

**The City University of New York  
Affirmative Action Trends from 1978 to 2006**

and the

**Average Annual Employment Rates since 1993  
by Race and Ethnicity**

**University-Wide Summary**

prepared by

**The John D. Calandra Italian American Institute**

for the

**Office of Compliance and Diversity Programs  
Office of Faculty and Staff Relations**

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**Italian-American Work Force Analysis**

Each College's affirmative action plan includes a review of the protected groups' work force changes over different time periods and within the past academic year. The first Italian-American work force analysis was conducted ten years after the initial Kibbee directive for collecting CUNY institutional data for Italian-American faculty and staff; this was done by the Statistics Committee of the Italian-American Faculty and Staff Advisory Council and presented to Chancellor Murphy in 1986. After the founding of the Calandra Institute, in 1988 ten years of Italian-American employment at CUNY was analyzed for Faculty, Higher Education Officers, Executives, and Deans. Since 1991, the Calandra Institute has prepared CUNY's Italian-American work force analysis for each College.

**Affirmative Action Trends**

The Calandra Italian American Institute annually summarizes the Affirmative Action data by College, Ethnicity, and Gender (Volume I: Instructional Staff), which are prepared by the University Affirmative Action Office, Office of Faculty and Staff Relations of The City University of New York. The data on Italian-American faculty and staff have been collected annually since 1977, with the first reliable database compiled in 1978. The first seven (7) sets of graphs provide a historical trend of the percentage of Italian-American

representation against all CUNY faculty and staff, grouped by White (non-Italian-American), Federal Affirmative Action Groups (Hispanic, Black, Asian/Pacific Islander), and Italian-American for all faculty and staff positions from 1978 to 2006.

The affirmative action trend charts are summarized in the comparison bar charts showing the percentage of representation in 1978, previous data year in 2005, and latest data year of 2006 for each population group. The bar graphs show the overall percentage of changes, as well as those for recent years. The difference between 1978 and 2005 shows how much progress in Italian-American affirmative action has been made since the beginning of Italian-American affirmative action at CUNY. The difference between 2006 and 2005 shows the continuing trend of Italian-American employment. The affirmative action trend graphs are presented as follows.

**Total Instructional Staff:** All teaching faculty and administrators including full and part-time staff.

**Faculty:** All full-time faculties

**Higher Education Officers:** All full time Higher Education Officers.

**Executives and Deans:** All Executives and Deans including Administrator

**Classified staff:** All position titles for total classified staff, full time classified staff and part time classified staff

### **Average Annual Employment Rates**

The last five (5) sets of graphs show the average annual employment rates since 1993 providing a summary of the Italian-American statistical employment changes since the federal court opinion of November 18, 1992. The increase or decrease of the average annual employment rate demonstrates the progress in affirmative action for Italian-

Americans at The City University of New York and the College campuses. The average annual employment rate is calculated by the statistical linear correlation of the annual number of employees within each of the past fourteen years. The resultant coefficient measures the average annual increase or decrease in the change of the protected group employment numbers.

Within each graph the average Italian-American annual employment rate is compared to the average annual employment rate for the other groups of Asians, Blacks, and Hispanics. Positive employment rates indicate increased hiring patterns, while negative employment rates indicate loss of employees. The average annual employment rates are shown for the position-title categories of Total Instructional Staff, Faculty, Higher Education Officers, Executives and Deans, and Classified staff.

The Italian-American work force directory presents the overall CUNY-wide, Senior Colleges, Community Colleges, and College campus summaries for the above position titles as follows:

- University-Wide Summary
- Senior College Summary
- Community College Summary
- Baruch College
- Brooklyn College
- City College of New York
- Medgar Evers College
- Graduate School and University Center
- Hunter College
- John Jay College
- Lehman College
- New York City College of Technology
- Queens College

- CUNY School of Law at Queens College
- College of Staten Island
- York College
- Central Office
- Borough of Manhattan Community College
- Bronx Community College
- Hostos Community College
- Kingsborough Community College
- LaGuardia Community College
- Queensborough Community College

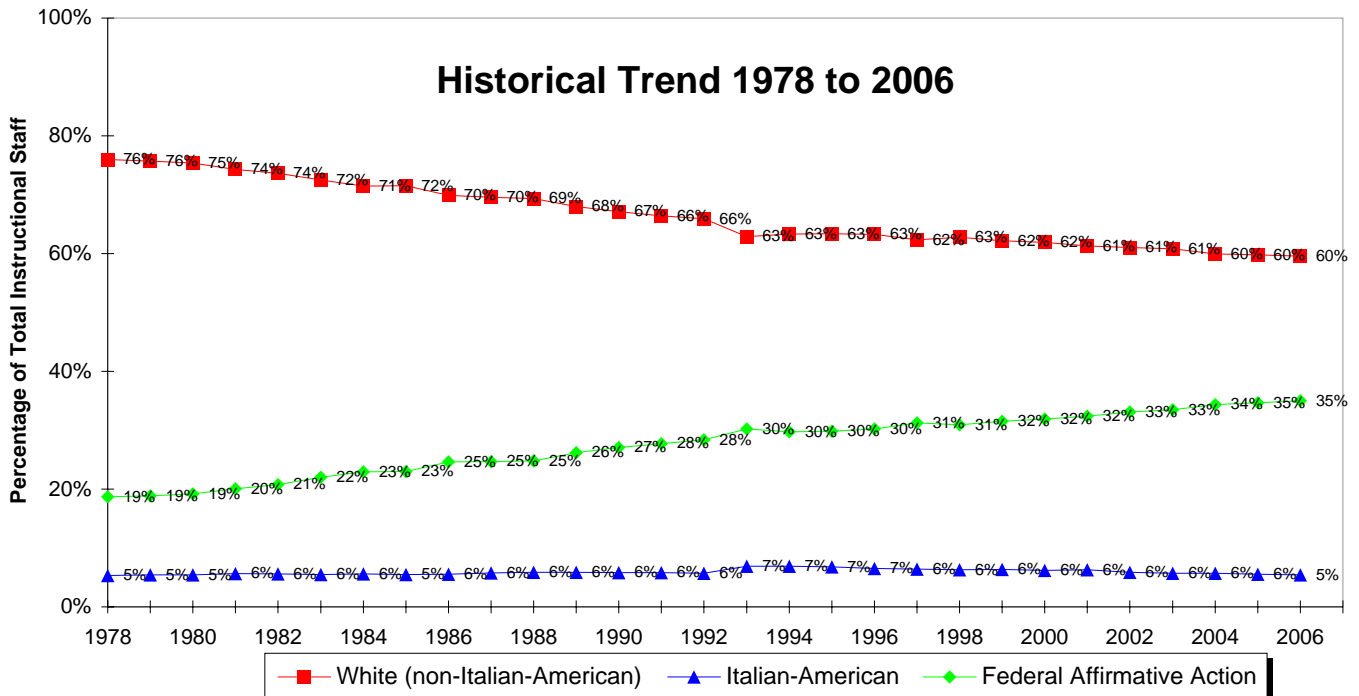
### **Inclusion of Italian-American Workforce Data in College Affirmative Action Plans**

An Italian-American workforce analysis is to be included in each College Affirmative Action Plan in order to understand the employment patterns and progress of the protected class. Any or all of the above graphs of the Italian-American workforce can be used within the College Affirmative Action Plans to demonstrate diversity in the Italian-American employment hiring needs and accomplishments. For further information and technical assistance contact:

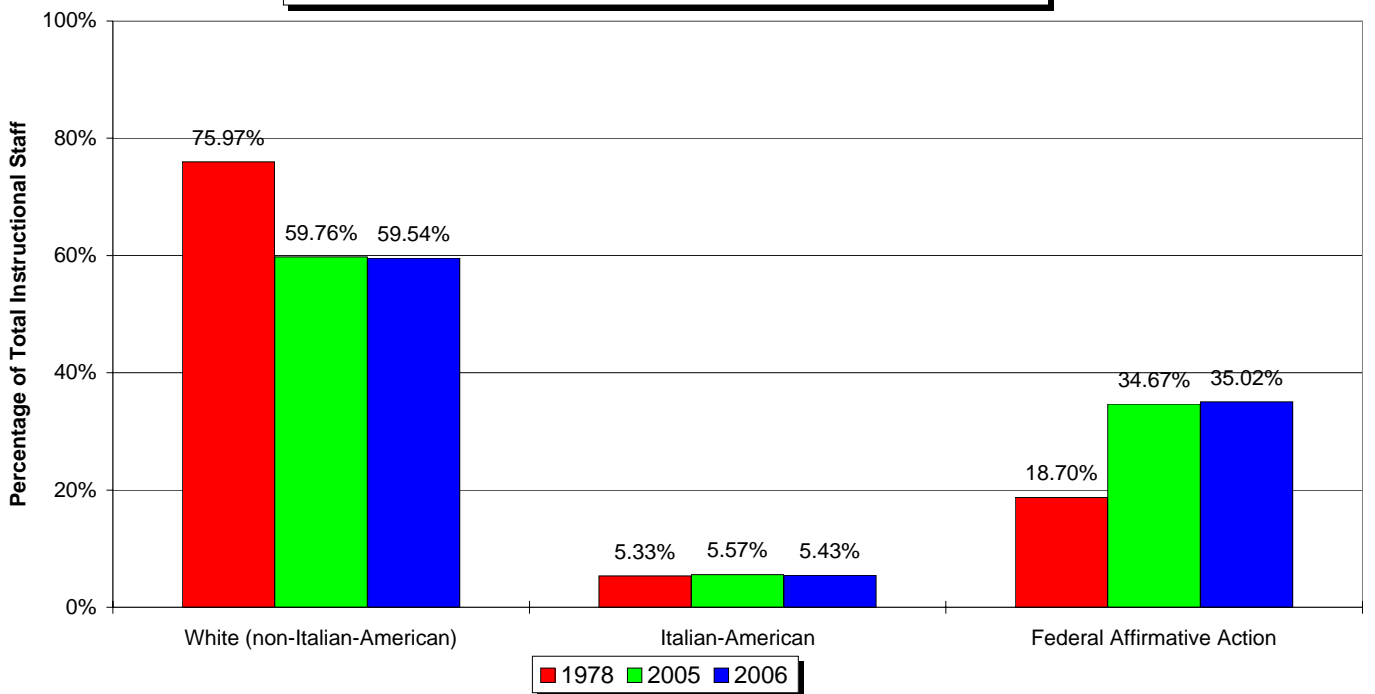
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# City University of New York Total Instructional Staff

## Historical Trend 1978 to 2006

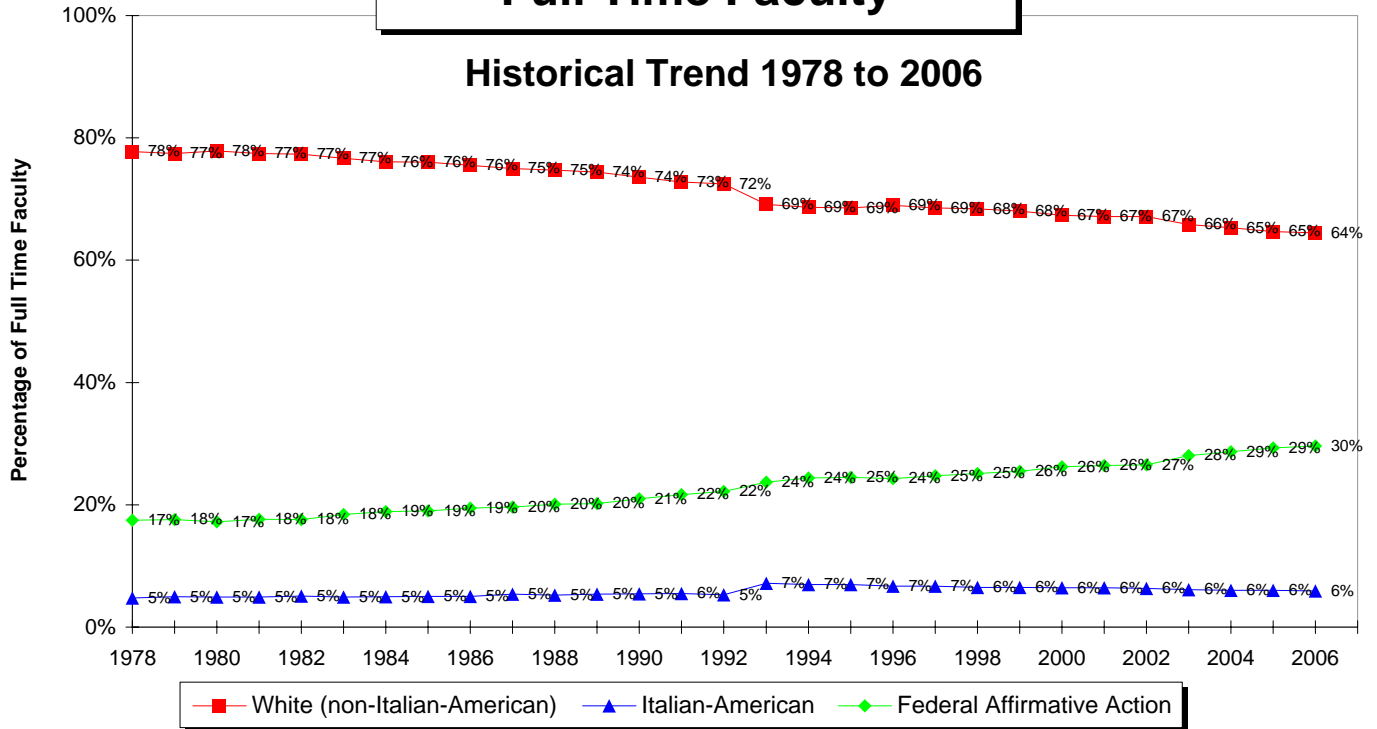


## Comparison 1978, 2005 and 2006

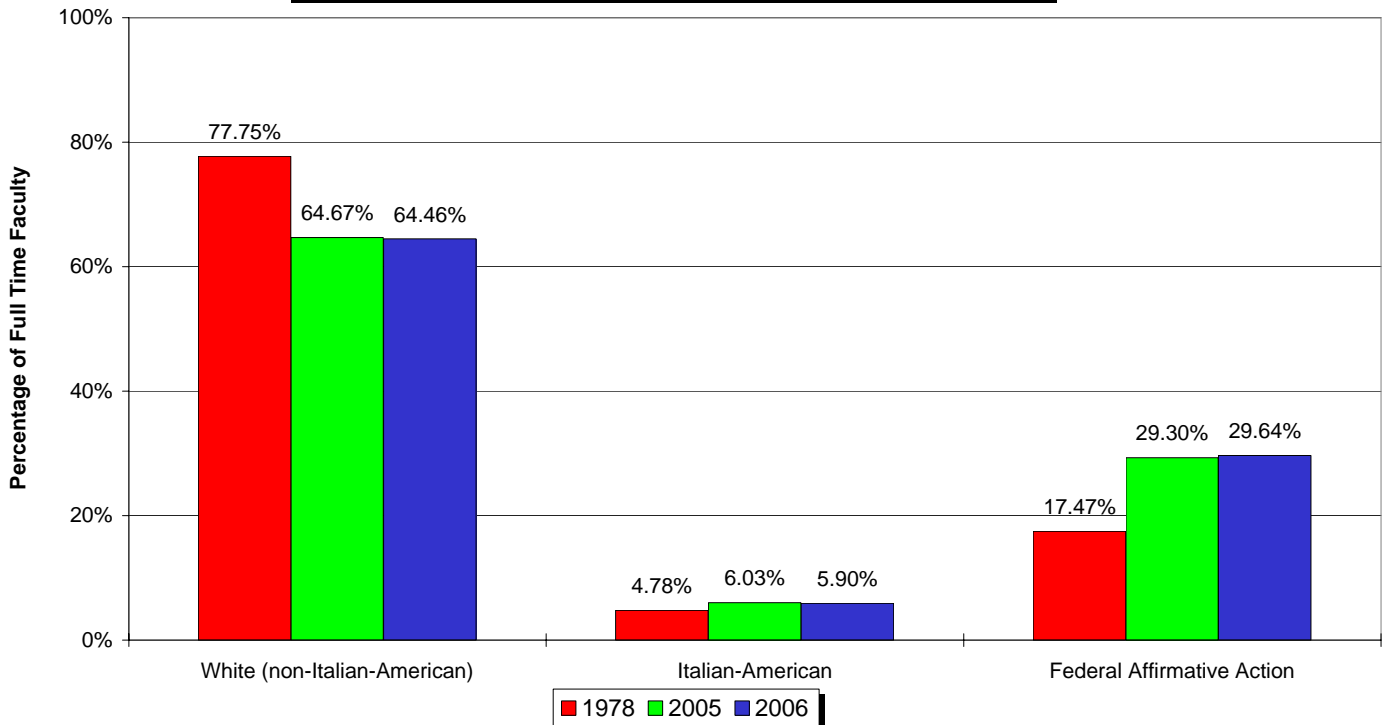


# City University of New York Full Time Faculty

## Historical Trend 1978 to 2006

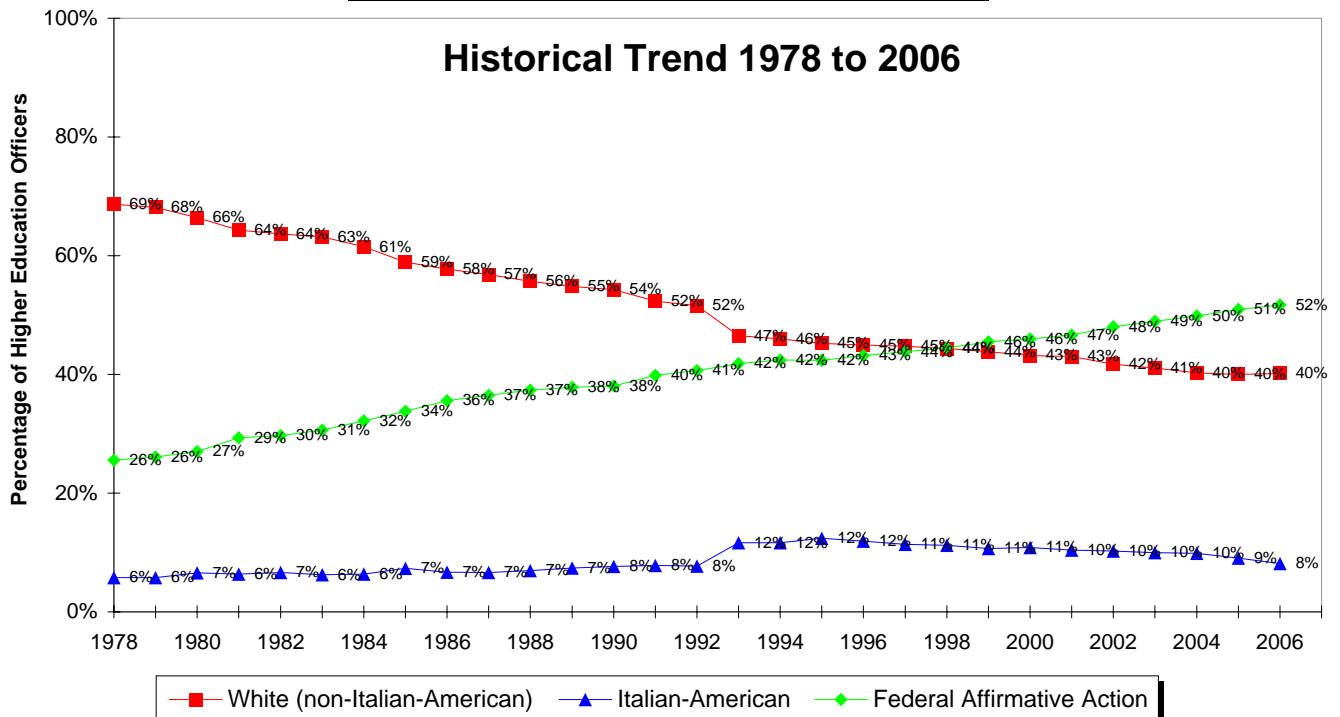


## Comparison 1978, 2005 and 2006

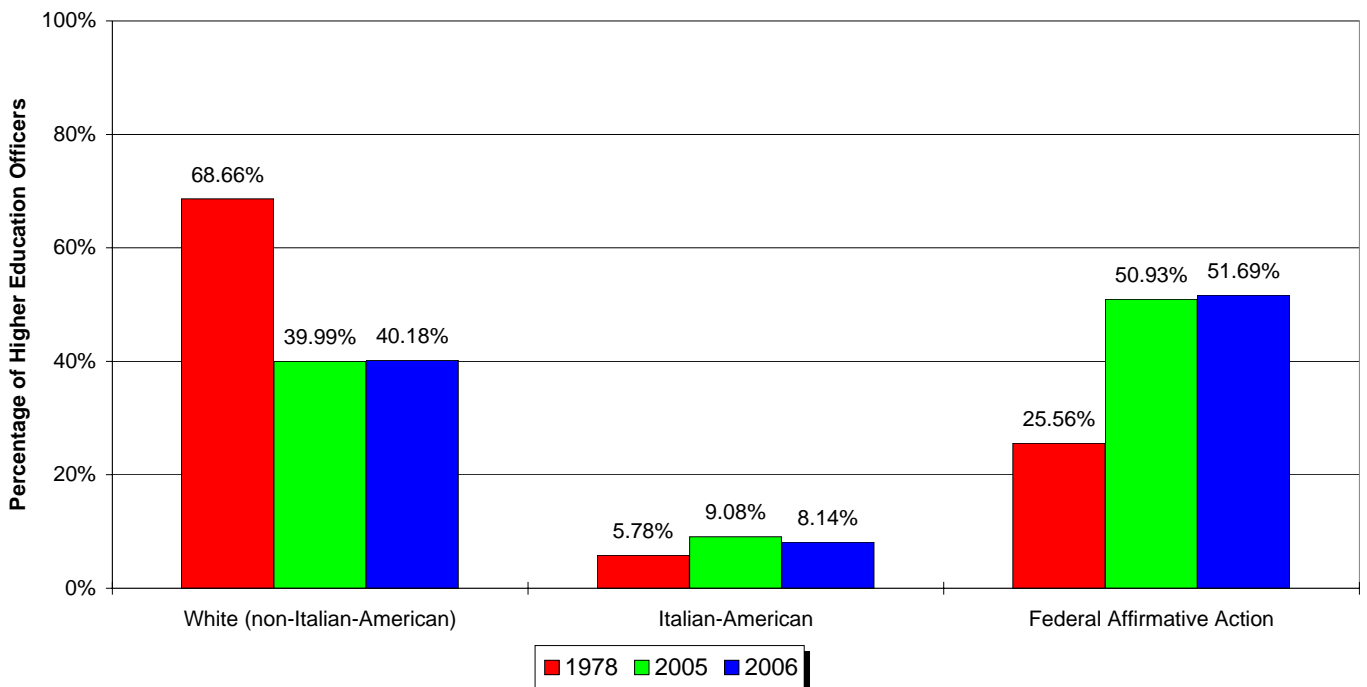


# City University of New York Higher Education Officers

## Historical Trend 1978 to 2006

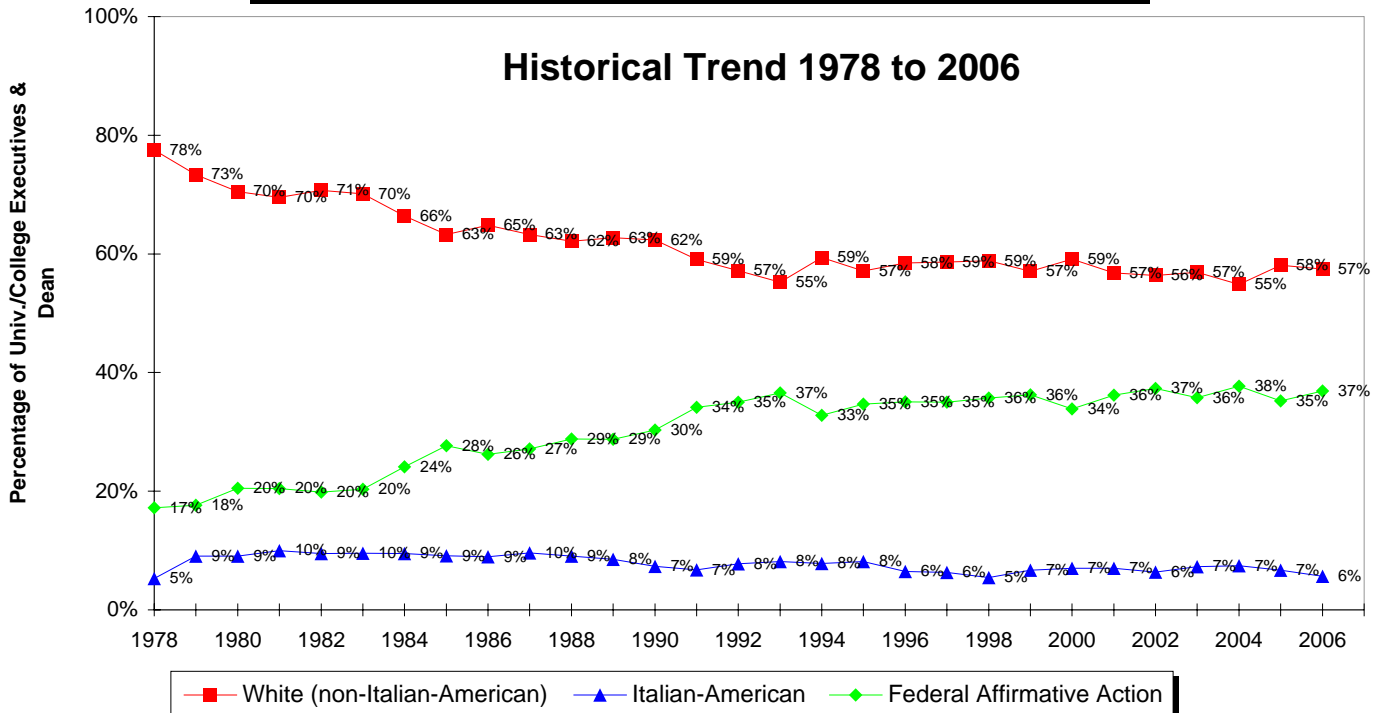


## Comparison 1978, 2005 and 2006

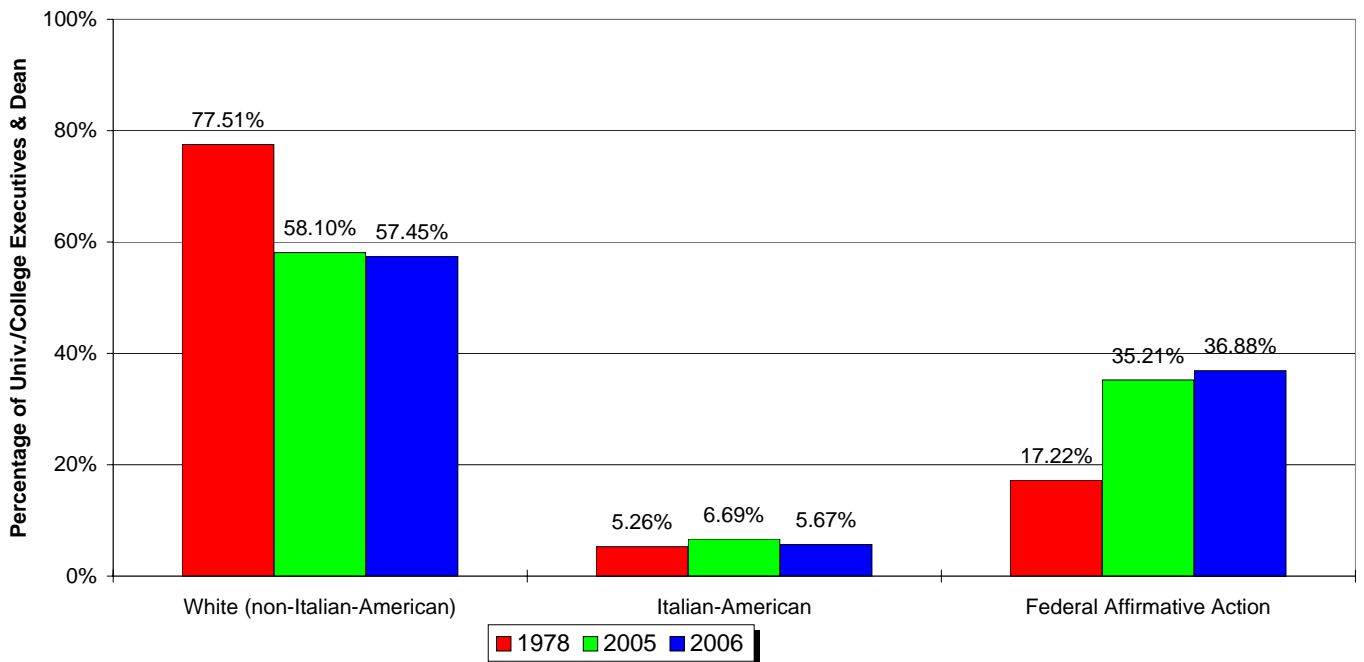


# City University of New York University/College Executives & Deans

## Historical Trend 1978 to 2006

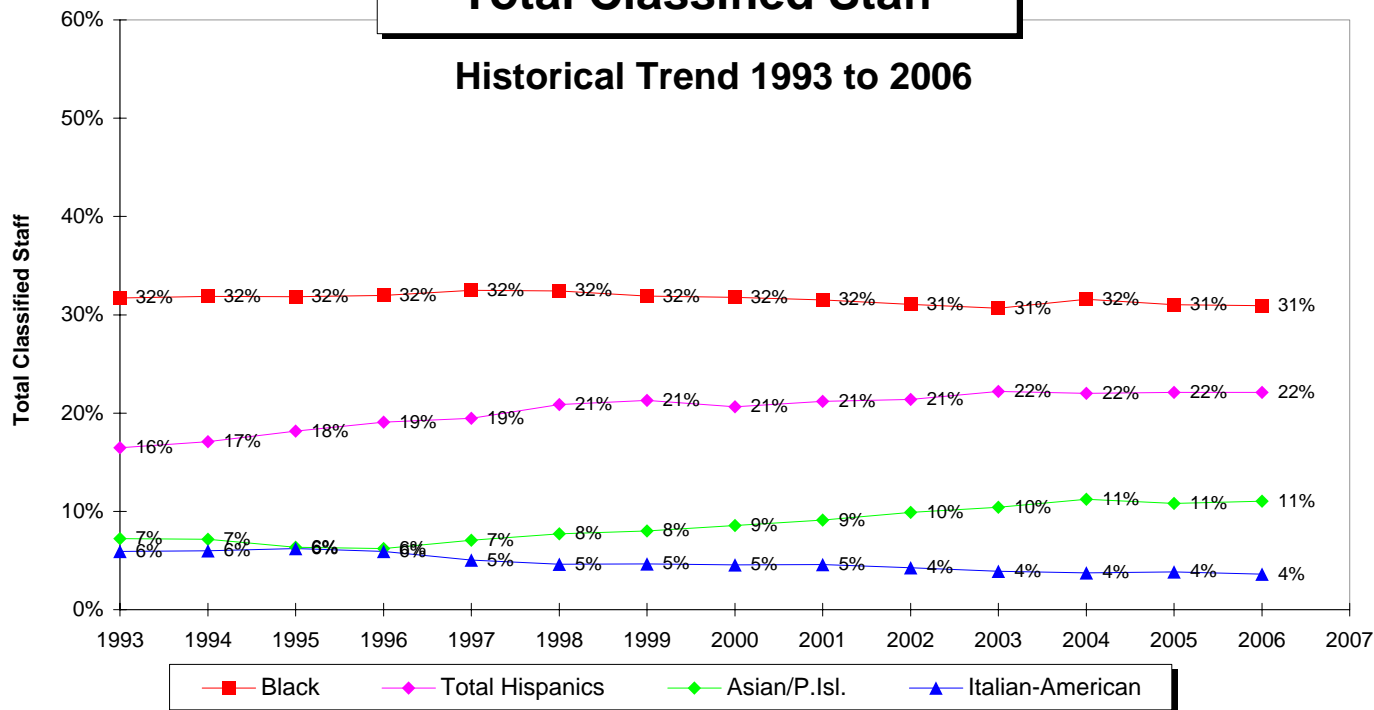


## Comparison 1978, 2005 and 2006

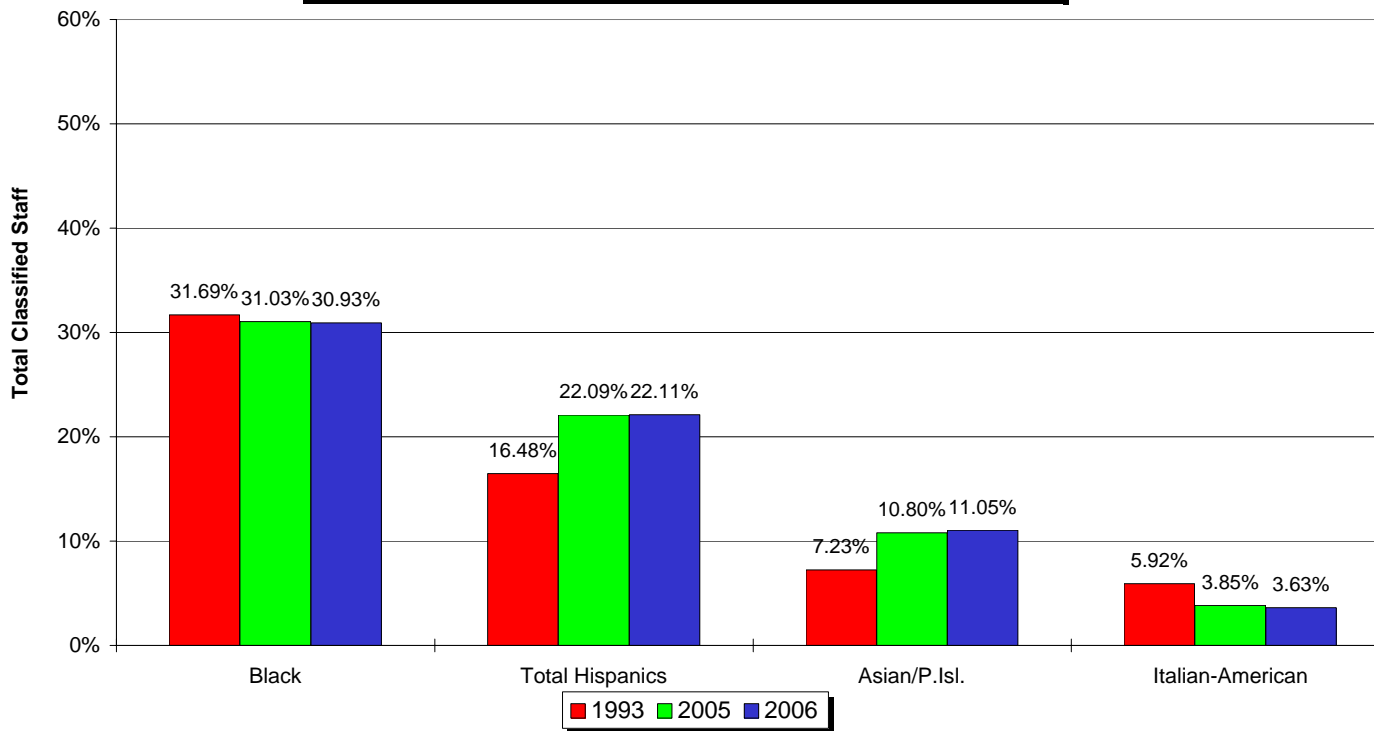


# City University of New York Total Classified Staff

## Historical Trend 1993 to 2006

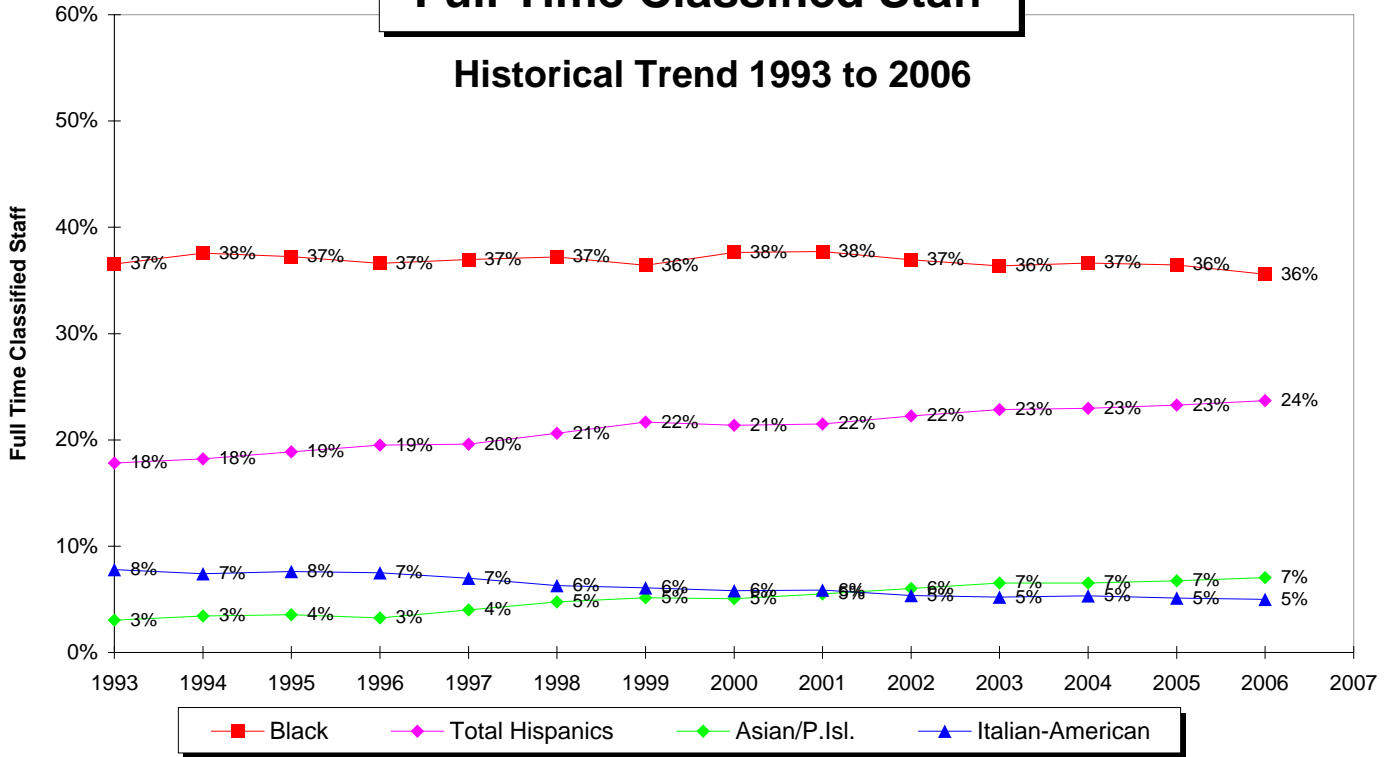


## Comparison 1993, 2005 and 2006

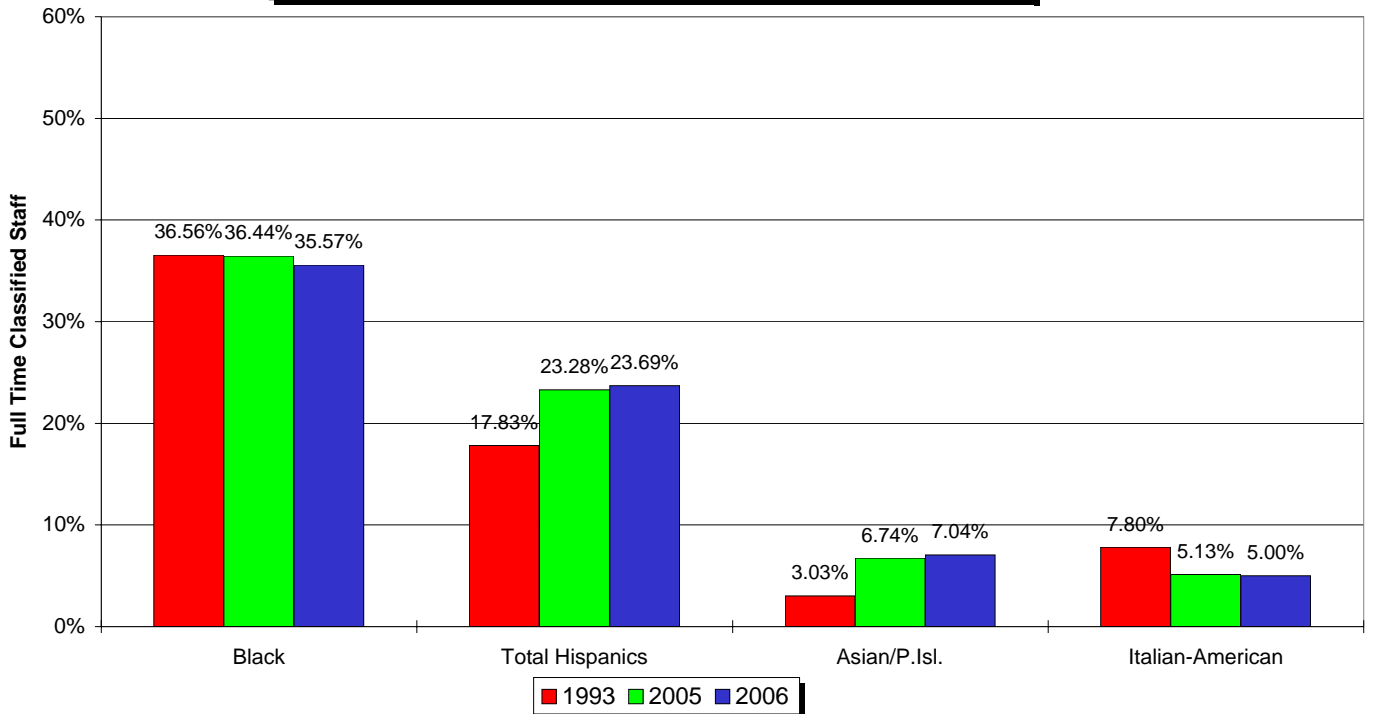


# City University of New York Full Time Classified Staff

## Historical Trend 1993 to 2006

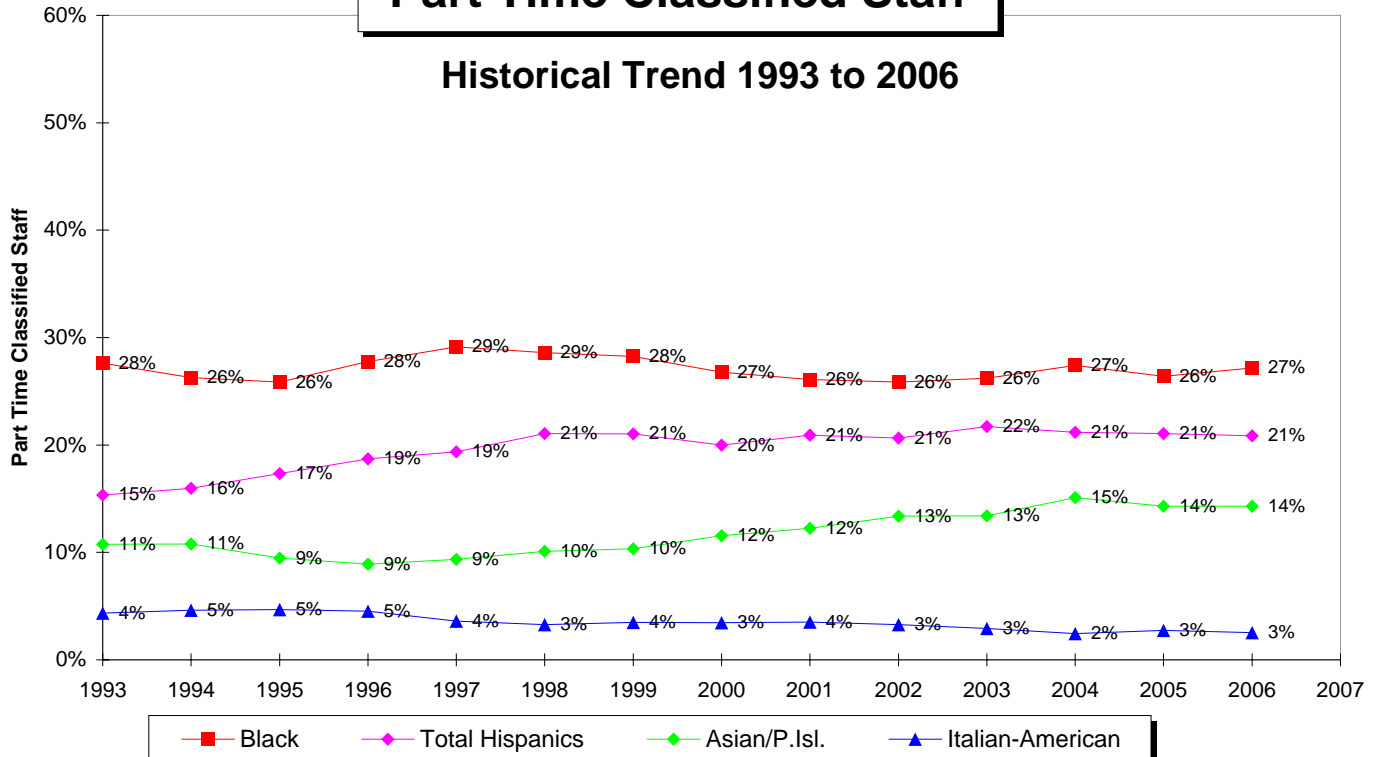


## Comparison 1993, 2005 and 2006

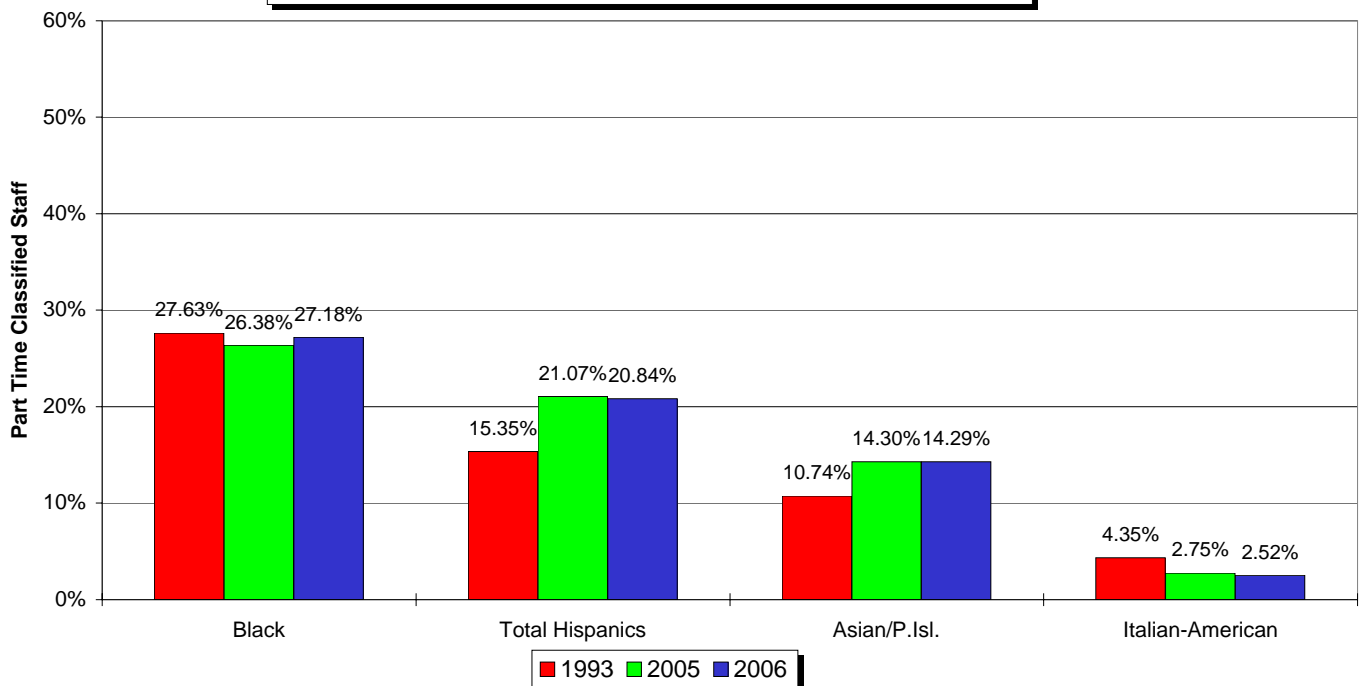


# City University of New York Part Time Classified Staff

## Historical Trend 1993 to 2006

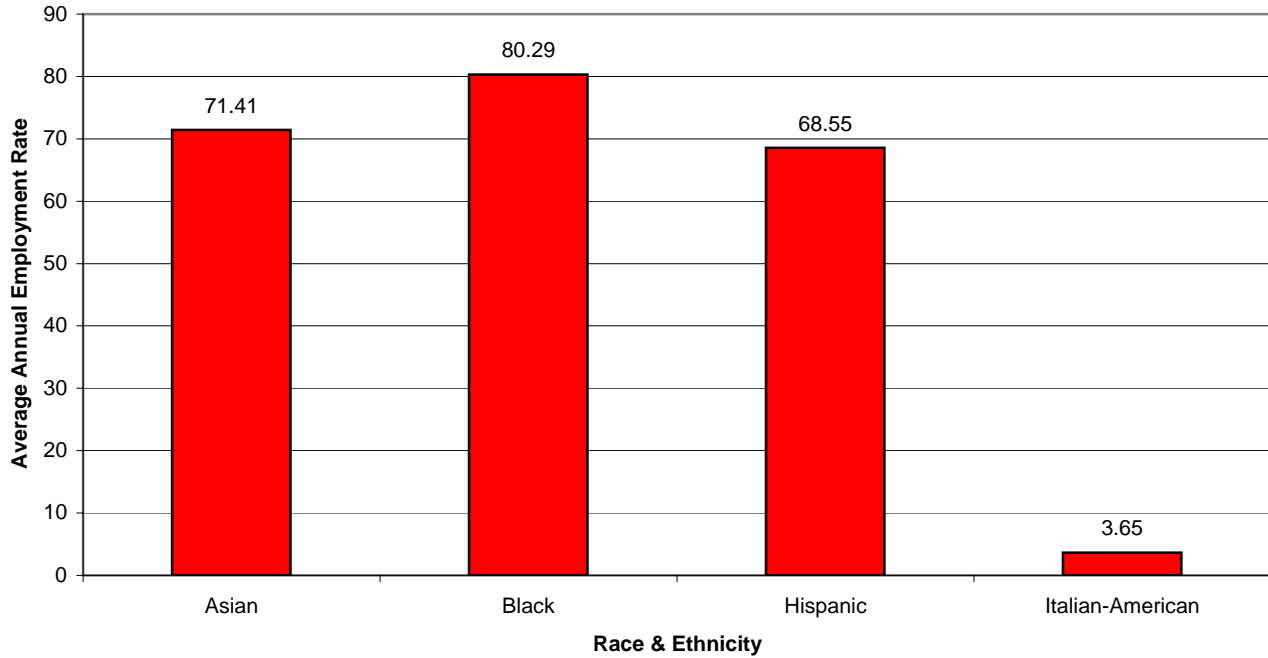


## Comparison 1993, 2005 and 2006

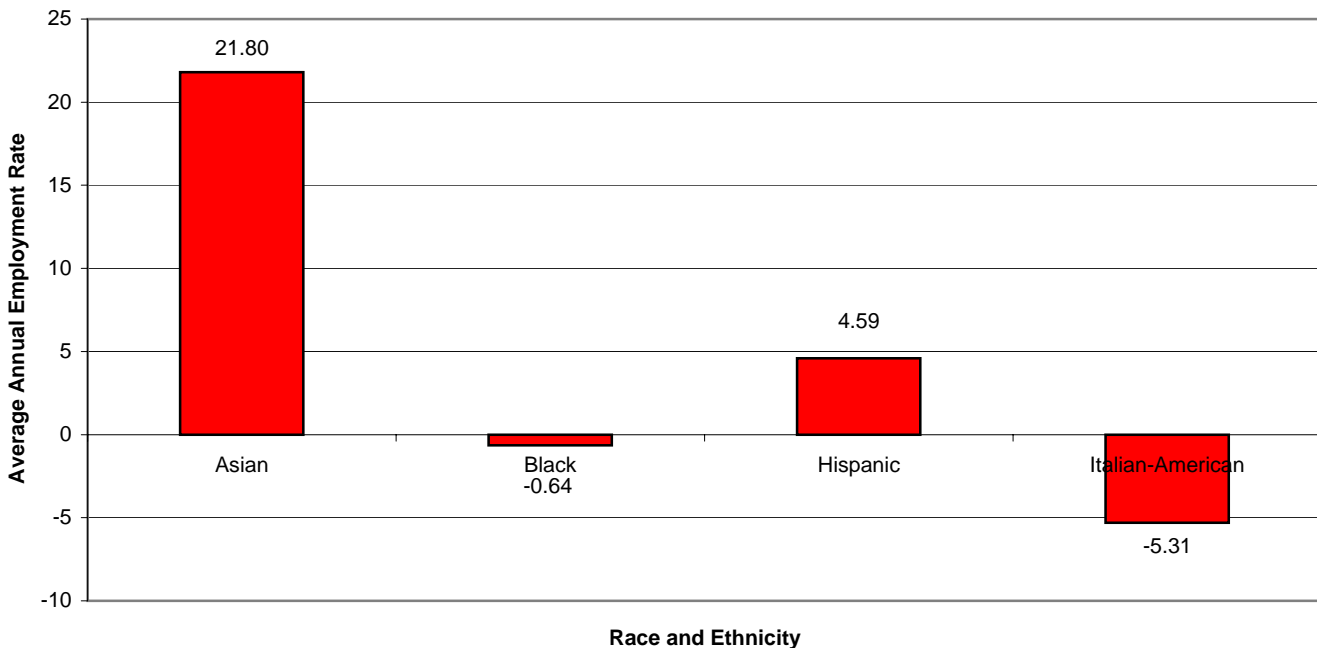


# Average Annual Affirmative Action Employment Rate\* by Race and Ethnicity from 1993 to 2006 CUNY Summary

## Total Instructional Staff



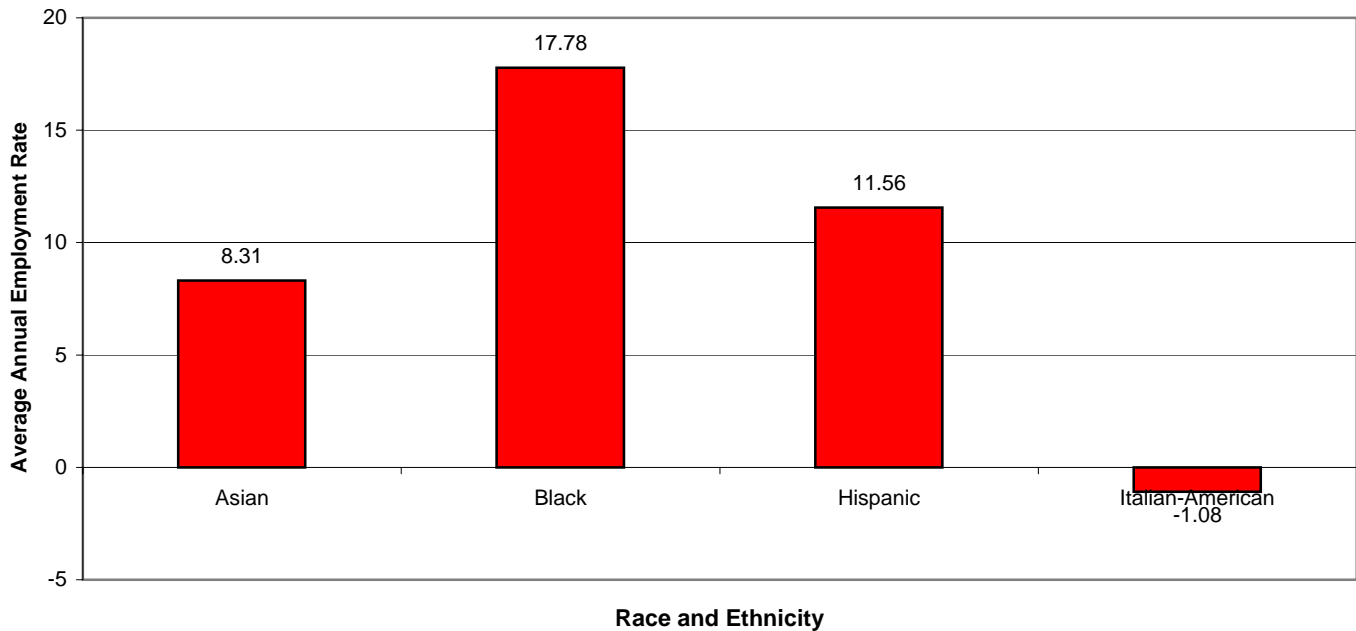
## Full Time Faculty



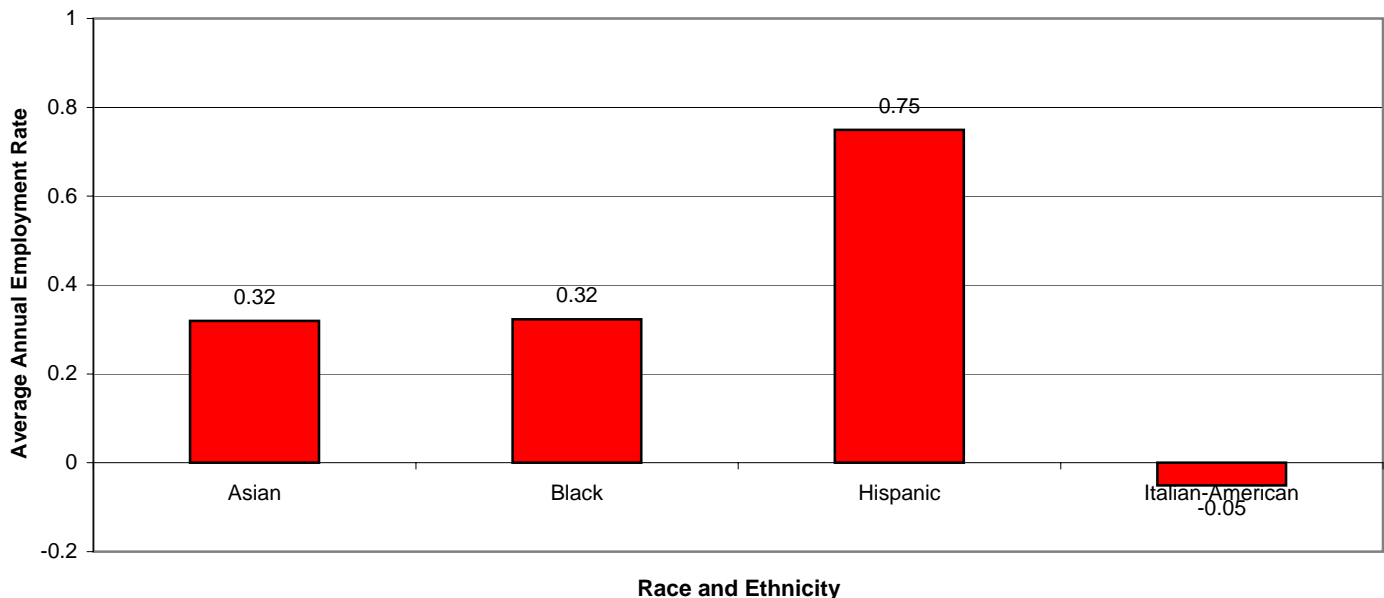
\* Employment Rate: The average increase or decrease in the annual employment at CUNY from 1993 to 2006  
Reference: University Office of Compliance and Diversity Programs: CUNY 1993-2006

# Average Annual Affirmative Action Employment Rate\* by Race and Ethnicity from 1993 to 2006 CUNY Summary

## Higher Education Officers



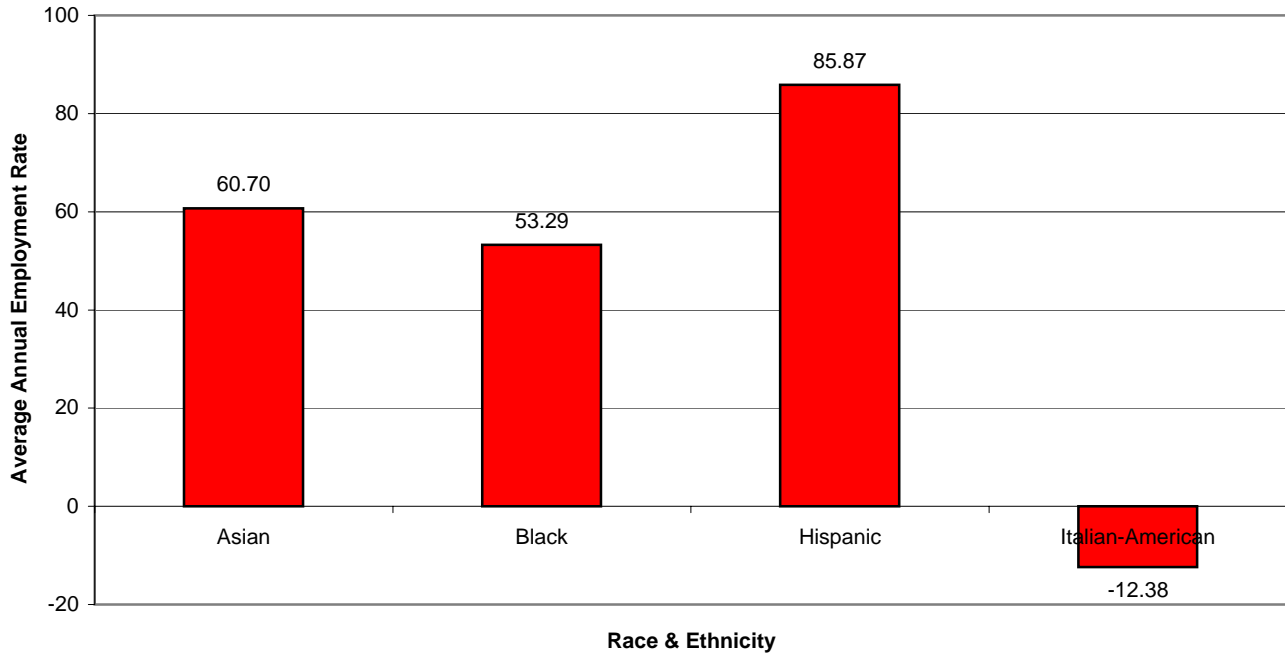
## Executives & Deans



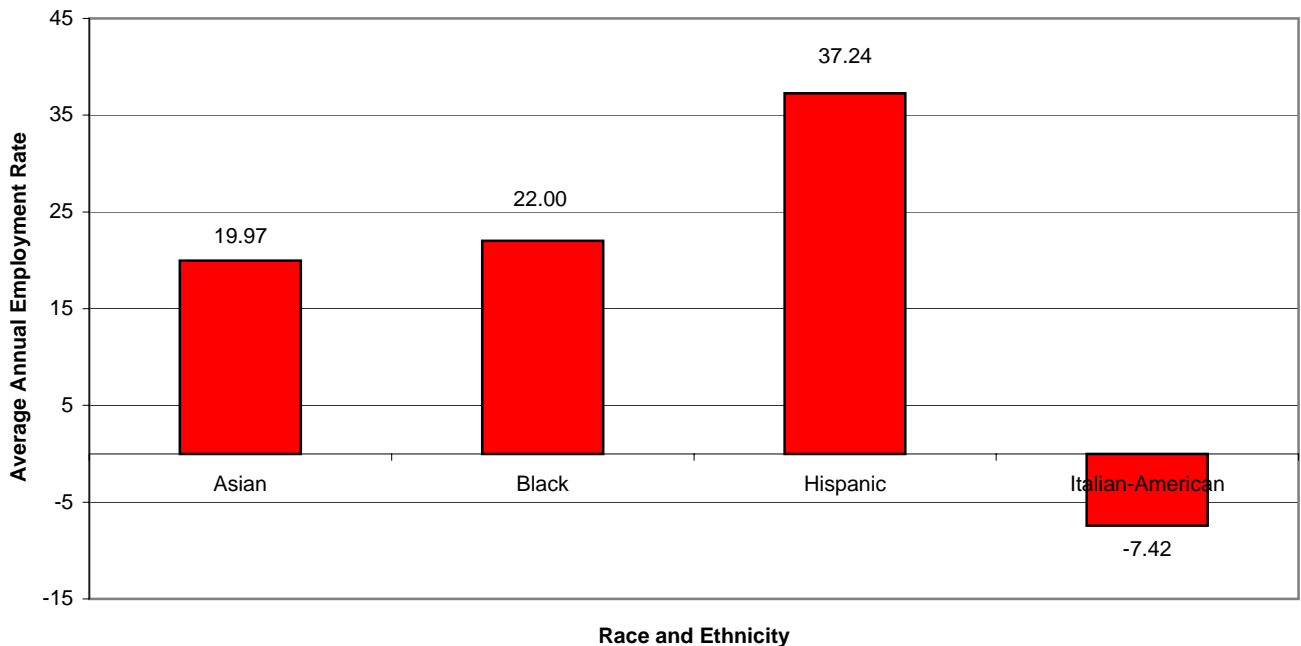
\* Employment Rate: The average increase or decrease in the annual employment at CUNY from 1993 to 2006  
Reference: University Office of Compliance and Diversity Programs: CUNY 1993-2006

# Average Annual Affirmative Action Employment Rate\* by Race and Ethnicity from 1993 to 2006 CUNY Summary

## Total Classified Staff



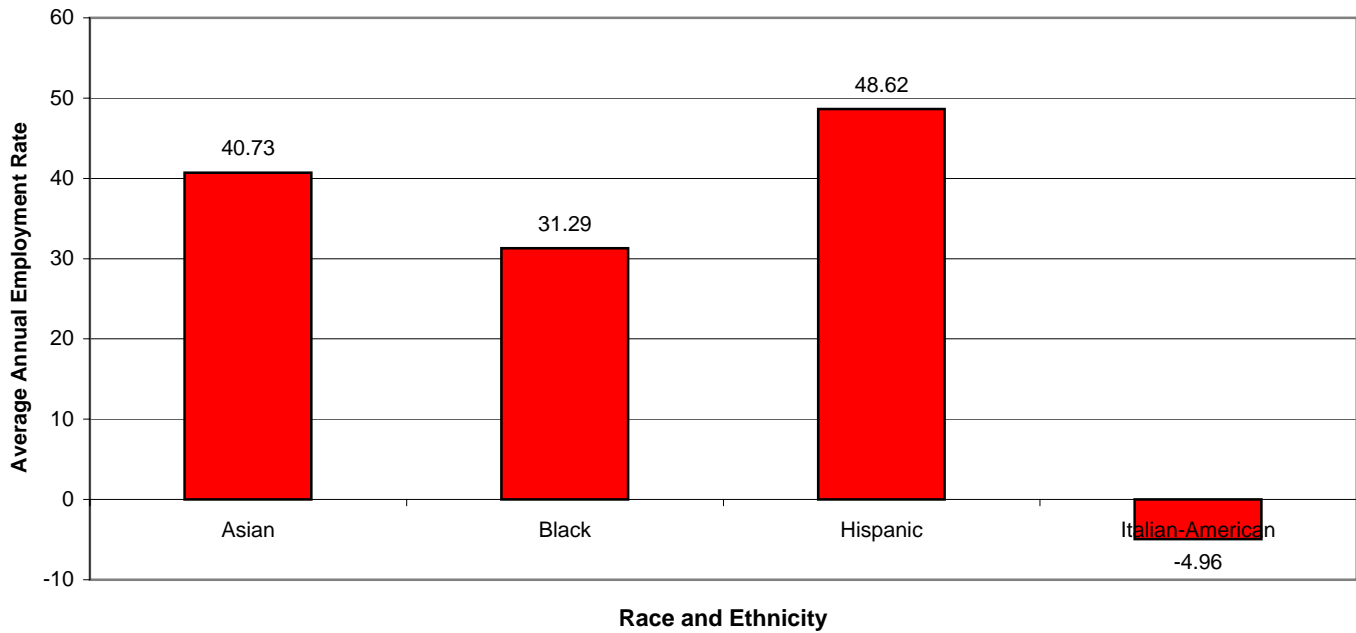
## Full Time Classified Staff



\* Employment Rate: The average increase or decrease in the annual employment at CUNY from 1993 to 2006  
Reference: University Office of Compliance and Diversity Programs: CUNY 1993-2006

# Average Annual Affirmative Action Employment Rate\* by Race and Ethnicity from 1993 to 2006 CUNY Summary

## Part Time Classified Staff



\* Employment Rate: The average increase or decrease in the annual employment at CUNY from 1993 to 2006  
Reference: University Office of Compliance and Diversity Programs: CUNY 1993-2006