New York. Since 1993, 14 out of 20 colleges have lost percentage representation of Italian Americans including within the senior and Community Colleges. The difference between 2003 and 2002 shows that 13 out of 20 colleges have decreased percentage representation of Italian Americans with an overall decrease in senior and Community Colleges.

Full-Time Faculty

Since 1993, 14 out of 20 of CUNY colleges have continued to show decrease percentage representation of Italian American full-time faculty. There is a negative percentage loss of Italian American faculty at the senior and Community Colleges. Among the full-time faculty of The City University of New York from 2002 to 2003 Italian American faculty had a decrease in percentage points among 12 out of 20 colleges. There is also a percentage decrease of Italian American faculty overall at the senior and Community Colleges.

Higher Education Officers

Since 1993, 11 out of 20 colleges of The City University of New York have decreased percentage representation of Higher Education Officers of Italian descent. Although less so than faculty the Italian American higher education officers between 2002 and 2003 have decreased representation in 8 out of 20 colleges. There is a lost of Italian American percentage representation of higher education officers overall at the Senior Colleges.

University/Colleges Executive and Deans

Since 1993 Italian Americans University/Colleges Executive and Deans at The City University of New York Community Colleges have a slight increase of percentage representation of Italian Americans but result in only 3 people. There is 3 percentage points less Italian Americans at the Senior Colleges among Executive and Deans at The City University of New York between 2003 and 2002. There are 3 out of 20 colleges that have less Italian Americans percentage representation of Executive and Deans. There is a

lost of Italian American percentage representation of Executive and Deans at Community Colleges.

Italian American Affirmative Action Status at The City University of New York

The above statistical trend in the employment of Italian American faculty and staff at the City University show major percentage decreases of Italian American faculty and staff at the 20 CUNY colleges in the past 10 years since the Federal Court Opinion that instructed the University to implement and assess affirmative action procedures for faculty and staff of Italian descent. The Expert Panel for establishing the Italian American staff utilization analysis by departmental unit and position rank has not been formed.

The lack of Italian American staff utilization analysis for incorporation into each College's affirmative action plan has hindered the targeting of Italian American faculty and staff. In addition the lack of Italian American staff utilization analysis does not equally provide for the inclusion of Italian American faculty and staff into College recruitment plans. Ten years after the U.S. Federal Court affirmed the protected class status of Italian Americans at CUNY, the Italian American faculty and staff presence within the University has diminished. The reduction of Italian American workforce is demonstrated by the continuing loses of Italian American faculty and staff between 2003 and 2002.

References

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2. Robert J. Kibbee, *Memorandum sent to CUNY Council of Presidents*, Dec. 9 1976, Office of the Chancellor, The City University of New York.
3. Joseph S. Murphy, *Memorandum to The Council of Presidents*, Italian-Americans at The City University of New York," Dec. 9 1986, Office of the Chancellor, The City university of New York.
4. *Notification of Policy*, New York Times, Careers in Education, Sunday December 18, 1994
5. Judge Constance Baker Motley, *Opinion on Motion for Preliminary Injunction* Scelsa v. City University of New York, 92 CIV6690 (NY Dist. Ct. 1992).

6. *Settlement Agreement*, Scelsa v. City University of New York 92 CIV6690 (7 Jan. 1994).
7. Mathew Goldstein, *Memorandum sent to College Presidents*, November 15, 1999
8. *Affirmative Action Summary Data by College, Sex and Ethnicity: Instructional Staff*, University Affirmative Action Office, The City University of New York 1978 to 2003

Acknowledgement

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Table 1

TOTAL INSTRUCTIONAL FACULTY AND STAFF

City University of New York by College

COLLEGES	1993		2002		2003		Difference 2003-1993		Difference 2003-2002	
	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans
Baruch	81	6.98%	63	5.07%	63	4.88%	-18	-2.10%	0	-0.19%
Brooklyn	92	7.69%	98	7.09%	88	6.63%	-4	-1.06%	-10	-0.46%
City College	71	3.77%	51	4.01%	54	3.83%	-17	0.06%	3	-0.18%
Central	64	15.69%	38	11.05%	36	10.68%	-28	-5.01%	-2	-0.37%
Medgar Evers	3	0.66%	2	0.41%	2	0.35%	-1	-0.31%	0	-0.06%
Graduate School	16	3.73%	18	2.95%	20	2.87%	4	-0.86%	2	-0.08%
Hunter	82	4.63%	65	3.51%	67	3.29%	-15	-1.34%	2	-0.22%
John Jay	48	6.75%	54	5.18%	64	5.48%	16	-1.27%	10	0.30%
Lehman	67	8.69%	80	7.91%	86	8.29%	19	-0.40%	6	0.38%
Nyctech	91	8.58%	75	6.14%	77	6.21%	-14	-2.37%	2	0.07%
Queens	95	6.46%	102	5.54%	109	6.63%	14	0.17%	7	1.09%
Law School*	4	4.82%	7	7.95%	5	4.55%	1	-0.27%	-2	-3.40%
Staten Island	109	11.49%	105	9.88%	105	9.34%	-4	-2.15%	0	-0.54%
York	29	5.44%	29	4.18%	28	4.06%	-1	-1.38%	-1	-0.12%
Bronx CC	43	5.44%	31	4.03%	34	4.25%	-9	-1.19%	3	0.22%
Hostos CC	9	1.88%	7	1.57%	4	0.88%	-5	-1.00%	-3	-0.69%
Kingsborough CC	100	9.04%	146	11.34%	159	11.76%	59	2.72%	13	0.42%
LaGuardia CC	53	5.80%	60	6.03%	64	5.90%	11	0.10%	4	-0.13%
Manhattan CC	25	5.94%	60	4.61%	51	3.93%	26	-2.01%	-9	-0.68%
Queensborough CC	113	11.36%	60	6.64%	64	17.07%	-49	5.71%	4	10.43%
Senior Colleges	854	7.10%	787	5.66%	804	5.48%	-50	-1.62%	17	-0.18%
Community Colleges	396	6.57%	364	6.38%	376	6.31%	-20	-0.26%	12	-0.07%
CUNY	1250	6.92%	1151	5.87%	1180	5.72%	-70	-1.20%	29	-0.15%

*Data available as of 1995

Reference: University Affirmative Action Office: City University of New York 1998, 2002 and 2003

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Table 2

FULL TIME FACULTY

City University of New York by College

COLLEGES	1993		2002		2003		Difference 2003-1993		Difference 2003-2002	
	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans
Baruch	28	6.10%	21	4.96%	21	4.88%	-7	-1.22%	0	-0.08%
Brooklyn	42	7.32%	35	7.53%	31	6.87%	-11	-0.45%	-4	-0.66%
City College	36	6.01%	24	5.04%	27	5.39%	-9	-0.62%	3	0.35%
Central	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Medgar Evers	20	0.92%	1	0.79%	1	0.64%	-19	-0.28%	0	-0.15%
Graduate School	1	0.87%	2	1.53%	2	1.60%	1	0.73%	0	0.07%
Hunter	33	5.50%	22	4.00%	24	4.28%	-9	-1.22%	2	0.28%
John Jay	16	6.81%	13	5.20%	15	5.84%	-1	-0.97%	2	0.64%
Lehman	32	7.65%	23	8.01%	24	8.22%	-8	0.57%	1	0.21%
Nyctech	32	9.97%	28	10.26%	27	9.54%	-5	-0.43%	-1	-0.72%
Queens	27	4.19%	17	5.31%	18	3.54%	-9	-0.65%	1	-1.77%
Law School*	0	0.00%	3	9.09%	3	8.82%	3	8.82%	0	-0.27%
Staten Island	33	10.89%	29	10.03%	28	9.09%	-5	-1.80%	-1	-0.94%
York	9	6.21%	14	9.03%	11	7.01%	2	0.80%	-3	-2.02%
Bronx CC	16	7.62%	12	5.88%	11	5.45%	-5	-2.17%	-1	-0.43%
Hostos CC	4	2.53%	2	1.43%	2	1.49%	-2	-1.04%	0	0.06%
Kingsborough CC	31	12.06%	27	11.54%	27	11.89%	-4	-0.17%	0	0.35%
LaGuardia CC	18	7.47%	14	6.28%	14	6.14%	-4	-1.33%	0	-0.14%
Manhattan CC	20	7.27%	19	6.86%	20	6.73%	0	-0.54%	1	-0.13%
Queensborough CC	32	9.06%	28	12.07%	23	9.96%	-9	0.90%	-5	-2.11%
Senior Colleges	289	6.67%	232	5.85%	232	5.71%	-57	-0.96%	0	-0.14%
Community Colleges	133	8.63%	102	7.79%	97	7.35%	-36	-1.28%	-5	-0.44%
CUNY	422	7.17%	334	6.33%	329	6.11%	-93	-1.06%	-5	-0.22%

*Data available as of 1995

Reference: University Affirmative Action Office: City University of New York 1998, 2002 and 2003

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Table 3

HIGHER EDUCATION OFFICERS

City University of New York by College

COLLEGES	1993		2002		2003		Difference 2003-1993		Difference 2003-2002	
	Number of Ital-Americans	Percent of Ital-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans
Baruch	15	10.79%	11	7.14%	9	5.66%	-6	-5.13%	-2	-1.48%
Brooklyn	13	13.40%	22	17.19%	22	17.32%	9	3.92%	0	0.13%
City College	7	4.70%	6	3.90%	5	3.45%	-2	-1.25%	-1	-0.45%
Central	49	18.01%	27	11.84%	24	11.01%	-25	-7.00%	-3	-0.83%
Medgar Evers	1	1.92%	1	1.03%	1	1.15%	0	-0.77%	0	0.12%
Graduate School	8	6.96%	5	4.03%	5	4.27%	-3	-2.69%	0	0.24%
Hunter	25	11.74%	21	10.24%	16	8.25%	-9	-3.49%	-5	-1.99%
John Jay	12	14.29%	12	11.11%	12	11.21%	0	-3.08%	0	0.10%
Lehman	14	15.05%	20	16.53%	20	18.35%	6	3.30%	0	1.82%
Nyctech	12	14.46%	9	9.28%	10	10.53%	-2	-3.93%	1	1.25%
Queens	20	14.60%	33	0.00%	31	20.67%	11	6.07%	-2	20.67%
Law School*	0	0.00%	1	5.00%	0	0.00%	0	0.00%	-1	-5.00%
Staten Island	20	25.00%	17	17.89%	18	19.15%	-2	-5.85%	1	1.26%
York	1	2.00%	1	2.04%	2	3.28%	1	1.28%	1	1.24%
Bronx CC	6	11.32%	5	7.94%	6	9.52%	0	-1.80%	1	1.58%
Hostos CC	1	1.72%	3	5.56%	2	3.70%	1	1.98%	-1	-1.86%
Kingsborough CC	4	5.71%	6	8.00%	7	9.46%	3	3.75%	1	1.46%
LaGuardia CC	7	5.93%	13	10.74%	12	10.62%	5	4.69%	-1	-0.12%
Manhattan CC	8	8.89%	5	6.25%	5	5.68%	-3	-3.21%	0	-0.57%
Queensborough CC	8	17.02%	6	8.82%	6	9.52%	-2	-7.50%	0	0.70%
Senior Colleges	196	12.96%	186	10.76%	175	10.41%	-21	-2.55%	-11	-0.35%
Community Colleges	37	7.58%	38	8.24%	38	8.35%	1	0.77%	0	0.11%
CUNY	233	11.65%	224	10.23%	213	9.97%	-20	-1.68%	-11	-0.26%

*Data available as of 1995

Reference: University Affirmative Action Office: City University of New York 1998, 2002 and 2003

Prepared by The John D. Calandra Italian American Institute.

Table 4

UNIVERSITY/COLLEGE EXECUTIVES AND DEANS

City University of New York by College

COLLEGES	1993		2002		2003		Difference 2003-1993		Difference 2003-2002	
	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent of Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans	Number of Italian-Americans	Percent Points Italian-Americans
Baruch	1	6.67%	0	0.00%	0	0.00%	-1	-6.67%	0	0.00%
Brooklyn	1	8.33%	0	0.00%	1	6.67%	0	-1.66%	1	6.67%
City College	0	0.00%	1	4.00%	1	3.85%	1	3.85%	0	-0.15%
Central	3	15.00%	2	9.09%	2	9.09%	-1	-5.91%	0	0.00%
Medgar Evers	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Graduate School	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hunter	0	0.00%	0	0.00%	1	7.69%	1	7.69%	1	7.69%
John Jay	2	13.33%	2	16.67%	2	16.67%	0	3.34%	0	0.00%
Lehman	1	8.33%	1	8.33%	3	27.27%	2	18.94%	2	18.94%
Nyctech	2	15.38%	2	18.18%	2	20.00%	0	4.62%	0	1.82%
Queens	0	0.00%	1	0.00%	1	6.25%	1	6.25%	0	6.25%
Law School*	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Staten Island	0	0.00%	1	11.11%	0	0.00%	0	0.00%	-1	-11.11%
York	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Bronx CC	1	12.50%	1	8.33%	1	7.14%	0	-5.36%	0	-1.19%
Hostos CC	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Kingsborough CC	1	6.25%	2	18.18%	2	18.18%	1	11.93%	0	0.00%
LaGuardia CC	0	0.00%	1	7.14%	1	8.33%	1	8.33%	0	1.19%
Manhattan CC	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Queensborough CC	1	12.50%	2	25.00%	2	22.22%	1	9.72%	0	-2.78%
Senior Colleges	18	10.34%	10	5.49%	13	6.77%	-5	-3.57%	3	1.28%
Community Colleges	3	4.11%	6	9.52%	6	8.82%	3	4.71%	0	-0.70%
CUNY	21	8.50%	16	6.53%	19	7.31%	-2	-1.19%	3	0.78%

*Data available as of 1995

Reference: University Affirmative Action Office: City University of New York 1998, 2002 and 2003

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