



The Office of Faculty and Staff Relations

Staff Facts

Fall 2004

INTRODUCTION

The Office of Faculty and Staff Relations' (OFSR) Staff Facts contains statistics used to answer the most commonly posed questions received from the CUNY community.

Source of Data

The City University's Personnel System (CUPS) is the primary source of the information provided. As an active computerized personnel system, CUPS is continuously updated by each college's Personnel Department. Specific numbers are driven by the date on which a report is run and any changes in the workforce as reported in CUPS as of that date. Thus, inconsistencies that may occur are most likely attributed to differences in generation dates. Also, **please note that other reports compiled by OFSR which are not in Staff Facts, may have been generated from different data sources and thus may present numbers that vary from those reported herein.** Other sources include the New York State Payroll System and the City of New York Payroll Management System (Paid Staff Report); and other data compiled by OFSR.

OFSR publishes this book annually with data reflecting the workforce as of a given date; data reported herein is as of November 16, 2004.

Please note that CUNY Medical School data are incorporated into the statistics for City College; the Law School is included with Queens College, except where indicated.

USER'S GUIDE

Staff Facts provides University-wide employee related data, with senior and community college sub-totals. Information is also presented by employee group or title.

In addition to tables, several charts are included which plot trends in the workforce profile over several years. Additional charts also reflect the routine processing of information within OFSR, i.e. grievances, classified Staff hiring pools, unemployment insurance claims, etc.

Please note that percentages may not equal 100% due to rounding.

Special thanks is extended to OFSR staff in gathering data for this project and Jean Chen for compiling it.

Gloriana B. Waters
University Dean

OFSR STAFF FACTS - FALL, 2004

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Section I

University-Wide Reports

TABLE 1

The City University of New York

**UNIVERSITY-WIDE PROFILE - FALL, 2004
SENIOR COLLEGES AND COMMUNITY COLLEGES**

	UNIVERSITY-WIDE	SENIOR COLLEGES	COMMUNITY COLLEGES
INSTRUCTIONAL STAFF			
Full-Time FACULTY (Includes Visiting and Substitutes)	6,191	4,523	1,668
Part-Time FACULTY (Adjuncts)	8,402	5,667	2,735
Full-Time NON-TEACHING INSTRUCTIONAL STAFF (Includes ECP, HEOs, Registrar, CLTs, Research and Other Titles)	3,566	2,678	888
Part-Time NON-TEACHING INSTRUCTIONAL STAFF (Includes Grad. Asst., Non-Teaching Adj., Adj. Lab. Tech., P-T H.S.E.S.)	2,222	1,705	517
Continuing Education Teacher (Hourly)	1,230	779	451
TOTAL INSTRUCTIONAL STAFF FULL AND PART-TIME	21,611	15,352	6,259
CLASSIFIED STAFF			
Full-Time	5,343	3,828	1,515
Part-Time Hourly Staff (Includes Campus Security Asst., College Asst., Custodial Asst., Disability Accommodations Specialist, Information Systems Titles, Painter, Sign Language Interpreter, and Staff Nurse)	6,506	4,752	1,754
TOTAL CLASSIFIED STAFF FULL AND PART-TIME	11,849	8,580	3,269
GRAND TOTAL FULL AND PART-TIME INSTRUCTIONAL AND CLASSIFIED STAFF	33,460	23,932	9,528

Source: Affirmative Action Summary Data Fall, 2004 Volumes I and II.

TABLE 2A

The City University of New York

AFFIRMATIVE ACTION SUMMARY DATA BY ETHNICITY AND GENDER - INSTRUCTIONAL STAFF - FALL 2004 UNIVERSITY-WIDE

	BLACK	HISPANIC/ LATINO	ASIAN/PACIFIC ISLANDER	AMER INDI/ ALASKAN NATIVE	TOTAL FEDERAL PROTECTED GROUPS	WHITE	ITALIAN AMERICAN	TOTAL	MALE	FEMALE
EXECUTIVE COMPENSATION PLAN										
Chancellor	2	2	0	0	4	6	0	10	7	3
President	4	4	0	0	8	8	2	18	10	8
Dean of the Medical School	1	0	0	0	1	0	0	1	1	0
Dean of The CUNY School of Law	0	0	0	0	0	1	0	1	0	1
Vice President	17	7	2	0	26	34	9	69	48	21
Assistant Vice President	3	0	5	0	8	15	1	24	13	11
Dean	10	11	3	0	24	42	6	72	41	31
Associate Dean	11	3	0	0	14	28	1	43	27	16
Assistant Dean	11	3	2	0	16	13	1	30	12	18
Administrator	1	5	0	0	6	18	4	28	21	7
Associate Administrator	4	2	3	0	9	23	4	36	18	18
Assistant Administrator	5	5	4	0	14	21	5	40	22	18
SUBTOTAL	69	42	19	0	130	209	33	372	220	152
Percentage Representation	18.5	11.3	5.1	0.0	34.9	56.2	8.9		59.1	40.9
FULL-TIME FACULTY BY RANK										
Einstein Professor	0	0	0	0	0	1	0	1	1	0
Distinguished Professor	3	5	3	0	11	98	6	115	86	29
Distinguished Lecturer	4	1	2	0	7	10	2	19	11	8
Professor	146	93	106	2	347	1,366	126	1,839	1,209	630
Associate Professor	161	99	119	3	382	909	91	1,382	735	647
Assistant Professor	218	144	254	7	623	1,041	92	1,756	879	877
Instructor	34	14	15	0	63	100	3	166	73	93
Lecturer	128	55	17	0	200	194	24	418	193	225
SUBTOTAL	694	411	516	12	1,633	3,719	344	5,696	3,187	2,509
Percentage Representation	12.2	7.2	9.1	0.2	28.7	65.3	6.0		56.0	44.0
Visiting Professor	1	0	0	0	1	14	0	15	9	6
Visiting Associate Professor	1	1	0	0	2	8	0	10	6	4
Visiting Assistant Professor	1	1	1	0	3	15	1	19	8	11
Visiting Lecturer	0	1	1	0	2	4	0	6	5	1
SUBTOTAL	3	3	2	0	8	41	1	50	28	22
Percentage Representation	6.0	6.0	4.0	0.0	16.0	82.0	2.0		56.0	44.0
SUBSTITUTE-Professor	0	1	0	0	1	0	0	1	0	1
SUBSTITUTE-Associate Professor	1	0	1	0	2	7	0	9	7	2
SUBSTITUTE-Assistant Professor	23	11	13	1	48	118	4	170	78	92
SUBSTITUTE-Instructor	18	10	7	0	35	68	8	111	56	55
SUBSTITUTE-Lecturer	23	20	13	0	56	92	6	154	79	75
SUBTOTAL	65	42	34	1	142	285	18	445	220	225
Percentage Representation	14.6	9.4	7.6	0.2	31.9	64.0	4.0		49.4	50.6

TABLE 2A
The City University of New York

AFFIRMATIVE ACTION SUMMARY DATA BY ETHNICITY AND GENDER - INSTRUCTIONAL STAFF - FALL 2004 UNIVERSITY-WIDE

	BLACK	HISPANIC/ LATINO	ASIAN/ PACIFIC ISLANDER	AMER INDI/ ALASKAN NATIVE	TOTAL FEDERAL PROTECTED GROUPS	WHITE	ITALIAN AMERICAN	TOTAL	MALE	FEMALE
HIGHER EDUCATION OFFICER SERIES										
Higher Education Officer	91	52	31	0	174	255	66	495	264	231
Higher Education Associate	150	69	53	1	273	282	56	611	245	366
Higher Education Assistant	199	107	53	3	362	248	75	685	226	459
Assistant to Higher Education Officer	182	115	44	1	342	144	30	516	140	376
SUBTOTAL	622	343	181	5	1,151	929	227	2,307	875	1,432
Percentage Representation	27.0	14.9	7.8	0.2	49.9	40.3	9.8		37.9	62.1
SUBSTITUTE-Higher Education Officer										
SUBSTITUTE-Higher Education Associate	9	0	5	0	14	11	5	30	12	18
SUBSTITUTE-Higher Education Assistant	11	2	1	0	14	14	2	30	9	21
SUBSTITUTE-Assistant to Higher Education Officer	17	14	6	0	37	26	2	65	25	40
SUBTOTAL	30	15	11	0	56	33	3	92	25	67
Percentage Representation	67	31	23	0	121	84	12	217	71	146
	30.9	14.3	10.6	0.0	55.8	38.7	5.5		32.7	67.3
REGISTRAR SERIES TITLES										
Senior Registrar	0	0	0	0	0	1	0	1	1	0
Associate Registrar	0	1	1	0	2	3	1	6	4	2
Assistant Registrar	0	0	0	0	0	5	0	5	2	3
SUBTOTAL	0	1	1	0	2	9	1	12	7	5
Percentage Representation	0.0	8.3	8.3	0.0	16.7	75.0	8.3		58.3	41.7
COLLEGE LAB TECHNICIAN SERIES										
Chief Lab. Technician	6	6	6	0	18	18	10	46	38	8
Senior Lab. Technician	37	35	24	1	97	88	20	205	147	58
College Lab. Technician	41	55	23	0	119	81	9	209	135	74
SUBTOTAL	84	96	53	1	234	187	39	460	320	140
Percentage Representation	18.3	20.9	11.5	0.2	50.9	40.7	8.5		69.6	30.4
SUBSTITUTE-Senior Lab. Technician	1	1	0	0	2	1	0	3	3	0
SUBSTITUTE-College Lab. Technician	8	9	4	1	22	6	1	29	25	4
SUBTOTAL	9	10	4	1	24	7	1	32	28	4
Percentage Representation	28.1	31.3	12.5	3.1	75.0	21.9	3.1		87.5	12.5
OTHER INSTRUCTIONAL STAFF TITLES										
Research Associate	0	1	4	0	5	14	0	19	13	6
Research Assistant	1	1	2	0	4	4	0	8	2	6
Hunter HS/ES (all titles)	9	4	7	0	20	85	4	109	28	81
SUBTOTAL	10	6	13	0	29	103	4	136	43	93
Percentage Representation	7.4	4.4	9.6	0.0	21.3	75.7	2.9		31.6	68.4
SUBSTITUTE-Research Associate	0	0	1	0	1	4	0	5	5	0
SUBSTITUTE-Research Assistant	1	1	0	0	2	1	0	3	1	2
SUBSTITUTE-Hunter HS/ES (all titles)	0	3	1	0	4	12	1	17	3	14
TEMPORARY-Hunter HS/ES (all titles)	0	0	0	0	0	5	0	5	1	4
SUBTOTAL	1	4	2	0	7	22	1	30	10	20
Percentage Representation	3.3	13.3	6.7	0.0	23.3	73.3	3.3		33.3	66.7

TABLE 2A

The City University of New York

AFFIRMATIVE ACTION SUMMARY DATA BY ETHNICITY AND GENDER - INSTRUCTIONAL STAFF - FALL 2004 UNIVERSITY-WIDE

	BLACK	HISPANIC/ LATINO	ASIAN/ PACIFIC ISLANDER	AMER IND/ ALASKAN NATIVE	TOTAL FEDERAL PROTECTED GROUPS	WHITE	ITALIAN AMERICAN	TOTAL	MALE	FEMALE
<u>PART-TIME TITLES</u>										
GRADUATE ASSISTANT (A)	16	13	56	0	85	165	5	255	101	154
GRADUATE ASSISTANT (B)	13	15	53	5	86	104	1	191	84	107
GRADUATE ASSISTANT (C)	6	13	31	2	52	155	8	215	106	109
SUBTOTAL	35	41	140	7	223	424	14	661	291	370
Percentage Representation	5.3	6.2	21.2	1.1	33.7	64.1	2.1	44.0	44.0	56.0
Resident Titles	0	0	0	0	0	2	0	2	2	0
ADJUNCT Professor	25	7	7	0	39	209	18	266	196	70
ADJUNCT Associate Professor	28	12	11	0	51	229	18	298	188	110
ADJUNCT Assistant Professor	229	88	121	4	442	1,040	71	1,553	890	663
ADJUNCT Lecturer	1,007	542	508	23	2,080	3,919	284	6,283	3,214	3,069
SUBTOTAL	1,289	649	647	27	2,612	5,399	391	8,402	4,490	3,912
Percentage Representation	15.3	7.7	7.7	0.3	31.1	64.3	4.7	84.6	53.4	46.6
Non-Teaching Adjuncts	168	87	51	2	308	684	62	1,054	434	620
Percentage Representation	15.9	8.3	4.8	0.2	29.2	64.9	5.9	84.6	41.2	56.8
Adjunct College Lab. Tech. (all titles)	114	114	80	3	311	169	21	501	303	198
Percentage Representation	22.8	22.8	16.0	0.6	62.1	33.7	4.2	60.5	60.5	39.5
Continuing Education Teacher (Hourly)	254	162	70	0	486	684	60	1,230	587	643
Percentage Representation	20.7	13.2	5.7	0.0	39.5	55.6	4.9	84.6	47.7	52.3
Part-Time Hunter HS/ES (all titles)	0	1	1	0	2	3	1	6	4	2
Percentage Representation	0.0	16.7	16.7	0.0	33.3	50.0	16.7	66.7	66.7	33.3

UNIVERSITY-WIDE										
TOTAL FULL-TIME INSTRUCTIONAL STAFF	1,624	989	848	20	3,481	5,595	681	9,757	5,009	4,748
Percentage Representation	16.6	10.1	8.7	0.2	35.7	57.3	7.0	66.7	51.3	48.7
TOTAL PART-TIME INSTRUCTIONAL STAFF*	1,860	1,054	989	39	3,942	7,363	549	11,854	6,109	5,745
Percentage Representation	15.7	8.9	8.3	0.3	33.3	62.1	4.6	84.6	51.5	48.5
GRAND TOTAL INSTRUCTIONAL STAFF	3,484	2,043	1,837	59	7,423	12,958	1,230	21,611	11,118	10,493
Percentage Representation	16.1	9.5	8.5	0.3	34.3	60.0	5.7	84.6	51.4	48.6

* Includes: Graduate Assistants, Resident Titles, P/T Adjunct Faculty, Non-Teaching Adjuncts, Adjunct College Lab. Tech. Series, Continuing Education Teachers, and P/T Hunter HS/ES titles.

TABLE 2B

The City University of New York

2004 AFFIRMATIVE ACTION SUMMARY DATA BY ETHNICITY AND GENDER - CLASSIFIED STAFF - FALL 2004 UNIVERSITY-WIDE

	BLACK	HISPANIC/ LATINO	ASIAN/PACIFIC ISLANDER	AMER INDI/ ALASKAN NATIVE	TOTAL FEDERAL PROTECTED GROUPS	WHITE	ITALIAN AMERICAN	TOTAL	MALE	FEMALE
ACCOUNTING TITLES	63	42	51	0	156	57	5	218	55	163
Percentage Representation	28.9	19.3	23.4	0.0	71.6	26.1	2.3		25.2	74.8
ARCHITECTS AND ENGINEERS GROUP	2	8	11	0	21	20	1	42	30	12
Percentage Representation	4.8	19.0	26.2	0.0	50.0	47.6	2.4		71.4	28.6
AUDIO VISUAL GROUP	6	2	1	0	9	8	1	18	15	3
Percentage Representation	33.3	11.1	5.6	0.0	50.0	44.4	5.6		83.3	16.7
AUTO MECHANIC GROUP	0	3	0	0	3	7	1	11	11	0
Percentage Representation	0.0	27.3	0.0	0.0	27.3	63.6	9.1		100.0	0.0
CARPENTER GROUP	1	2	0	0	3	30	3	36	36	0
Percentage Representation	2.8	5.6	0.0	0.0	8.3	83.3	8.3		100.0	0.0
CLERICAL/ADMINISTRATIVE	37	22	0	0	59	14	2	75	50	25
Percentage Representation	49.3	29.3	0.0	0.0	78.7	18.7	2.7		66.7	33.3
CUSTODIAL SERIES	400	292	29	1	722	79	16	817	561	256
Percentage Representation	49.0	35.7	3.5	0.1	88.4	9.7	2.0		68.7	31.3
CUSTODIAL SUPERVISORY	72	42	0	0	114	12	2	128	97	31
Percentage Representation	56.3	32.8	0.0	0.0	89.1	9.4	1.6		75.8	24.2
ELECTRICIAN GROUP	6	3	10	0	19	47	7	73	71	2
Percentage Representation	8.2	4.1	13.7	0.0	26.0	64.4	9.6		97.3	2.7
ELEVATOR STARTER	1	0	0	0	1	0	0	1	1	0
Percentage Representation	100.0	0.0	0.0	0.0	100.0	0.0	0.0		100.0	0.0
EXTERMINATOR	0	1	0	0	1	0	0	1	1	0
Percentage Representation	0.0	100.0	0.0	0.0	100.0	0.0	0.0		100.0	0.0
GARDENER	0	1	0	0	1	4	1	6	4	2
Percentage Representation	0.0	16.7	0.0	0.0	16.7	66.7	16.7		66.7	33.3
RADIO & TELEVISION OPERATORS	6	4	2	0	12	11	1	24	13	11
Percentage Representation	25.0	16.7	8.3	0.0	50.0	45.8	4.2		54.2	45.8
GITTELSON TITLES	653	369	87	2	1,111	603	113	1,827	114	1,713
Percentage Representation	35.7	20.2	4.8	0.1	60.8	33.0	6.2		6.2	93.8
HIGH PRESSURE PLANT TENDER	7	2	2	0	11	32	11	54	54	0
Percentage Representation	13.0	3.7	3.7	0.0	20.4	59.3	20.4		100.0	0.0
INFORMATION SYSTEMS TITLES	97	113	86	0	296	113	14	423	262	161
Percentage Representation	22.9	26.7	20.3	0.0	70.0	26.7	3.3		61.9	38.1
LABORER GROUP	56	27	4	1	88	31	10	129	125	4
Percentage Representation	43.4	20.9	3.1	0.8	68.2	24.0	7.8		96.9	3.1
MANAGERIAL	29	15	9	0	53	48	15	116	97	19
Percentage Representation	25.0	12.9	7.8	0.0	45.7	41.4	12.9		83.6	16.4
MOTOR VEHICLE OPERATOR GROUP	9	1	1	0	11	1	1	13	13	0
Percentage Representation	69.2	7.7	7.7	0.0	84.6	7.7	7.7		100.0	0.0

TABLE 2B

The City University of New York

2004 AFFIRMATIVE ACTION SUMMARY DATA BY ETHNICITY AND GENDER - CLASSIFIED STAFF - FALL 2004 UNIVERSITY-WIDE

	BLACK	HISPANIC/ LATINO	ASIAN/PACIFIC ISLANDER	ALASKAN NATIVE	AMER INDI	TOTAL FEDERAL PROTECTED GROUPS	WHITE	ITALIAN AMERICAN	TOTAL	MALE	FEMALE
PAINTER GROUP	7	9	0	1	0	17	31	2	50	50	0
Percentage Representation	14.0	18.0	0.0	2.0	0.0	34.0	62.0	4.0	100.0	100.0	0.0
PIPE TRADES GROUP	1	3	0	0	0	4	52	10	66	66	0
Percentage Representation	1.5	4.5	0.0	0.0	0.0	6.1	78.8	15.2	100.0	100.0	0.0
PRINT SHOP	26	25	4	0	0	55	21	7	83	65	18
Percentage Representation	31.3	30.1	4.8	0.0	0.0	66.3	25.3	8.4	78.3	78.3	21.7
DISABILITY ACCOMMODATIONS SPECIALISTS	0	1	1	0	0	2	0	0	2	1	1
Percentage Representation	0.0	50.0	50.0	0.0	0.0	100.0	0.0	0.0	2	50.0	50.0
PURCHASING AGENT	13	7	6	0	0	26	14	3	43	14	29
Percentage Representation	30.2	16.3	14.0	0.0	0.0	60.5	32.6	7.0	32.6	32.6	67.4
SECURITY OFFICER SERIES	390	184	32	5	5	611	69	11	691	538	153
Percentage Representation	56.4	26.6	4.6	0.7	0.7	88.4	10.0	1.6	77.9	77.9	22.1
STAFF NURSE GROUP	3	1	0	0	0	4	4	2	10	0	10
Percentage Representation	30.0	10.0	0.0	0.0	0.0	40.0	40.0	20.0	100.0	0.0	100.0
STAGE AND THEATRE GROUP	0	0	0	0	0	0	5	0	5	3	2
Percentage Representation	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	60.0	60.0	40.0
STATIONARY ENGINEER GROUP-GENERIC SKILLED TRADES	24	21	7	2	2	54	112	21	187	187	0
Percentage Representation	12.8	11.2	3.7	1.1	1.1	28.9	59.9	11.2	100.0	100.0	0.0
STORES-STOCK GROUP	22	0	1	0	0	23	12	2	37	34	3
Percentage Representation	59.5	0.0	2.7	0.0	0.0	62.2	32.4	5.4	91.9	91.9	8.1
SUPERVISOR	5	1	0	0	0	6	3	3	12	12	0
Percentage Representation	41.7	8.3	0.0	0.0	0.0	50.0	25.0	25.0	100.0	100.0	0.0
TEAMSTERS 220 MISCELLANEOUS TITLES	22	26	5	1	1	54	72	19	145	144	1
Percentage Representation	15.2	17.9	3.4	0.7	0.7	37.2	49.7	13.1	99.3	99.3	0.7
HOURLY CLASSIFIED STAFF TITLES											
HOURLY-COLLEGE ASSISTANTS (H)	1,667	1,307	958	21	21	3,953	2,087	151	6,191	2,425	3,766
Percentage Representation	83	61	8	3	3	155	8	0	163	102	61
HOURLY-CUSTODIAL GROUP (H)	10	7	11	1	1	29	13	1	43	23	20
Percentage Representation	1	1	1	0	0	3	0	0	3	3	0
HOURLY-PAINTER GROUP (H)	9	1	1	0	0	11	41	3	55	8	47
Percentage Representation	5	1	1	0	0	7	1	0	8	3	5
HOURLY-DISABILITY ACCOM. SPEC./SIGN LANG INT. STAFF (H)	0	0	0	0	0	0	12	2	14	0	14
Percentage Representation	8	1	3	0	0	12	16	1	29	20	9
HOURLY-STAFF NURSE GROUP (H)	1,783	1,379	983	25	25	4,170	2,178	158	6,506	2,584	3,922
Percentage Representation	27.4	21.2	15.1	0.4	0.4	64.1	33.5	2.4	39.7	39.7	60.3
UNIVERSITY-WIDE											
TOTAL FULL-TIME CLASSIFIED STAFF	1,958	1,227	349	13	13	3,547	1,512	284	5,343	2,724	2,619
Percentage Representation	36.6	23.0	6.5	0.2	0.2	66.4	28.3	5.3	51.0	51.0	49.0
TOTAL PART-TIME CLASSIFIED STAFF	1,783	1,379	983	25	25	4,170	2,178	158	6,506	2,584	3,922
Percentage Representation	27.4	21.2	15.1	0.4	0.4	64.1	33.5	2.4	39.7	39.7	60.3
GRAND TOTAL CLASSIFIED STAFF	3,741	2,606	1,332	38	38	7,717	3,690	442	11,849	5,308	6,541
Percentage Representation	31.6	22.0	11.2	0.3	0.3	65.1	31.1	3.7	44.8	44.8	55.2

TABLE 3
The City University of New York
TENURE PROFILE
FALL - 2004

<u>COLLEGES</u>	<u>EINSTEIN & DISTINGUISHED PROFESSORS</u>	<u>TENURE TRACK FACULTY</u>	<u>INSTRUCTORS</u>	<u>LECTURERS</u>	<u>TOTAL FACULTY*</u>	<u># FACULTY WITH TENURE</u> (includes Dist./Einst. Prof. with Tenure in underlying title)	<u>% OF FACULTY WITH TENURE</u> (includes Dist./Einst. Prof. with Tenure in underlying title)	<u># OF TENURE TRACK FACULTY WITH TENURE</u> (ONLY includes Professor, Assoc.Prof., & Asst. Prof.)	<u>% OF TENURE TRACK FACULTY WITH TENURE</u> (ONLY includes Professor, Assoc.Prof., & Asst. Prof.)
SENIOR COLLEGES									
Baruch	6	408	6	28	448	320	71.4%	314	77.0%
Brooklyn	8	445	2	12	467	332	71.1%	324	72.8%
City	19	478	11	16	524	365	69.7%	347	72.6%
Graduate School	50	78	1	0	129	123	95.3%	78	60.5%
Hunter	10	529	13	26	578	392	67.8%	382	72.2%
John Jay	6	266	6	11	289	182	63.0%	179	67.3%
Lehman	7	262	2	39	310	194	62.6%	187	71.4%
Medgar Evers	1	101	13	25	140	91	65.0%	90	89.1%
NYC Col. of Tech.	0	265	11	17	293	170	58.0%	161	60.8%
Queens	9	533	4	42	588	386	65.6%	386	72.4%
Staten Island	1	306	5	5	317	202	63.7%	201	65.7%
York	0	156	3	7	166	103	62.0%	103	66.0%
SUBTOTAL	117	3,827	77	228	4,249	2,860	67.3%	2,752	71.9%
COMMUNITY COLLEGES									
Borough of Manhattan	0	278	38	35	351	167	47.6%	167	60.1%
Bronx	1	180	1	48	230	122	53.0%	121	67.2%
Hostos	1	128	4	23	156	77	49.4%	76	59.4%
Kingsborough	0	220	12	27	259	152	58.7%	152	69.1%
LaGuardia	0	193	12	61	266	139	52.3%	139	72.0%
Queensborough	0	232	22	20	274	148	54.0%	148	63.8%
SUBTOTAL	2	1,231	89	214	1,536	805	52.4%	803	65.2%
TOTAL	119	5,058	166	442	5,785	3,665	63.4%	3,555	70.3%

* Includes Full-Time Einstein/Distinguished Professor, Professor, Associate Professor, Assistant Professor, Law School/Medical School titles, Distinguished Lecturer, Lecturer, and Instructor. Excludes Substitute and Visiting titles.

SOURCE: CUPS Miniflat file 11/16/04

TABLE 4
The City University of New York
FACULTY RANK DISTRIBUTION (includes substitute and visiting titles)
Fall 2004

	<u>Professor*</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>PROFESSORIAL SUB-TOTAL</u>	<u>Instructor</u>	<u>Lecturer**</u>	<u>INSTRUCTOR & LECTURER SUB-TOTAL</u>	<u>TOTAL</u>
Senior Colleges	1,555 34%	1,143 25%	1,364 30%	4,062 90%	149 3%	312 7%	461 10%	4,523
Community Colleges	416 25%	258 15%	581 35%	1,255 75%	128 8%	285 17%	413 25%	1,668
UNIVERSITY-WIDE	1,971 32%	1,401 23%	1,945 31%	5,317 86%	277 4%	597 10%	874 14%	6,191

* Includes Einstein and Distinguished Professor.
** Includes Distinguished Lecturer.
Source: Affirmative Action Summary Data Fall, 2004.

TABLE 5
The City University of New York
AVERAGE SALARIES - FALL 2004

FULL-TIME FACULTY							
FULL-TIME FACULTY TITLES	EINST. & DISTINGUISHED PROFESSOR	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR	DISTINGUISHED LECTURER	LECTURER
Senior Colleges	\$120,641	\$90,893	\$72,292	\$57,983	\$47,074	\$80,729	\$52,492
Community Colleges	\$102,117	\$86,768	\$65,509	\$53,148	\$43,356	--	\$48,910
University-Wide	\$120,330	\$89,953	\$71,025	\$56,526	\$45,367	\$80,729	\$50,726
ADJUNCT FACULTY HOURLY RATE							
ADJUNCT FACULTY TITLES	ADJUNCT PROFESSOR	ADJUNCT ASSOCIATE PROFESSOR	ADJUNCT ASSISTANT PROFESSOR				ADJUNCT LECTURER
Senior Colleges	\$80.58	\$71.86	\$63.72				\$56.16
Community Colleges	\$81.51	\$73.19	\$64.93				\$57.40
University-Wide	\$80.84	\$72.18	\$64.05				\$56.60

HIGHER EDUCATION OFFICER SERIES TITLES			
HEO SERIES TITLES	Higher Education Officer (HEO)	Higher Education Associate (HEAssoc.)	Higher Education Assistant (HEAsst.) Officer (aHEO)
Senior Colleges	\$85,160	\$66,985	\$52,315
Community Colleges	\$79,156	\$64,079	\$48,604
University-Wide	\$82,158	\$65,532	\$50,459
			\$39,889
			\$39,388
			\$39,638

Source: CUPS MINIFLAT FILE dated 11/16/04.
NOTE: Includes Substitute and Visiting titles. Excludes faculty in the Law School and Medical School titles.

TABLE 6

The City University of New York
**Pension Membership
 2004 - 2005**

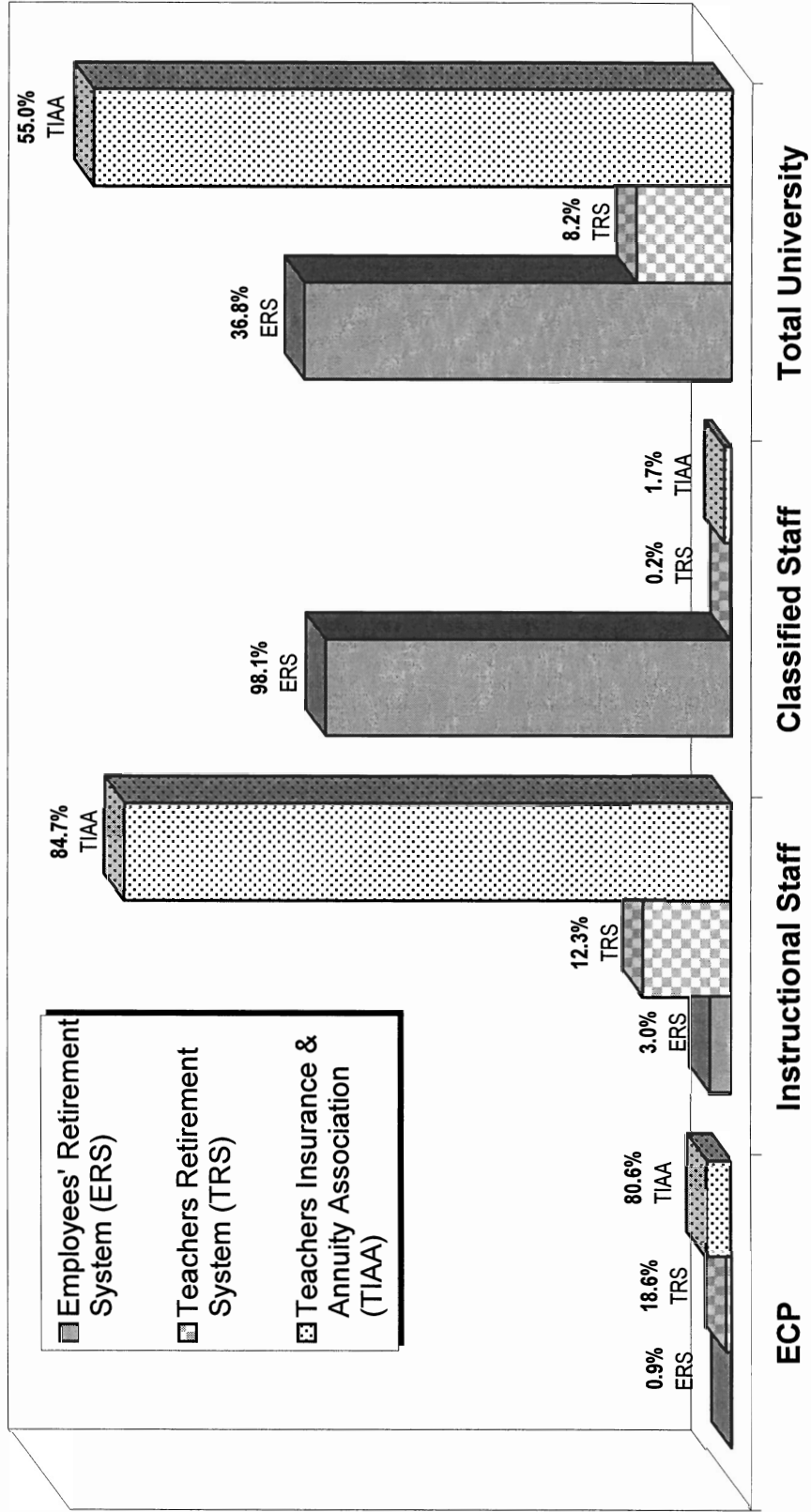
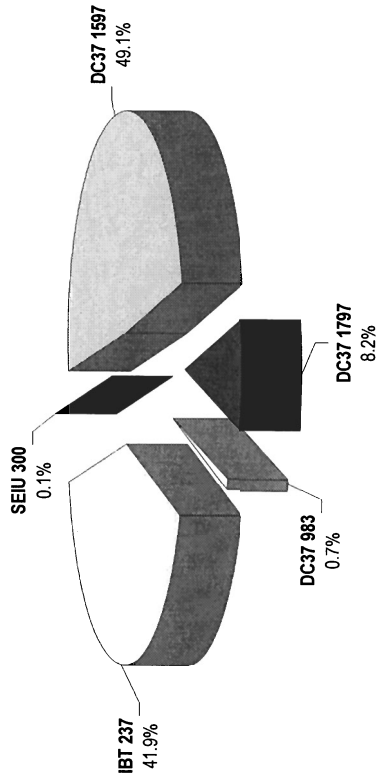


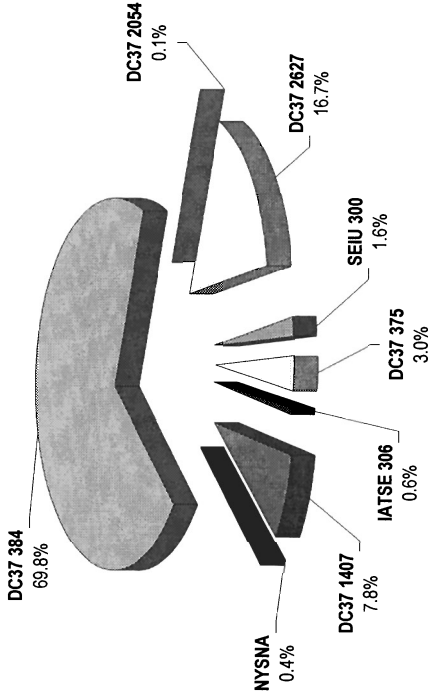
TABLE 7A
 Union Representation of CLASSIFIED STAFF - Blue Collar, White Collar and Skilled Trades
FULL-TIME EMPLOYEES

BLUE COLLAR EMPLOYEES



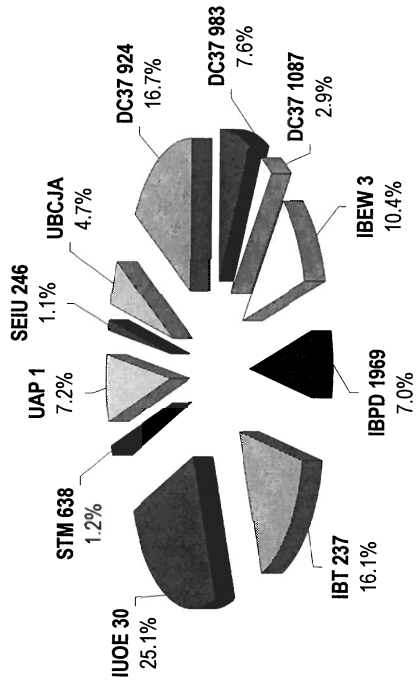
TOTAL NUMBER: 1,719

WHITE COLLAR EMPLOYEES



TOTAL NUMBER: 2,838

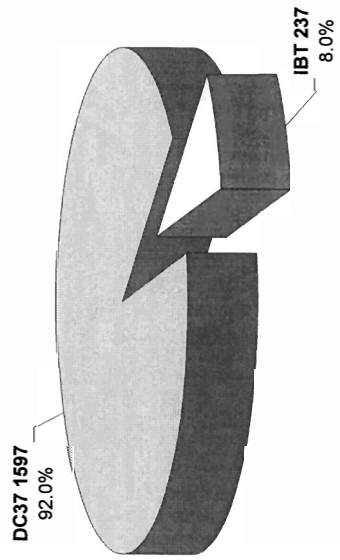
SKILLED TRADE EMPLOYEES



TOTAL NUMBER: 760

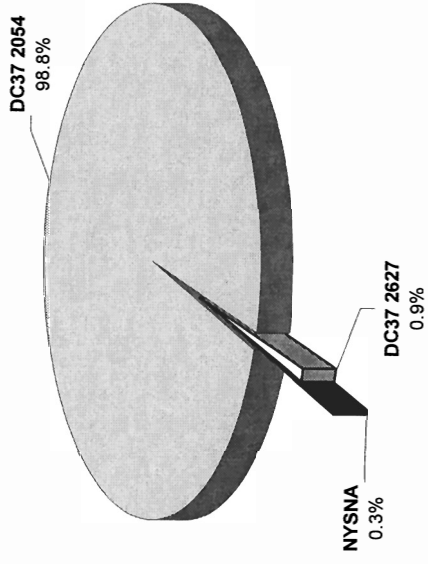
TABLE 7B
 Union Representation of CLASSIFIED STAFF - Blue Collar, White Collar and Skilled Trades
PART-TIME EMPLOYEES

BLUE COLLAR EMPLOYEES



TOTAL NUMBER: 174

WHITE COLLAR EMPLOYEES



TOTAL NUMBER: 5,814

TABLE 8
The City University of New York
PAID STAFF HEAD COUNT* - FULL TIME AND PART TIME
NOVEMBER 2004

COLLEGE	GRADUATE ASSISTANTS			FULL TIME					PART TIME					GRAND TOTAL	
	A	B	C	INST. TEACH.	INST. NON TEACH.	TOTAL INST.	CIVIL SERVICE	TOTAL FT	INST. TEACH.	INST. NON TEACH.	TOTAL INST.	COLLEGE ASSTS.	STUDENT AIDES		CIVIL SERVICE
BARUCH				454	204	658	345	1,003	472	156	628	389		51	1,068
BROOKLYN	12	52		495	201	760	372	1,132	560	76	636	493	25	75	1,229
CITY	8	46		480	278	812	328	1,140	467	88	555	411	22	59	1,047
CSI	16	13		329	145	503	280	783	487	112	599	389	3	94	1,085
GRADUATE	140	42	192	340	167	881	100	981	13	33	46	98		3	147
HUNTER	48	13	1	597	277	936	429	1,365	757	117	874	461	42	146	1,523
JOHN JAY				321	140	461	108	569	620	123	743	359	1	60	1,163
LEHMAN	1			316	168	485	259	744	516	158	674	263	57	47	1,041
MEDGAR EVERS				165	138	303	124	427	246	56	302	102		33	437
NYC TECH				302	159	461	269	730	701	182	883	302		65	1,250
QUEENS**	32	24		548	305	909	362	1,271	661	239	900	404	26	89	1,419
UNIV. MGT					333	333	199	532		49	49	164		23	236
YORK				168	103	271	151	422	318	130	448	215	4	43	710
SENIOR COLLEGES															
SUBTOTAL:	257	190	193	4,515	2,618	7,773	3,326	11,099	5,818	1,519	7,337	4,050	180	788	12,355
BMCC	7			382	161	550	243	793	766	4	770	343	2	10	1,125
BXCC	6			248	137	391	275	666	348	3	351	188	2	6	547
HOSTOS	2			166	108	276	197	473	166	11	177	164	1	9	351
KBCC	1			298	147	446	327	773	609	368	977	402	11	22	1,412
LGCC				289	204	493	226	719	3	4	7	353		8	368
QBCC	6			290	136	432	285	717	537	85	622	229	1	11	863
COMMUNITY COLLEGES	0	0	22	1,673	893	2,588	1,553	4,141	2,429	475	2,904	1,679	17	66	4,666
SUBTOTAL:	257	190	215	6,312	3,511	10,485	4,879	15,364	8,247	2,002	10,249	5,729	197	854	17,029
HUNTER CAMPUS SCHOOLS				124		124		124		8	8				8
TOTAL CUNY:	257	190	215	6,312	3,511	10,485	4,879	15,364	8,247	2,002	10,249	5,729	197	854	17,029
															32,393

* The Paid Staff Head Count is compiled from the New York State November 24, 2004 and the New York City November 10, 2004 payroll sources. Numbers may differ from reports generated by the City University Personnel System (CUPS).
** In the Payroll System, CUNY School of Law is merged with Queens College.

Section II

Trend Reports

TABLE 9A

The City University of New York

WORKFORCE COMPARISON REPORT FROM 1994 TO 2004

FULL-TIME INSTRUCTIONAL STAFF SERIES TITLES BY RANK (includes substitutes) - UNIVERSITY-WIDE

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	% Change 1994-2004	% Change 2003-2004
EXECUTIVE COMPENSATION PLAN (ECP) SERIES													
Chancellor	9	9	9	8	8	8	9	10	10	11	10	11.1%	-9.1%
President (incl. Deans of the Medical & CUNY Sch. of Law)	20	20	20	20	20	19	19	20	20	20	20	0.0%	0.0%
Vice President	37	39	42	46	51	60	71	68	67	68	69	86.5%	1.5%
Dean	88	82	76	77	75	74	68	71	75	69	72	-18.2%	4.3%
Administrator	12	13	13	13	15	15	20	20	22	20	28	133.3%	40.0%
Assistant Vice President	13	12	13	14	13	15	14	18	23	22	24	84.6%	9.1%
Associate Dean/Administrator	71	65	62	64	64	63	64	72	72	72	79	11.3%	9.7%
Assistant Dean/Assistant Administrator	116	107	94	99	97	107	90 *	84	81	76	70	-39.7%	-7.9%
SUBTOTAL ECP SERIES	366	347	329	341	343	361	355	363	370	358	372	1.6%	3.9%
FULL-TIME FACULTY TITLES (incl. subs. & visiting titles)													
Einstein and Distinguished Professor	89	89	93	83	90	95	101	110	112	108	116	30.3%	7.4%
Professor	2,387	2,215	2,264	2,228	2,157	2,140	2,023	2,003	1,976	1,856	1,855	-22.3%	-0.1%
Associate Professor	1,537	1,383	1,320	1,319	1,302	1,296	1,291	1,300	1,310	1,370	1,401	-8.8%	2.3%
Assistant Professor	1,337	1,198	1,154	1,240	1,374	1,419	1,462	1,511	1,564	1,767	1,945	45.5%	10.1%
Instructor	201	142	158	177	220	190	220	237	211	293	277	37.8%	-5.5%
Lecturer	561	497	468	458	471	454	469	479	483	557	597	6.4%	7.2%
SUBTOTAL FULL-TIME FACULTY TITLES (incl. subs. & visiting titles)	6,112	5,524	5,457	5,505	5,614	5,594	5,566	5,640	5,656	5,951	6,191	1.3%	4.0%
HIGHER EDUCATION OFFICER SERIES													
Higher Education Officer (HEO)	350	326	345	373	400	424	445	474	515	503	525	50.0%	4.4%
Higher Education Associate (HEA)	464	438	424	453	481	525	526	558	579	589	641	38.1%	8.8%
Higher Education Assistant (HEAa)	593	561	544	566	557	613	637	653	695	683	750	26.5%	9.8%
Assistant to Higher Education Officer (aHEO)	675	607	590	629	605	603	581	582	601	566	608	-9.9%	7.4%
SUBTOTAL HEO SERIES	2,082	1,932	1,903	2,021	2,043	2,165	2,189	2,267	2,390	2,341	2,524	21.2%	7.8%
COLLEGE LABORATORY TECHNICIAN SERIES													
Chief Laboratory Technician	28	31	32	35	35	42	48	45	50	45	46	64.3%	2.2%
Senior Laboratory Technician	271	251	249	269	246	231	217	220	215	204	208	-23.2%	2.0%
College Laboratory Technician	185	154	152	147	164	171	177	187	187	222	238	28.6%	7.2%
SUBTOTAL CLT SERIES	484	436	433	451	445	444	442	452	452	471	492	1.7%	4.5%
REGISTRAR SERIES													
Senior Registrar	6	5	4	3	3	3	3	3	2	1	1	-83.3%	0.0%
Registrar	3	4	0	0	0	0	0	0	0	0	0	-100.0%	0.0%
Associate Registrar	16	11	11	11	11	11	12	11	11	6	6	-62.5%	0.0%
Assistant Registrar	18	14	14	14	11	11	8	8	6	6	5	-72.2%	-16.7%
SUBTOTAL REGISTRAR SERIES	43	34	29	28	25	25	23	22	19	13	12	-72.1%	-7.7%
OTHER INSTRUCTIONAL TITLES													
Research Associate	27	29	29	21	25	25	23	25	26	25	24	-11.1%	-4.0%
Research Assistant	9	7	9	7	10	9	7	7	7	7	11	22.2%	57.1%
College Physician	1	0	0	0	0	0	0	0	0	0	0	-100.0%	0.0%
Hunter High School/Elementary School	119	120	120	121	118	118	121	122	120	123	131	10.1%	6.5%
SUBTOTAL OTHER INSTRUCTIONAL TITLES	156	156	158	149	153	152	151	154	153	155	166	6.4%	7.1%
GRAND TOTAL FULL-TIME INSTRUCTIONAL STAFF	9,243	8,429	8,309	8,495	8,623	8,741	8,726	8,898	9,040	9,289	9,757	5.6%	5.0%

Source: Affirmative Action Summary Data Fall, 1994 to Fall, 2004.

*REM Titles - Assistant Dean and Assistant Administrator titles converted to ECP series 5/1/00.

TABLE 9B

The City University of New York

**WORKFORCE COMPARISON REPORT FROM 1994 TO 2004
FULL - TIME CLASSIFIED STAFF SERIES TITLES BY RANK - UNIVERSITY - WIDE**

CLASSIFIED STAFF TITLES	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	% change 1994-2004	% change 2003-2004
	ACCOUNTANT SERIES	199	196	192	195	204	208	193	204	206	211	218	9.5%
ARCHITECT SERIES (incl. Managerial title)	17	15	17	19	25	28	29	34	34	34	27	58.8%	-20.6%
COMPUTER SERIES (incl. Managerial title)	155	184	178	201	246	325	331	377	429	445	440	183.9%	-1.1%
CUSTODIAL SERIES	991	921	942	922	953	933	940	933	1,000	955	945	-4.6%	-1.0%
ENGINEER SERIES (incl. Managerial title)	18	19	17	18	18	19	18	19	19	19	18	0.0%	-5.3%
GITTLESON SERIES	1,820	1,758	1,694	1,740	1,765	1,850	1,770	1,793	1,787	1,768	1,827	0.4%	3.3%
MANAGERIAL-SECRETARY TO THE COMMISSION	0	0	0	1	1	1	1	1	1	1	1	100.0%	0.0%
MANAGERIAL-SUPT. OF BUILDINGS & GROUNDS	39	38	34	38	37	44	46	39	37	42	48	23.1%	14.3%
MEDIA SERVICE/PRINT SHOP SERIES	92	88	86	82	92	104	104	102	115	116	125	35.9%	7.8%
MISCELLANEOUS OFFICE SERVICES SERIES	44	50	55	58	55	61	66	76	70	75	75	70.5%	0.0%
OTHER BUILDINGS & GROUNDS & SUPPORT STAFF SERIES	118	110	138	42	41	41	38	33	33	29	33	-72.0%	13.8%
PURCHASING AGENT	30	27	29	34	40	50	51	42	48	47	43	43.3%	-8.5%
SECURITY SERIES (incl. Managerial title)	487	531	542	647	659	678	673	674	706	736	738	51.5%	0.3%
SKILLED TRADES SERIES	717	648	616	733	736	747	733	743	746	728	751	4.7%	3.2%
STAFF NURSE/NURSE PRACTITIONER and DISABILITY ACCOMMODATIONS SPECIALIST	12	10	11	10	11	13	15	16	16	14	12	0.0%	-14.3%
STAGE AND THEATER GROUP*	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	NA	NA
STOCKWORKER SERIES	32	30	29	38	50	50	47	42	36	37	37	15.6%	0.0%
GRAND TOTAL FULL-TIME CLASSIFIED STAFF	4,771	4,625	4,580	4,778	4,933	5,152	5,055	5,128	5,283	5,257	5,343	12.0%	1.6%

Source: Affirmative Action Summary Data Fall, 1994 to 2004.

* Authorization to appoint Theater titles was effected December, 2003.

TABLE 10A

The City University of New York

**Comparison of Full-Time and Adjunct Faculty
Fall 2000 - 2004**

	<u>2000</u>		<u>2001</u>		<u>2002</u>		<u>2003</u>		<u>2004</u>	
	#	%	#	%	#	%	#	%	#	%
SENIOR COLLEGES										
Full-Time Faculty*	4,181	47.9	4,241	48.0	4,277	46.8	4,460	45.7	4,523	44.4
Adjunct Faculty**	4,539	52.1	4,592	52.0	4,863	53.2	5,298	54.3	5,667	55.6
TOTAL	8,720		8,833		9,140		9,758		10,190	
COMMUNITY COLLEGES										
Full-Time Faculty*	1,385	35.1	1,399	34.5	1,379	33.0	1,489	33.7	1,668	37.9
Adjunct Faculty**	2,558	64.9	2,658	65.5	2,799	67.0	2,923	66.3	2,735	62.1
TOTAL	3,943		4,057		4,178		4,412		4,403	
UNIVERSITY-WIDE										
Full-Time Faculty*	5,566	44.0	5,640	43.8	5,656	42.5	5,949	42.0	6,191	42.4
Adjunct Faculty**	7,097	56.0	7,250	56.2	7,662	57.5	8,221	58.0	8,402	57.6
GRAND TOTAL	12,663		12,890		13,318		14,170		14,593	

* Includes the titles of Einstein Professor, Distinguished Professor, Professor, Associate Professor, Assistant Professor, Instructor, Distinguished Lecturer, Lecturer, Visiting Faculty titles, Full-Time Substitute Faculty titles, and Medical/Law School Titles.

** Includes the Resident Series, Adjunct Professor, Adjunct Associate Professor, Adjunct Assistant Professor, Adjunct Instructor, and Adjunct Lecturer.

Source: Affirmative Action Summary Data reports for Instructional Staff.

TABLE 10B
The City University of New York
College Comparison of Full-Time and Part-Time Adjunct Faculty
Fall 2000 - 2004

	2000			2001			2002			2003			2004		
	FULL-TIME #	%	TOTAL	FULL-TIME #	%	TOTAL	FULL-TIME #	%	TOTAL	FULL-TIME #	%	TOTAL	FULL-TIME #	%	TOTAL
BARUCH	458	51.0	898	467	51.7	903	476	52.1	914	479	50.2	954	478	50.8	941
BROOKLYN	501	52.2	960	518	53.8	962	501	50.3	996	508	51.5	986	507	47.4	1,069
CITY	490	62.5	784	485	58.3	832	497	57.9	858	514	53.7	957	524	51.5	1,018
COSI	313	43.7	716	326	45.3	719	308	40.7	756	338	43.7	773	338	40.2	840
GRADUATE	116	96.7	120	133	94.3	141	136	98.6	138	136	92.5	147	142	91.0	156
HUNTER	566	48.5	1,167	582	47.6	1,222	601	49.9	1,204	623	44.7	1,394	633	45.8	1,382
JOHN JAY	271	41.0	661	260	35.8	726	290	37.2	779	320	37.4	856	332	34.9	951
LEHMAN	313	49.9	627	290	46.2	628	297	41.5	715	312	40.8	765	331	40.5	818
MEDGAR EVERS	142	41.3	344	145	47.7	304	142	43.2	329	167	44.7	374	147	43.8	336
NYCCT	279	31.5	887	289	32.5	889	294	33.4	881	297	32.7	907	297	32.6	911
QUEENS	541	49.5	1,094	543	52.1	1,043	534	48.7	1,097	565	48.7	1,160	584	46.9	1,244
CUNY LAW SCHOOL	36	65.5	55	36	67.9	53	38	69.1	55	38	54.3	70	41	69.5	59
YORK	155	38.1	407	167	40.6	411	163	39.0	418	164	39.5	415	169	36.3	465
SENIOR COLLEGES	4,181	47.9	8,720	4,241	48.0	8,833	4,277	46.8	9,140	4,461	45.7	9,758	4,523	44.4	10,190
BORO.MAN.CC	281	30.4	923	276	27.3	1,011	283	26.3	1,075	361	34.0	1,061	382	35.9	1,064
BRONX.CC	214	42.7	501	211	42.0	502	210	41.9	501	224	40.0	560	249	45.5	547
HOSTOS.CC	144	50.9	283	149	51.4	290	142	44.9	316	154	49.8	309	166	50.8	327
KINGSBORO.CC	247	31.5	784	259	32.1	807	260	32.1	809	251	30.3	829	296	35.7	829
LAGUARDIA.CC	253	34.1	741	249	32.2	773	243	31.4	773	247	28.4	871	289	32.5	889
QUEENSBORO.CC	246	34.6	711	255	37.8	674	241	34.2	704	253	32.4	782	286	38.3	747
COMMUNITY COLLEGES	1,385	35.1	3,943	1,399	34.5	4,057	1,379	33.0	4,178	1,490	33.8	4,412	1,668	37.9	4,403
UNIVERSITY-WIDE	5,566	44.0	12,663	5,640	43.8	12,890	5,656	42.5	13,318	5,951	42.0	14,170	6,191	42.4	14,593

Note: Full-Time Faculty includes substitute and visiting titles.
Source: Fall 2000 - 2004 Affirmative Action Summary Data.

TABLE 11
The City University of New York
OVERLOAD TEACHING APPOINTMENTS
FACULTY TITLES

	FALL 1999	SPRING 2000	FALL 2000	SPRING 2001	FALL 2001	SPRING 2002	FALL 2002	SPRING 2003	FALL 2003	SPRING 2004	FALL 2004
SENIOR COLLEGE											
Baruch	79	27	35	27	35	23	21	22	19	20	18
Brooklyn	8	13	21	13	21	5	8	7	5	10	9
City	8	9	6	9	6	8	10	3	5	6	1
Graduate School	3	4	8	4	8	0	0	2	0	0	0
Hunter	9	13	23	13	23	6	2	3	7	2	5
John Jay	15	26	33	26	33	30	31	26	28	34	34
Lehman	18	20	33	20	33	13	25	24	27	28	33
Medgar Evers	21	20	19	20	19	17	17	18	19	25	25
New York City Col. of Technology	47	98	68	98	68	126	69	176	92	182	94
Queens	7	6	10	6	10	8	9	7	9	16	9
College of Staten Island	25	29	27	29	27	31	19	21	17	17	9
York	9	11	19	11	19	19	23	22	22	32	32
SUB-TOTAL	249	276	302	276	302	286	234	331	250	372	269
COMMUNITY COLLEGE											
Borough of Manhattan	93	74	97	74	97	87	97	88	86	76	97
Bronx	58	63	60	63	60	61	50	62	41	77	58
Hostos	18	17	16	17	16	19	15	17	12	14	19
Kingsborough	68	93	78	93	78	75	82	83	66	88	76
LaGuardia	38	83	53	83	53	78	50	70	46	77	55
Queensborough	76	89	80	89	80	90	89	86	72	85	70
SUB-TOTAL	351	419	384	419	384	410	383	406	323	417	375
TOTAL	600	695	686	695	686	696	617	737	573	789	644

Source: CUPS Miniflat File Spring April 15 and Fall Nov. 15 data.

TABLE 12
The City University of New York
University-Wide Leaves of Absence
Instructional Staff
Fall 1996 - 2004

Type of Leave	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004
Fellowship Leaves	180	169	180	193	168	141	143	137	153
Scholar Incentive Awards	9	11	9	13	17	6	17	12	13
Special Leaves	45	47	56	37	42	33	40	40	35
Disability Leaves	40	48	36	33	48	46	49	24	35
Other*	43	53	50	114	113	106	123	100	79
Total	317	328	331	390	388	332	372	313	315

Source: The City University Personnel System (CUPS) Report 53.

*Other Includes: Child Care Leave, Authorized Leave, Military Reserve Duty, Workers Compensation Leave, Travia Leave, and Disciplinary/Suspension.

TABLE 13

The City University of New York

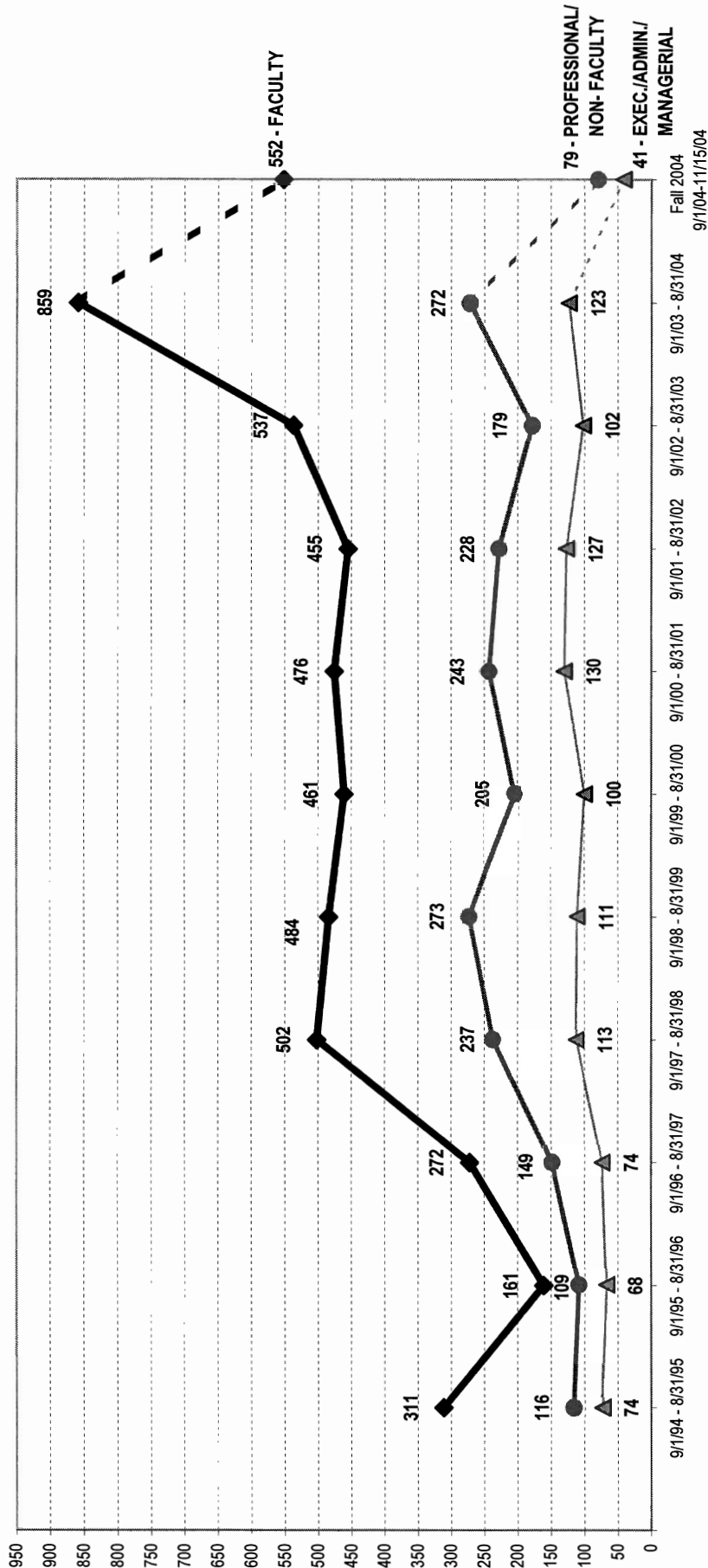
**Unemployment Insurance Statistics Activity Report
2003 - 2004**

	Misconduct	Reasonable Assurance		Voluntary Quit	Not Totally Unemployed	Availability	Coverage
		590.10	590.11				
# of Administrative Law Judge Hearings By Issue							
2003	41	77	6	21	29	6	14
2004**	26	72	9	28	23	6	20

	2003	2004**
* NEW CLAIMANTS	861	710
Administrative Law Judge Hearings	194	184
Won	177	174
Lost	17	10
Won on Appeal	1	1
Currently on Appeal	16	6
Cannot be Appealed	0	3
Hearings withdrawn by CUNY	27	14
Appeals to the Appeal Board	19	19
Won	9	17
Lost	1	1
Pending	9	1
Withdrawn	0	0
Appeals to the Supreme Court	3	2
Won	0	0
Lost	0	0
Pending	3	2
Withdrawn	0	0

* All new claims do not result in a hearing
**Numbers are for calendar year.

TABLE 14
 The City University of New York
NEW HIRES REPORT (includes substitutes)
BY EEO6* CATEGORIES



***FACULTY** are personnel whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity and who hold academic rank. (Includes those in titles of Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, or the equivalent of any of these academic ranks.)

***PROFESSIONAL/NON-FACULTY** are personnel whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. (Includes those in titles of Higher Education Officer, Research Associate/Asst., Asst. Registrar, Graduate Asst., Non-Teaching Adj., Asst. Architect/Engineer, Graphics/Interior Designer, Assoc. Staff Analyst, Staff Nurse, College Accountant/Physician/Dentist, and certain Computer titles.)

***EXECUTIVE/ADMINISTRATIVE/MANAGERIAL** are personnel who set broad policies and execute policy and direct departments. The individuals exercise discretion and independent judgment and direct the work of others. (Includes those in titles of Executive Compensation Plan, Higher Education Officer, Higher Education Assoc., Sr./Assoc./Asst. Registrar and Registrar, Chief Admin. Supt. Buildings and Grounds, Univ. Chief Architect and Engineer, Univ./College/Assistant College Security Director, Principal, Asst. Principal, and Computer Managerial Titles.)

TABLE 15

The City University of New York

RETIREMENTS - FULL-TIME STAFF - Academic Year (AY) 1999 - 2004

	CLASSIFIED STAFF									
	AY 1999-00 ERI-99*	AY 2000-01** Other**	AY 2001-02** Other**	AY 2002-03 ERI-02*	AY 2002-03 Other**	AY 2001-02** Other**	AY 2002-03 ERI-02*	AY 2003-04** Other**	AY 2004***@ Other**	AY 2004***@
SENIOR COLLEGES										
Banuch	8	1	3	17	2	5	3	2	2	2
Brooklyn	33	2	3	33	5	5	5	9	9	9
City	13	2	2	23	13	7	2	6	6	6
Central	0	5	6	0	12	0	3	0	0	0
Col. of Stat. Isl.	23	4	0	16	14	2	3	2	2	2
Graduate	13	2	0	12	10	4	0	0	0	0
Hunter	15	5	8	22	10	6	8	6	6	6
John Jay	11	6	1	20	4	4	3	1	1	1
Lehman	12	4	0	14	8	7	6	4	4	4
Medgar Evers	3	2	0	3	5	1	3	1	1	1
NYC Col. of Tech.	25	5	7	29	9	4	2	7	7	7
Queens	26	6	3	22	5	6	9	4	4	4
York	1	1	0	12	3	0	5	2	2	2
Senior College TOTALS	183	45	33	223	100	51	52	44	44	44
Hunter H.S.	2	0	0	6	2	0	0	0	0	0
COMMUNITY COLLEGES										
Boro. of Man. CC	10	1	9	19	2	4	5	4	4	4
Bronx CC	11	1	1	11	3	2	0	2	2	2
Hostos CC	4	2	0	6	6	3	3	0	0	0
Kingsboro. CC	10	5	1	9	3	2	6	2	2	2
LaGuardia CC	4	3	2	11	6	2	2	2	2	2
Queensboro CC	14	0	1	27	5	3	4	3	3	3
Community College TOTALS	53	12	14	83	25	16	20	13	13	13
UNIVERSITY - WIDE	238	57	47	312	127	67	72	57	57	57
UNIVERSITY - WIDE TOTALS	138	37	58	88	88	88	76	76	76	76

* Source: University Benefits Office.

** CUPS 89 Separation Data Report Academic Years - 1999, 2000, 2001, 2002, 2003, and 2004.

*** No ERI in 2000, 2001, 2003 and 2004.

@ Period covered for Academic Year 2004 is 9/1/04 - 12/31/04.

Section III

Office of Faculty and Staff Relations Activity Reports

TABLE 16

The City University of New York

**Recruitment Activity Report
PROCESSED BY TITLE GROUP
Academic Year 2003-2004**

<u>RECRUITMENT CATEGORIES</u>	<u>VACANCIES ISSUED</u>	<u>SEARCHES EXTENDED</u>	<u>SEARCHES REOPENED</u>	<u>SEARCHES REVISED</u>	<u>SEARCHES CANCELLED</u>	<u>TOTALS</u>
FACULTY	422	124	108	17	2	673
EXECUTIVE/ADMINISTRATIVE	69	8	4	1	2	84
MANAGERIAL/PROFESSIONAL	429	39	28	2	7	505
INFORMATION TECHNOLOGIES	21	4	2	1	1	29
SUPPORT STAFF	205	18	19	1	1	244
TOTALS for 09/01-2003 - 08/31-2004	1,146	193	161	22	13	1,535

Source: University HRMS Office of Classification and Compensation - Academic Year 2003-2004.

TABLE 17
The City University of New York
NON-TEACHING INSTRUCTIONAL STAFF ACTIVITY REPORT
Academic Year 2003-2004

COLLEGE PROPOSALS	HIGHER EDUCATION OFFICER	HIGHER EDUCATION ASSOCIATE	HIGHER EDUCATION ASSISTANT	ASSISTANT TO HIGHER EDUCATION OFFICER	CHIEF COLLEGE LABORATORY TECHNICIAN	SENIOR COLLEGE LABORATORY TECHNICIAN	COLLEGE LABORATORY TECHNICIAN	RESEARCH ASSOCIATE	RESEARCH ASSISTANT	TOTALS
APPOINTMENTS	47	69	109	113	0	8	47	2	1	396
SUB APPOINTMENTS	85	89	133	206	2	4	84	11	6	620
RECLASSIFICATIONS	24	46	40	1	0	0	0	0	0	111
REORGANIZATIONS	1	2	0	0	0	0	0	0	0	3
FUNCTIONAL TITLE CHANGES	7	8	3	6	0	0	0	0	0	24
MERIT INCREASES	21	31	28	29	1	0	1	8	0	119
PROMOTIONS	0	0	0	0	4	9	0	0	0	13
CLASSIFICATION REVIEWS	0	1	0	0	0	0	1	0	0	2
PROPOSALS DENIED / WITHDRAWN	0	0	0	1	0	0	0	0	0	1
TOTALS for 9/1/03 - 8/31/04	185	246	313	356	7	21	133	21	7	1,289

Source: University HRMS Office of Classification and Compensation - Academic Year 2003-2004.

TABLE 18

The City University of New York

Examinations Activity Report

Exam #	Exam Title	Exam Type	Dates	# of Applicants Filed	# of Applicants Taking Exam	Applicants Passing Written Test	# on Civil Service List
1067a*	IS Assistant – WWW Design & Programming	Open Competitive	7/01/2003	223	223	223	223
1067b*	IS Assistant – Operations	Open Competitive	7/01/2003	275	275	275	275
1067c*	IS Assistant – Applications & Systems Programming	Open Competitive	7/01/2003	180	180	180	180
1067d*	IS Assistant – DBA/Database Administration	Open Competitive	7/01/2003	154	154	154	154
1067e*	IS Assistant – Systems/Business Analysis	Open Competitive	7/01/2003	158	158	158	158
1067f*	IS Assistant – Communications	Open Competitive	7/01/2003	183	183	183	183
1067g*	IS Assistant – User Services/ In-House Consulting/Training	Open Competitive	7/01/2003	271	271	271	271
1067h*	IS Assistant – Repair & Technical Support	Open Competitive	7/01/2003	397	397	397	397
1070a*	IS Associate – WWW Design & Programming	Open Competitive	8/19/2003	82	82	82	82
1070b*	IS Associate – Operations	Open Competitive	8/19/2003	119	119	119	119
1070c*	IS Associate – Applications & Systems Programming	Open Competitive	8/19/2003	89	89	89	89
1070d*	IS Associate – DBA/Database Administration	Open Competitive	8/19/2003	56	56	56	56
1070e*	IS Associate – Systems/Business Analysis	Open Competitive	8/19/2003	87	87	87	87
1070f*	IS Associate – Communications	Open Competitive	8/19/2003	90	90	90	90
1070g*	IS Associate – User Services/ In-House Consulting/Training	Open Competitive	8/19/2003	113	113	113	113
1070h*	IS Associate – Repair & Technical Support	Open Competitive	8/19/2003	156	156	156	156
3058	Oiler	Open Competitive	5/15/2004	na	na	na	na
1068	Locksmith	Open Competitive	8/15/2004	27	27	20	20
TOTALS				2,660	2,660	2,653	2,653

Source: University HRMS Office of Examinations.

* Open continuously.

na = not available

TABLE 19
The City University of New York
Classified Staff Recruitment Activity Report
January - September 2004

	CUNY OFFICE ASSISTANT	CAMPUS PEACE OFFICER	ADMIN. SUPERINTENDENT	OTHERS*
	Number called for interview: 533	Number called for interview: 82	Number called for interview: 1	Number called for interview: 622
	Appointments Made	Appointments Made	Appointments Made	Appointments Made
SENIOR COLLEGES				
Baruch	5	2	0	16
Brooklyn	13	8	0	11
Central Office	9	0	0	3
City	20	3	0	15
Graduate School	3	1	0	4
Hunter	13	5	0	17
John Jay	5	0	0	2
Lehman	12	3	0	11
Medgar Evers	0	0	0	1
NYC Col. of Technology	16	3	0	1
Queens	18	1	0	8
CUNY -Law School	5	0	0	2
Staten Island	8	3	1	9
York	9	2	0	3
Subtotal	136	31	1	103
COMMUNITY COLLEGES				
Boro. of Manhattan	9	4	0	17
Bronx	11	4	0	14
Hostos	6	6	0	5
Kingsborough	8	1	0	5
LaGuardia	11	0	0	8
Queensborough	11	3	0	10
Subtotal	56	18	0	59
TOTAL	192	49	1	162

* Stock Worker, Electrician, Plumber, Electricians Helper, Motor Vehicle Operator, College Accountant, Assistant Purchasing Agent, and Purchasing Agent.

TABLE 20

The City University of New York
CLASSIFIED STAFF PROVISIONAL AND TEMPORARY APPOINTMENT REPORT
ACADEMIC YEAR 2004

<u>SENIOR COLLEGES</u>	<u>CUNY TITLES</u>	<u>CITY TITLES</u>	<u>CUNY SECURITY TITLES</u>	<u>LABOR CLASS TITLES</u>
Baruch	66	7	8	0
Brooklyn	44	4	4	2
Central Office	63	1	1	0
City	37	45	2	8
Graduate School	8	0	0	0
Hunter	16	1	17	1
John Jay	2	0	0	0
Law School	1	2	0	0
Lehman	35	11	4	2
Medgar Evers	18	0	3	0
New York City College of Technology	11	0	8	0
Queens	14	1	0	1
College of Staten Island	15	33	1	0
York	5	4	5	0
SUBTOTAL	335	109	53	14

<u>COMMUNITY COLLEGES</u>	<u>CUNY TITLES</u>	<u>CITY TITLES</u>	<u>CUNY SECURITY TITLES</u>	<u>LABOR CLASS TITLES</u>
Borough of Manhattan CC	23	4	1	2
Bronx CC	38	14	0	2
Hostos CC	1	1	3	1
Kingsborough CC	12	5	1	0
LaGuardia CC	31	0	5	0
Queensborough CC	13	0	0	0
SUBTOTAL	118	24	10	5
TOTAL	453	133	63	19

TABLE 21
The City University of New York
OFSR Sponsored Training and Professional Development
September 2003 - August 2004

Programs	Training Sessions	Total # of Participants	Length of Training
LEADERSHIP INITIATIVES			
Executives	1	22	10 days
Academic Department Chairs	3	54	9 days
Summer Leadership Program: HEOs & HEAs	2	38	4 days
SEXUAL HARASSMENT TRAINING			
Panel: Investigations	1	37	1 day
Panel: Policy and Procedures	2	37	1 day
Panel: Complaint Intake	2	17	1 day
Panel: Informal Resolution	2	11	4 days
Panel: Communications for Intake	2	23	2 days
Education Committee: Train-the-Trainer	2	27	6 days
Awareness Training for Managers and Supervisors	2	26	1 day
Website Program	N/A	2,072	N/A
AFFIRMATIVE ACTION OFFICER TRAINING			
CUPS EEO Reporting	1	27	1/2 day
AAP Utilization Analysis	1	20	1/2 day
AAP Narrative Writing	1	20	1/2 day
LABOR RELATIONS			
Unemployment Insurance Update	3	36	1/4 day
INVESTIGATIONS			
Criminal History Investigation Falsification	1	22	1/2 day
Fingerprint Techniques	1	29	1/2 day
DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES (DCAS)			
Auditing	6	6	1 and 2 day sessions
Communication	8	22	1 and 2 day sessions
Customer Service	3	5	1 day
Information Technology	23	99	1 and 2 day sessions
Management & Supervision	5	8	1 and 2 day sessions
Procurement	8	10	1 and 2 day sessions
Workplace Effectiveness	14	25	1 and 2 day sessions
CUSTOMER SERVICE: CONNECTIONS			
Train-the-Trainer	1	12	4 days
CLASSIFICATION			
Stellent Basics: Job Postings	2	50	1 day
TOTALS	97	2,755	N/A

TABLE 22
The City University of New York
STEP TWO GRIEVANCE AND DISCIPLINARY CASES FILED
2003 - 2004 Academic Year

	INSTRUCTIONAL STAFF					CLASSIFIED STAFF				
	Grievances				Disciplinary Cases ***	Grievances			Disciplinary Cases ****	
Reappointment	Tenure	Promotion	Other*	Out-of-Title		Loss of Pay	Other**			
Senior Colleges										
Baruch	1			5						1
Brooklyn				1						
Central Office	1			1						1
City		1		1			1			3
Graduate School				2			1			
Hunter				3						2
John Jay								1		1
Lehman		1								2
Medgar Evers										
NYC Col. of Tech.		1	1	1						1
Queens			1	2			1			
Staten Island				2						
York	1						4			1
Sub-Total	3	3	2	18			8			12
Community Colleges										
Boro. of Manhattan	2			8			5			1
Bronx				3						
Hostos	1	1		2						1
Kingsborough				1				1		1
LaGuardia				8						
Queensborough				2						
PSC-CUNY										
Local vs. CUNY				3						
Sub-Total	3	1	0	27			6			3
TOTAL	6	4	2	45			14			15

* Instructional Staff - Course Assignment, Evaluation/Evaluation Procedures/Evaluation Conference, Termination, Workload, Adjunct Pay, Movement in Salary, Appointment, AL/SL Exchange, Reasonable Accommodation, Salary Reduction, Reprimand Letter, Out-of-Title Work, Annual Leave, Fellowship Leave, Temporary Disability, Classroom Observation, and Personnel File.

** Classified Staff - Unauthorized Absences, Sick Time, Violation of Contract, Violation of Workers Compensation, Hostile Work Environment, Promotion, Deduction of Pay Days, Restoration of Lines, Transfers, and Unsanitary Work Site.

*** Neglect of Duty, Conduct Unbecoming, and Incompetence or Inefficient Service.

**** Misconduct - Incompetence, Absence Without Leave/Abandonment, Excessive Lateness/Absence, Theft, and Violence in the Workplace.

