

**Affirmative Action Program for
Minorities & Women**

State University of New York at Purchase
Purchase, NY

**Affirmative Action Program
for
Minorities and Women**

**October 1, 2016 through September 30, 2017
Plan Year**

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**State University of New York at Purchase
Purchase, NY**

**AFFIRMATIVE ACTION PROGRAM
FOR
MINORITIES AND WOMEN**

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Introduction

State University of New York at Purchase (Purchase College) has prepared this Affirmative Action Program (AAP) for the period of October 1, 2016 through September 30, 2017, reaffirming its commitment to the spirit and letter of affirmative action law, including those administered by the U. S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Through the implementation of this AAP Purchase College continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this AAP Purchase College recognizes its duty to ensure equal employment opportunity. The following statement of policy reinforces that belief.

Reaffirming Commitment to Equal Employment Opportunity

In setting forth this AAP Purchase College reaffirms its belief in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Thomas Schwarz, President of Purchase College, designated Ricardo Espinales as the Equal Employment Opportunity Administrator (EEO Administrator). Ricardo Espinales oversees the AAP development, modification, implementation, and reporting requirements and conducts management updates. The EEO Administrator also analyzes Purchase College's selection process to further the principles of equal employment opportunity.

Pursuant to University policy, the University is committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and all personnel activities, such as the recruitment, selection, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes, and access to services, programs, and activities remain free of illegal discrimination and harassment based upon an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Employees, students, applicants or other members of the University community (including but not limited to vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected characteristic. Regular review by Purchase College, as described in this AAP, helps to ensure compliance with this policy.

The University's policy is in accordance with federal and state laws and regulations prohibiting discrimination and harassment. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law. These laws prohibit discrimination and harassment, including sexual harassment and sexual violence. Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to the EEO Administrator. Inquiries may also be directed to the United States Department of Education's Office for Civil Rights, 32 Old Slip 26th Floor, New York, NY 10005-2500; Tel. (646) 428-3800; Email OCR.NewYork@ed.gov.

Internal Dissemination of EEO Policy

41 C.F.R. § 60-1.42

Purchase College posts copies of the equal employment opportunity notices that comply with 41 C.F.R. § 60-1.42(a) in conspicuous places (including, where applicable, electronic websites) available to employees, applicants for employment, and (if applicable) representatives of each labor union or other organization representing its employees with which Purchase College has a collective-bargaining agreement or other contract or understanding. The following exemplify the methods and locations Purchase College may use in its ongoing efforts to ensure continuing dissemination of its Non-Discriminatory policy and AAP, although Purchase College may not always use each or any of the below methods, and it may use other methods not listed below:

1. Internal employee manuals contain the policy statement.
2. The policy statement is posted on websites accessible to employees.
3. Purchase College references the policy and progress in its annual report, newspaper, magazine and other publications.
4. Orientation meetings for new employees and in-house employment-related training include references to Purchase College's policy.
5. Purchase College publications, if any, including those with photographs, generally feature individuals of diverse gender, race, color, and national origin, where feasible.
6. Pertinent portions of Purchase College's Affirmative Action Program are available during regular business hours for inspection by employees and applicants for employment.

External Dissemination of EEO Policy

41 C.F.R. § 60-1.41; 41 C.F.R. § 60-1.5

1. In solicitations or advertisements for employees placed by or on its behalf, Purchase College complies with at least one of the following methods regarding the dissemination of its equal employment opportunity clause:
 - a. Purchase College states expressly in the solicitations or advertising that all qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. 41 C.F.R. § 1.41(a).
 - b. Purchase College uses a single advertisement, and the advertisement is grouped with other advertisements under a caption which clearly states that all employers in the group assure all qualified applicants equal consideration for employment without regard to race,

color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. 41 C.F.R. § 1.41(c).

- c. Purchase College uses a single advertisement in which appears in clearly-distinguishable type the phrase “an equal employment opportunity employer.” 41 C.F.R. § 1.41(d). When pictures are included in these media, where feasible, efforts will be made to include pictures of individuals of diverse gender, race, and national origin.
2. The following exemplify the methods and locations Purchase College may use in its ongoing efforts to ensure continuing dissemination of its Non-Discriminatory policy and AAP, although Purchase College may not always use all of the below methods, and it may use other methods not listed below:
 - a. Purchase College notifies subcontractors, suppliers and vendors of the policy about both its obligations to equal employment opportunity and about Purchase College’s AAP.
 - b. Purchase College advises recruitment sources, minority and female organizations, community agencies, leaders, secondary schools and colleges annually in writing of its commitment to this policy and AAP. Purchase College informs these sources that job applicants will be treated fairly without regard to their race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.
 - c. Purchase College communicates with the state employment security office in writing regarding the policy.
 - d. Purchase College advises prospective employees of the existence of the AAP and makes pertinent portions of it available upon request, during regular business hours.
3. In addition, Purchase College incorporates by reference the equal employment opportunity and affirmative action clauses into each of its covered federal contracts and subcontracts, including federal agency bills of lading, transportation requests, and such other covered contracts and covered subcontracts as required by law, purchase orders, lease agreements, Government contracts, and other covered contracts (and modifications thereof if not included in the original contract) in accordance with 41 C.F.R. § 60-1.4 (a) – (c) (unless exempted under 41 C.F.R. § 60-1.5).

Establishment of Responsibility for Implementation of the AAP

41 C.F.R. § 60-2.17(a)

A. Identification and Responsibilities of EEO Administrator

Overall responsibility for Purchase College's AAP rests with the EEO Administrator, Ricardo Espinales. Ricardo Espinales ensures that the AAP complies with all applicable laws, orders and regulations, including but not limited to, Executive Order 11246 and its progeny. Specifically, Ricardo Espinales or the designated representative's duties include:

1. Developing, maintaining and, where appropriate, modifying Purchase College's AAP to ensure compliance with the EEO/AA law.
2. Developing and, where appropriate, modifying procedures for effectively communicating the AAP and its elements both internally and externally.
3. Advising management on EEO/AA progress, reporting potential EEO/AA problem areas, and assisting management in finding equitable solutions, where feasible, to any identifiable EEO/AA problem areas.
4. Evaluating the effectiveness of Purchase College's AAP on a regular basis, and reporting to management.
5. Designing, implementing, and overseeing audit and reporting systems that periodically measures the effectiveness of the total affirmative action program. 41 C.F.R. § 2.17 (d)(1)-(4), identifying need for remedial action, and determining the degree to which objectives have been achieved.
6. Acting as Institution representative and liaison with any government agencies regarding this AAP.
7. Monitoring Institution policies and procedures with regard to terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.
8. Auditing the content of Purchase College's bulletin board and electronic policies, as appropriate, to ensure compliance information is posted and up to date.
9. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.
10. Serving as a liaison between Purchase College and organizations, such as minority organizations and women's organizations.
11. When necessary, work in collaboration with institutional advancement in developing sales and management training programs to increase protected-group participation.
12. Assisting in the investigation, handling and disposition of employee harassment and discrimination complaints.

13. Discussing EEO/AA policies with all personnel, including management, to ensure that Purchase College's policies and the need for their support are understood at all levels.
14. Reviewing Purchase College's AAP for qualified women and minorities with all managers and supervisors to ensure the policy is understood and followed in all personnel actions.
15. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, comparable facilities for both sexes, and opportunity for participation in Institution-sponsored recreational, educational and social activities.
16. Auditing training programs, hiring, and promotion patterns.

B. Management Responsibilities

Line and upper management share responsibility for the AAP, including but not limited to the following:

1. Assisting in auditing AAP progress, including identifying problem areas, formulating solutions, establishing appropriate goals, and developing necessary training programs.
2. Reviewing the qualifications of applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner in hiring, promotion, transfers, and termination actions.
3. Making available career counseling, when appropriate.
4. In collaboration with Human Resources, reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee and his or her duties.
5. In collaboration with Human Resources, reviewing position descriptions of the jobs in the manager's area or department to see that they adequately reflect the job to be performed.
6. Assisting employees and supervisors in the prevention of harassment.

Identification of Areas for Discussion

41 C.F.R. § 60-2.17(b)

Purchase College's commitment to fully implement this policy and AAP include periodic reviews of mission critical workforce factors in a number of ways, including performing an in-depth analysis of its total employment process to determine whether and where impediments to equal employment opportunity exist. These analyses include:

1. The workforce by organizational unit and job group of minority or female utilization and distribution;
2. Personnel activity to determine whether there are selection disparities;
3. Compensation systems to determine if there are gender-, race-, or ethnicity-based disparities;
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in employment or placement disparities of minorities or women; and,
5. Any other areas that might impact the success of the affirmative action program. 41 C.F.R. § 2.17 (b)(1)-(5), including, for example, Purchase College's review of:
 - a. The workforce composition by race and sex to compare it to the availability of these groups;
 - b. Purchase College's applicant flow compared to the availability for the protected groups;
 - c. A comparison of hires to applicants pertaining to minorities and women;
 - d. Selection forms, such as applications for employment, to ensure they comply with federal and state employment laws;
 - e. Processes to ensure there are no artificially-created barriers or restrictive seniority provisions; and,
 - f. Training opportunities to ensure they are available to minorities and women.

Identification of problem areas are discussed in the next section titled Narrative Discussion of Goals.

Narrative Discussion of Goals

The State University of New York at Purchase plan has 1099 employees, including 296 minorities and 533 females. The following goals exist for minorities and/or women:

- 1 - Executive/Administrative/Managerial - This group consists of 44 employees, of whom 7 are minorities and 19 are females. There is a goal of 34% for minorities, but there is no need to set a placement goal at this time for females.
- 2 - Faculty - This group consists of 472 employees, of whom 85 are minorities and 240 are females. There is a goal of 25% for minorities, but there is no need to set a placement goal at this time for females.
- 3 - Professional (Non Faculty) - This group consists of 328 employees, of whom 83 are minorities and 201 are females. There is a goal of 38% for minorities and a goal of 69% for females.
- 4 - Secretarial/Clerical - This group consists of 13 employees, of whom 4 are minorities and 12 are females. There is no need to set a placement goal at this time for minorities or females.
- 5 - Technical/Paraprofessional - This group consists of 92 employees, of whom 18 are minorities and 33 are females. There is a goal of 34% for minorities and a goal of 92% for females.
- 6 - Skilled Crafts - This group consists of 36 employees, of whom 20 are minorities and no females. There is no need to set a placement goal at this time for minorities, but there is a goal of 12% for females.
- 7 - Service/Maintenance - This group consists of 114 employees, of whom 79 are minorities and 28 are females. There is no need to set a placement goal at this time for minorities, but there is a goal of 40% for females.

Purchase College will use alternate recruitment sources when necessary to attract more qualified external applicants. In those instances where statistical disparities are indicated, Purchase College will take action as outlined in the Action-Oriented Programs Section to monitor and eliminate any problem areas, as well as other similar actions.

Development & Execution of Action-Oriented Programs

41 C.F.R. § 60-2.17(c)

Purchase College has instituted action-oriented programs designed to eliminate any problem areas, should they exist, in accordance with § 60-2.17(b), and to help achieve specific affirmative action goals. Purchase College will make good-faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. These programs may include items such as:

1. Conducting periodic reviews of job descriptions attempting to ensure they accurately reflect job-related duties and responsibilities.
2. Reviewing job qualifications by department and job title for job-relatedness, and using job performance criteria.
3. Making job descriptions and qualifications available to recruiting sources and to all members of management involved in the recruiting, screening, selection, and promotion processes.
4. Making good-faith efforts to select the most qualified candidates. Accordingly, Purchase College evaluates its total selection process to ensure selections are made in a nondiscriminatory manner through:
 - a. Annual reviews of job applications and other pre-employment forms to ensure information requested is job-related;
 - b. Annual evaluations of selection methods that may result in statistical disparities to ensure they are non-discriminatory;
 - c. Annual provisions of assistance, such as training and guidance on proper interviewing techniques and EEO training, to employees, management, and supervisory staff, including, but not limited to, those who are involved in the recruitment, selection, discipline and other related processes, so that personnel actions are made in a nondiscriminatory manner; and
 - d. Annual review of selection techniques and employment standards.
5. Purchase College employs appropriate methods to attempt to improve recruitment and increase the flow of qualified minorities and women applicants in its recruiting process, including a number of the following actions:
 - a. Placing employment openings, when appropriate, in local minority news media and women's interest media;
 - b. Disseminating information on job opportunities to organizations representing minorities, women, and employment development agencies when job opportunities occur;
 - c. Encouraging all employees to refer qualified applicants;

- d. Actively recruiting in community colleges, colleges and universities with predominantly minority or female enrollments where underutilization exists in such areas, and
 - e. Requesting search firms to refer qualified minorities and women.
 - f. Purchase College considers using special employment programs designed to deal with job groups that have established placement goals. Business conditions and other feasibility matters remain the key factor in any decision to develop/implement such programs.
 - g. Whenever feasible and appropriate, Purchase College participates in job fairs, career days, youth-motivation programs and other programs that foster exposure for qualified minorities and women.
 - h. Purchase College encourages minorities and women to participate in Institution-sponsored activities and programs.
 - i. Purchase College utilizes various community organizations and colleges as referral sources.
6. Purchase College reviews promotion criteria and procedures so that job qualifications form the basis for the promotional decisions. Purchase College monitors promotion rates for minorities and women and, when necessary, may employ one or more of the following procedures:
- a. Maintaining an inventory of current minority and women employees to determine special job-related talents, skills and experience.
 - b. Providing job training, job-related courses or certificate programs.
 - c. Reviewing work specifications and job qualifications to ensure job-relatedness.
 - d. Conducting career counseling, where appropriate, during performance evaluations.
 - e. Informing employees about educational programs and other opportunities available to improve their employment prospects.
 - f. Reviewing Institution-sponsored social and recreational activities to ensure non-discriminatory participation and availability.
 - g. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
 - 1. Generally posting or otherwise announcing most promotional opportunities.
 - 2. Offering counseling to assist employees in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and

3. Evaluating job requirements for promotion.

Internal Audit and Reporting System

41 C.F.R. § 60-2.17(d)

1. Ricardo Espinales, Purchase College's EEO Administrator, maintains an internal audit system to attempt to oversee Purchase College's Affirmative Action Program and assess progress. The EEO Administrator is responsible for ensuring that the formal AAP documents are developed and prepared and for the effective AAP implementation; however, responsibility is likewise vested with each department manager and supervisor, depending upon the specific responsibility. The audit system is designed and implemented to measure the effectiveness of the total affirmative action program [41 C.F.R. § 2.17 (d)(1)-(4)], including:
 - a. Monitoring records of all personnel activity, including: referrals, placements, transfers, promotions, terminations, and compensation, at all levels, to ensure the nondiscriminatory policy is carried out,
 - b. Requiring internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained,
 - c. Reviewing reports at all levels of management; and
 - d. Advising top management of the program's effectiveness and submitting recommendations to improve unsatisfactory performance. 41 C.F.R. § 2.17 (d)(1)-(4).
2. Purchase College reviews various employment decisions, such as job referrals, hiring decisions, transfers, promotions, and terminations. Purchase College maintains summary data where necessary and feasible, and conducts regular reviews at least annually.
3. There is no "de facto" (in practice without being officially established) segregation. Further, Purchase College ensures that facilities, as broadly defined in 41 C.F.R. § 60-1.8, provided for employees are provided in such a manner that segregation on the basis of race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction cannot result, provided that separate or single-user restrooms and necessary dressing or sleeping areas shall be provided to ensure privacy between the sexes.
4. Purchase College complies with required records retention provisions set forth in 41 C.F.R. § 60-1.12 and elsewhere in the applicable OFCCP regulations, and maintains a) employment applications (generally for two years); b) summary data of applicant flow by identifying, at least, total applicants, total minority applicants, and total female applicants, where necessary and feasible, and conducts regular reviews at least annually; c) applicant flow showing the name, race, sex, date of application, job title, interview status, and the action taken for all individuals applying for job opportunities, and the relevant applicant/hire decisions; d) summary data of external job offers and hires, promotions, resignations, terminations, and layoffs by job group

and by sex and minority group identification; e) and records pertaining to its compensation system.

5. Provide needed reports to managers and supervisors regarding the results of the audit as well as Purchase College's overall progress in the area of EEO/AA. Any recommended actions should be made as well. Reports shall be made to senior management on at least an annual basis.

Guidelines for Prevention of Sex Discrimination

41 C.F.R. § 60-20.1 et seq.

Purchase College supports the promotion and ensuring of equal employment opportunity of its employees and applicants without regard to sex, and endorses and complies with the following policy statements.

1. Purchase College employment advertisements do not express a sex preference nor does Purchase College place advertisements in columns designated "males" or "females", unless sex is a bona fide occupation obligation. 41 C.F.R. §60-20.2(a).
2. Employees of both sexes at Purchase College shall have an equal opportunity to any available job that he or she is qualified to perform, unless sex is a bona fide occupation obligation. 41 C.F.R. §60-20.2.
3. Purchase College maintains gender-neutral personnel policies that expressly indicate that there shall be no unlawful discrimination against employees based on sex, sexual orientation, and/or gender identity. The terms and conditions of any written collective bargaining agreements shall not be inconsistent with these guidelines. 41 C.F.R. §60-20.3(a).
4. Purchase College makes no distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment. 41 C.F.R. §60-20.3(c).
5. Purchase College will not make any distinction between married and unmarried persons of one sex that is not made between married and unmarried persons of the opposite sex, or deny employment to women with young children unless it has the same exclusionary policies for men, or terminate the employment of an employee of one sex in a job classification upon reaching a certain age unless the same rule is applicable to members of the opposite sex. 41 C.F.R. § 60.20.3(d).
6. Purchase College will not deny a female employee the right to any job she is qualified to perform in reliance on a State "protective" law regarding, for example, prohibiting women from performing work such as a bartender, or for working at jobs requiring more than a certain number of hours or lifting above a certain weight. 41 C.F.R. § 60-20.3(f).
7. Purchase College endorses and complies with the 1978 Pregnancy Discrimination Act, as it amended Title VII of the Civil Rights Act of 1964. Purchase College applies any leave of absence policy uniformly, regardless of sex. 41 C.F.R. § 60-20.3(g).

8. Purchase College must not specify any differences for male and female employees on the basis of sex in either mandatory or optional retirement age. 41 C.F.R. § 60-20.3(h).
9. Purchase College's seniority lines and lists are not segregated by sex, sexual orientation, and/or gender identity. 41 C.F.R. § 60-20.4.
10. Purchase College's wage schedules are not related to or based on the sex, sexual orientation, and/or gender identity of an employee. 41 C.F.R. § 60-20.5(a). Further, Purchase College does not discriminatorily restrict one sex to certain job classifications, and instead makes jobs available to all qualified employees in all classifications without regard to sex, sexual orientation, and/or gender identity. 41 C.F.R. § 60-20.5(b); 41 C.F.R. § 60-1.4.
11. When appropriate, Purchase College makes affirmative efforts to increase the number and percentage of women in the workforce, including, but not limited to the following:
 - a. Purchase College recruits women and encourages existing women employees to apply for positions historically labeled by society as "traditionally male".
 - b. Purchase College guarantees equal, gender-neutral access to training and tuition reimbursement programs, including management training, and other types of workplace training programs.
 - c. Purchase College informs management of its affirmative action responsibilities. 41 C.F.R § 60-20.6.

Policy with Respect to Religion/National Origin

41 C.F.R. § 60-50.1 et seq.

Pursuant to the guidelines prohibiting discrimination on the basis of religion and/or national origin, 41 C.F.R. § 60-50.1, et seq., Purchase College hereby reaffirms that it does not discriminate against employees, or applicants for employment, because of religion or national origin. Purchase College takes affirmative action to seek to ensure that employees or applicants for employment are treated without regard to their religion or national origin in all aspects of the terms and conditions of employment, such as upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay (or other forms of compensation), and selection for training.

Purchase College has reviewed its employment practices and determined that its employees, including those who belong to religious or ethnic groups, have received fair consideration for job opportunities. Based upon its review, and depending upon the circumstances, Purchase College will undertake appropriate actions, which may include one or more of the following activities:

1. Issuing a policy directive to employees reaffirming Purchase College's obligation to provide equal employment opportunity without regard to religion or national origin. This policy will be communicated in such a manner as to foster understanding, acceptance, and support among executives, managers, supervisors, and other employees, and to encourage such persons to take the necessary action to aid Purchase College in meeting its obligations.
2. Developing internal procedures to seek to ensure that Purchase College's obligation to provide equal employment opportunity, without regard to religion or national origin, is being fully implemented. Specifically, employment activities are reviewed by the EEO Administrator.
3. Informing management annually of its commitment to equal employment opportunity, without regard to religion or national origin.
4. Enlisting the assistance and support of recruitment sources for this commitment.

Purchase College acknowledges its responsibility to make reasonable accommodations for the religious observances and practices of its existing or prospective employees under the terms of Title VII of the Civil Rights Act of 1964. An accommodation for religious purposes will be denied should Purchase College determine that it would have to suffer undue hardship. During this accommodation evaluation, the following factors will continue to be considered by Purchase College:

1. Business necessity;
2. Financial costs and expenses; and
3. Resulting personnel problems.

Organizational Profile

Contractors and subcontractors are required to include in their AAPs an organizational profile of their workforce using either a “workforce analysis” or “organizational display” that provides detailed data reflecting staffing patterns within the establishment. 41 C.F.R. § 60-2.11. An organizational profile shows the staffing pattern within a contractor’s establishment. This profile assists an employer in identifying where, in the workforce of its site which is the subject of this AAP, women or minorities are underrepresented or concentrated. A workforce analysis is used in this AAP, which lists each job title from the lowest paid to the highest paid within each department or similar organizational unit.

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Academic Affairs - Provost

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Staff Associate	3	NSSL4	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Professor 12 Months	2	NSB4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Vice President For Academic Affairs	1	NSMP1	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Academic Affairs - Provost			7	2	2	0	0	0	0	0	0	2
				5	3	0	2	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Admissions

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Admissions Assistant	3	NSSL2	4	0	0	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	2	1	1	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Admissions Advisor	3	NSSL3	3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	2	1	0	0	1	0	0	0	0	2
				1	0	1	0	0	0	0	0	
Senior Admissions Advisor	3	NSSL4	2	0	0	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Director Of Admissions	1	NSSL5	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director Of Admissions	1	NSSL5	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of Admissions			17	3	2	0	1	0	0	0	0	5
				14	10	4	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Advising Center/ Learning Center

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Academic Advisement Assistant	3	NSSL2	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Academic Advisor	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Director Of Academic Advisement	1	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Advising Center/ Learning Center			5	2	2	0	0	0	0	0	0	1
				3	2	1	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Affirmative Action

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Affirmative Action Officer	1	NSMP4	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of Affirmative Action			1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Arts Management												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Lecturer (10 Month)	2	NSA0	7	3	3	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	4	0	0	0	0	0	0	0	0	2
				4	2	1	1	0	0	0	0	
Professor 10 Months	2	NSA3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Arts Management			12	3	3	0	0	0	0	0	0	2
				9	7	1	1	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Business Affairs - Controller

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Staff Associate Special	3	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Staff Associate	3	NSSL4	2	1	0	1	0	0	0	0	0	2
				1	0	0	0	1	0	0	0	
College Accountant	1	NSSL4	2	0	0	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Director Of Business Affairs	1	NSMP3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Business Affairs - Controller			8	2	1	1	0	0	0	0	0	5
				6	2	3	0	1	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Campus Foundations - Accounting

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Senior Staff Assistant	3	NSSL3	4	2	0	0	1	1	0	0	0	2
				2	2	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Campus Foundations - Accounting			6	2	0	0	1	1	0	0	0	2
				4	4	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Campus Technology Services												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	7	7	5	0	2	0	0	0	0	2
				0	0	0	0	0	0	0	0	
Programmer-Analyst	3	NSSL2	4	2	0	1	1	0	0	0	0	4
				2	0	0	0	2	0	0	0	
Senior Staff Assistant	3	NSSL3	3	2	2	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Lead Programmer/Analyst	3	NSSL3	10	8	7	0	0	1	0	0	0	1
				2	2	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Senior Programmer/Analyst	3	NSSL4	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
University Data Base Administrator	3	NSSL4	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Assistant Director Computing Services	1	NSSL5	3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director Of Computing Center	1	NSMP3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Campus Technology Services			32	26	19	2	3	2	0	0	0	10
				6	3	1	0	2	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Capital Facilities Planning												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Facilities Program Coordinator	3	NSSL5	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	1	0	0	
Senior Staff Associate	3	NSSL5	3	2	1	0	0	1	0	0	0	1
				1	1	0	0	0	0	0	0	
Summary of Capital Facilities Planning			4	2	1	0	0	1	0	0	0	2
				2	1	0	0	0	1	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

<i>Career Development Center</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Lecturer (10 Month)	2	NSA0	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	3	0	0	0	0	0	0	0	0	2
				3	1	1	0	1	0	0	0	
Secretary 2	4	SG015	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director Of Career Planning	1	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Career Development Center			6	0	0	0	0	0	0	0	0	2
				6	4	1	0	1	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Children's Center Day Care

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Technician	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Children's Center Day Care			1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Communications and Creative Services

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Secretary 2	4	SG015	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Associate	3	NSSL4	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Communications and Creative Services			6	1	1	0	0	0	0	0	0	0
				5	5	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Community Engagement												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Residence Hall Director	3	NSSL2	6	2	1	0	1	0	0	0	0	3
				4	2	2	0	0	0	0	0	
Staff Assistant	3	NSSL2	2	1	1	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Secretary 1	4	SG011	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Senior Staff Assistant	3	NSSL3	4	2	1	1	0	0	0	0	0	1
				2	2	0	0	0	0	0	0	
Director Of Residential Life	1	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Dean Of Students	1	NSMP3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Community Engagement			16	6	4	1	1	0	0	0	0	7
				10	5	2	3	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Community Standards

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Community Standards			3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Conservatory Of Dance												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructor 10 Months	2	NSA6	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	24	11	8	1	0	0	0	1	1	3
				13	13	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	10	8	6	1	0	1	0	0	0	3
				2	1	0	0	1	0	0	0	
Visiting Associate Professor 10 Month	2	NSA4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Professor 10 Months	2	NSA4	5	3	2	1	0	0	0	0	0	2
				2	1	0	0	1	0	0	0	
Professor 10 Months	2	NSA3	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Summary of Conservatory Of Dance			46	22	16	3	0	1	0	1	1	8
				24	22	0	0	2	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Conservatory Of Music

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Lecturer (10 Month)	2	NSA0	30	23	17	2	4	0	0	0	0	9
				7	4	0	0	3	0	0	0	
Staff Assistant	3	NSSL2	2	1	0	0	1	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Assistant Professor 10 Months	2	NSA5	12	6	6	0	0	0	0	0	0	2
				6	4	0	0	2	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Professor 10 Months	2	NSA4	10	6	6	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	
Visiting Associate Professor 10 Month	2	NSA4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Instructional Support Specialist	3	NSSL4	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Professor 10 Months	2	NSA3	7	7	5	1	0	0	0	0	1	2
				0	0	0	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

<i>Conservatory Of Music</i> Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
<i>Summary of Conservatory Of Music</i>			70	48	38	3	6	0	0	0	1	16
				22	16	0	0	6	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Conservatory of Theatre Arts

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	40	21	18	0	1	0	0	0	2	9
				19	13	4	0	0	0	0	2	
Instructional Support Associate	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	3	0	0	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Assistant Professor 10 Months	2	NSA5	5	1	1	0	0	0	0	0	0	1
				4	3	1	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Professor 10 Months	2	NSA4	7	4	3	1	0	0	0	0	0	2
				3	2	0	0	0	0	0	1	
Instructional Support Specialist	3	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

<i>Conservatory of Theatre Arts</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Professor 10 Months	2	NSA3	4	2	2	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Summary of Conservatory of Theatre Arts			68	34	30	1	1	0	0	0	2	13
				34	25	5	1	0	0	0	3	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Counseling Center												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Counselor	3	NSSL3	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Senior Counselor	3	NSSL4	4	1	1	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	
Senior Staff Associate	3	NSSL5	5	0	0	0	0	0	0	0	0	1
				5	4	0	0	1	0	0	0	
Director Of Counseling	1	NSSL6	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Counseling Center			17	2	2	0	0	0	0	0	0	2
				15	13	0	1	1	0	0	0	

Workforce Analysis

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State University of New York at Purchase

<i>Educational Opportunity Program</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Academic Advisor	3	NSSL3	2	0	0	0	0	0	0	0	0	2
				2	0	0	2	0	0	0	0	
Director Of Educational Opportunity Program	1	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Educational Opportunity Program			4	2	2	0	0	0	0	0	0	2
				2	0	0	2	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

<i>Enrollment Management and Integrated Marketing</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Vice President	1	NSMP1	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Enrollment Management and Integrated Marketing			1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - Automotive/ Motorized Services

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Maintenance Assistant Mechanic	7	SG009	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Motor Equipment Mechanic	6	SG012	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Automotive/ Motorized Services			2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Facilities Management - Custodial Services												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Sunny Campus Worker 1	7	SG006	2	2	0	0	2	0	0	0	0	2
				0	0	0	0	0	0	0	0	
Cleaner	7	SG005	44	24	1	2	21	0	0	0	0	36
				20	7	1	12	0	0	0	0	
Janitor	7	SG007	14	10	1	3	6	0	0	0	0	11
				4	2	0	2	0	0	0	0	
Supervising Janitor	7	SG011	4	3	2	0	1	0	0	0	0	2
				1	0	0	1	0	0	0	0	
Head Janitor	7	SG015	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Custodial Services			65	40	4	5	31	0	0	0	0	52
				25	9	1	15	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - Electrical Shop

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Maintenance Assistant	7	SG009	2	2	0	0	2	0	0	0	0	2
				0	0	0	0	0	0	0		
Electrician	6	SG012	5	5	0	1	3	0	0	1	0	5
				0	0	0	0	0	0	0		
Supervising Electrician	6	SG014	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0		
Summary of Facilities Management - Electrical Shop			8	8	0	2	5	0	0	1	0	8
				0	0	0	0	0	0	0		

Workforce Analysis

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State University of New York at Purchase

Facilities Management - Environmental Health & Safety

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Maintenance Assistant	7	SG009	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Environmental Health & Safety			2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Facilities Management - Grounds

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Suny Campus Worker 1	7	SG006	5	5	2	2	1	0	0	0	0	3
				0	0	0	0	0	0	0	0	
Grounds Worker	7	SG006	3	3	0	0	3	0	0	0	0	3
				0	0	0	0	0	0	0	0	
Laborer	7	SG006	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Senior Grounds Worker	7	SG009	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Supervisor Of Grounds	7	SG012	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Grounds			12	12	4	2	6	0	0	0	0	8
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - Heating Plant

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Plant Utilities Helper	7	SG006	3	3	1	1	1	0	0	0	0	2
				0	0	0	0	0	0	0		
Plant Utilities Assistant	6	SG009	3	3	2	0	0	1	0	0	0	1
				0	0	0	0	0	0	0		
Maintenance Supervisor 1	6	SG014	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Plant Utilities Engineer 1	6	SG014	6	6	5	1	0	0	0	0	0	1
				0	0	0	0	0	0	0		
Plant Utilities Engineer 2	6	SG016	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Summary of Facilities Management - Heating Plant			14	14	10	2	1	1	0	0	0	4
				0	0	0	0	0	0	0		

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - HVAC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Maintenance Assistant	7	SG009	2	2	0	0	2	0	0	0	0	2
				0	0	0	0	0	0	0	0	
General Mechanic	6	SG012	4	4	1	0	3	0	0	0	0	3
				0	0	0	0	0	0	0	0	
Refrigeration Mechanic	6	SG012	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Plant Utilities Engineer 3	6	SG019	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - HVAC			8	8	3	0	5	0	0	0	0	5
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - Maintenance Trades

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Maintenance Assistant	7	SG009	4	4	1	0	3	0	0	0	0	3
				0	0	0	0	0	0	0	0	
Carpenter	6	SG012	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Locksmith	6	SG012	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
General Mechanic	6	SG012	2	2	1	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Maintenance Supervisor 1	6	SG014	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Maintenance Trades			9	9	2	2	5	0	0	0	0	7
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - Refuse Collection and Recycling

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Maintenance Assistant	7	SG009	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Refuse Collection and Recycling			2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management - Residential Halls

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Maintenance Assistant	7	SG009	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
General Mechanic	6	SG012	4	4	2	0	2	0	0	0	0	2
				0	0	0	0	0	0	0	0	
Plumber And Steamfitter	6	SG012	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Maintenance Supervisor 1	6	SG014	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of Facilities Management - Residential Halls			8	7	2	1	4	0	0	0	0	6
				1	0	1	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Facilities Management Administration

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Office Assistant 1 (Keyboarding)	4	SG006	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Associate	3	NSSL4	3	2	1	1	0	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Associate Facilities Program Coordinator	1	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Facilities Program Coordinator	3	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Director	1	NSMP3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Facilities Management Administration			9	6	5	1	0	0	0	0	0	1
				3	3	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

<i>Finance & Adminstration</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Vice President For Administration	1	NSMP1	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Finance & Adminstration			3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Financial Aid

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Financial Aid Assistant	3	NSSL2	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Financial Aid Advisor	3	NSSL3	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Assistant Director Financial Aid	1	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Financial Aid			7	4	3	0	0	1	0	0	0	1
				3	3	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Health Services												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
College Physician'S Assistant	3	NSSL3	3	0	0	0	0	0	0	0	0	1
				3	2	1	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Secretary 2	4	SG015	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Licensed Practical Nurse	5	NS010	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
College Physician	3	NSSL6	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Summary of Health Services			11	0	0	0	0	0	0	0	0	2
				11	9	2	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Human Resources

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant To Director 13	3	NSMP4	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Senior Personnel Associate	1	NSMP4	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Personnel Director	1	NSMP3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Human Resources			6	2	1	0	1	0	0	0	0	1
				4	4	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Institutional Advancement/ Development												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	2	1	1	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Senior Staff Assistant	3	NSSL3	3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Vice President For College Relations And Development	1	NSMP1	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Institutional Advancement/ Development			8	1	1	0	0	0	0	0	0	1
				7	6	0	1	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Institutional Research

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Assistant For Institutional Research	3	NSSL3	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Institutional Research			3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

International Programs & Services

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of International Programs & Services			3	0	0	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Library												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Office Assistant 1	4	SG006	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Instructional Support Associate	3	NSSL2	7	2	2	0	0	0	0	0	0	3
				5	2	1	1	0	0	0	1	
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Library Clerk 2	4	SG009	2	0	0	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Assistant Librarian 08	3	NSN4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Senior Assistant Librarian	3	NSN3	3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Librarian	3	NSN2	4	2	2	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Director Of Libraries	1	NSMP3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Library			22	8	7	0	0	1	0	0	0	5
				14	10	2	1	0	0	0	1	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Mail & Messenger

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Offset Printing Machine Operator	6	SG006	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Office Assistant 1 (Stores/Mail)	4	SG006	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of Mail & Messenger			5	2	1	0	1	0	0	0	0	2
				3	2	1	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Neuberger Museum Of Art												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	4	1	0	0	1	0	0	0	0	2
				3	2	1	0	0	0	0	0	
Staff Associate	3	NSSL4	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Director	1	NSSL6	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Director	1	NSMP3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Neuberger Museum Of Art			13	4	3	0	1	0	0	0	0	2
				9	8	1	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Payroll

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Payroll			2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Physical Education												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructor 10 Months	2	NSA6	11	6	6	0	0	0	0	0	0	0
				5	5	0	0	0	0	0	0	
Instructional Support Assistant	5	NSSL1	30	18	11	5	2	0	0	0	0	11
				12	8	0	4	0	0	0	0	
Assistant Coach	3	NSSL2	9	5	5	0	0	0	0	0	0	1
				4	3	0	1	0	0	0	0	
Staff Assistant	3	NSSL2	6	2	2	0	0	0	0	0	0	2
				4	2	2	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	4	1	1	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Secretary 2	4	SG015	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Head Coach	3	NSSL4	6	4	4	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director Of Physical Education	1	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Physical Education			69	37	30	5	2	0	0	0	0	14
				32	25	2	5	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

<i>President Office</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Secretary	4	NS	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant To The President	3	NSMP4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director	1	NSMP3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
President	1	NSMP	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of President Office			4	2	2	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Purchasing and Accounts Payable Department

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Purchase Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Purchase Associate	3	NSSL4	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Purchasing and Accounts Payable Department			7	2	1	1	0	0	0	0	0	3
				5	3	1	1	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

Registrar

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Office Assistant 2	4	SG009	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant College Registrar	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate College Registrar	1	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
College Registrar	1	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Director Of Admissions	1	NSSL5	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of Registrar			7	1	1	0	0	0	0	0	0	2
				6	4	1	1	0	0	0	0	

Workforce Analysis

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State University of New York at Purchase

School of Art & Design Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Graduate Assistant 10m	3	NST8	6	2	2	0	0	0	0	0	0	2
				4	2	0	2	0	0	0	0	
Instructional Support Assistant	5	NSSL1	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	32	14	10	2	2	0	0	0	0	8
				18	14	0	1	2	0	0	1	
Staff Assistant	3	NSSL2	2	1	0	1	0	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Assistant Professor 10 Months	2	NSA5	10	2	2	0	0	0	0	0	0	1
				8	7	0	0	1	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	5	2	1	1	0	0	0	0	0	1
				3	3	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Adjunct Associate Professor	2	NSA4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Visiting Associate Professor 10 Month	2	NSA4	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Associate Professor 10 Months	2	NSA4	11	4	3	0	0	1	0	0	0	2
				7	6	1	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

<i>School of Art & Design</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Specialist	3	NSSL4	4	4	3	0	0	0	0	0	1	1
				0	0	0	0	0	0	0	0	
Professor 10 Months	2	NSA3	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Summary of School of Art & Design			81	33	25	4	2	1	0	0	1	16
				48	40	1	3	3	0	0	1	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of Film & Media Studies												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Lecturer (10 Month)	2	NSA0	14	7	6	0	0	1	0	0	0	2
				7	6	0	1	0	0	0	0	
Instructional Support Associate	3	NSSL2	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	7	6	4	1	0	1	0	0	0	3
				1	0	0	0	1	0	0	0	
Assistant Professor 10 Months	2	NSA5	9	6	4	0	1	1	0	0	0	3
				3	2	1	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Professor 10 Months	2	NSA4	8	5	3	0	1	0	0	0	1	2
				3	3	0	0	0	0	0	0	
Visiting Associate Professor 10 Month	2	NSA4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Instructional Support Specialist	3	NSSL4	2	2	1	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of School of Film & Media Studies			46	29	21	1	2	4	0	0	1	11
				17	14	1	1	1	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of Humanities												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Graduate Assistant 10m	3	NST8	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	38	11	10	0	0	1	0	0	0	6
				27	22	0	2	3	0	0	0	
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Assistant Professor 10 Months	2	NSA5	15	9	6	0	2	0	0	0	1	7
				6	2	2	1	1	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Professor 10 Months	2	NSA4	12	5	4	0	1	0	0	0	0	2
				7	6	0	0	0	0	0	1	
Professor 10 Months	2	NSA3	9	3	2	0	0	1	0	0	0	1
				6	6	0	0	0	0	0	0	
Distinguished Professor 10 Month	2	NSA3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of School of Humanities			80	31	25	0	3	2	0	0	1	17
				49	38	2	4	4	0	0	1	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of Liberal Arts & Sciences

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Senior Staff Assistant	3	NSSL3	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Assistant Dean	1	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Dean (Science And Mathematics)	1	NSMP3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of School of Liberal Arts & Sciences			5	2	2	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of Liberal Studies & Continuing Education - Deans Office

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	9	4	3	1	0	0	0	0	0	2
				5	4	0	1	0	0	0	0	
Lecturer (10 Month)	2	NSA0	32	18	16	2	0	0	0	0	0	3
				14	13	1	0	0	0	0	0	
Staff Assistant	3	NSSL2	3	0	0	0	0	0	0	0	0	1
				3	2	0	0	1	0	0	0	
Senior Staff Assistant	3	NSSL3	3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Academic Advisor	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Associate Professor 10 Months	2	NSA4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Staff Associate	3	NSSL4	3	1	1	0	0	0	0	0	0	2
				2	0	1	1	0	0	0	0	
Summary of School of Liberal Studies & Continuing Education - Deans Office			52	24	21	3	0	0	0	0	0	9
				28	22	2	3	1	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of Natural Sciences & Social Sciences

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Lecturer (10 Month)	2	NSA0	25	17	16	1	0	0	0	0	0	2
				8	7	1	0	0	0	0	0	
Staff Assistant	3	NSSL2	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Instructional Support Associate	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Secretary 1	4	SG011	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	3	0	0	0	0	0	0	0	0	1
				3	2	0	0	1	0	0	0	
Assistant Professor 10 Months	2	NSA5	18	6	5	0	0	1	0	0	0	3
				12	10	1	0	1	0	0	0	
Senior Staff Assistant	3	NSSL3	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Adjunct Associate Professor	2	NSA4	2	1	1	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Associate Professor 10 Months	2	NSA4	14	5	5	0	0	0	0	0	0	1
				9	8	0	0	1	0	0	0	
Instructional Support Specialist	3	NSSL4	3	2	1	0	0	1	0	0	0	1
				1	1	0	0	0	0	0	0	
Professor 10 Months	2	NSA3	9	5	4	0	0	1	0	0	0	1
				4	4	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of Natural Sciences & Social Sciences												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Distinguished Professor 10 Month	2	NSA3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of School of Natural Sciences & Social Sciences			80	37	32	1	1	3	0	0	0	12
				43	36	3	0	4	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

School of the Arts												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	2	0	0	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Staff Assistant	3	NSSL2	4	2	2	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	4	0	0	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Staff Associate	3	NSSL4	2	1	1	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
University Instructional Specialist	3	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Assistant Dean	1	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Dean	1	NSMP3	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of School of the Arts			18	8	6	0	1	1	0	0	0	4
				10	8	1	1	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Sponsored Programs

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Senior Staff Associate	3	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Sponsored Programs			1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Student Accounts

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Student Accounts			3	0	0	0	0	0	0	0	0	2
				3	1	0	0	2	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Student Affairs

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Senior Staff Associate	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant Vice President For Academic Affairs	1	NSMP2	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of Student Affairs			4	1	1	0	0	0	0	0	0	1
				3	2	0	0	1	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Student Services Administration													
Lines of Progression: NO													
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority	
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0	
				1	1	0	0	0	0	0	0		
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	1	
				1	0	0	1	0	0	0	0		
Summary of Student Services Administration			2	0	0	0	0	0	0	0	0	1	
				2	1	0	1	0	0	0	0		

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Teaching Learning & Technology Center (TLTC)

Lines of Progression: NO

[illegible]

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

The Performing Arts Center												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	5	NSSL1	41	33	31	1	0	1	0	0	0	3
				8	7	0	1	0	0	0	0	
Staff Assistant	3	NSSL2	3	1	1	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Senior Staff Assistant	3	NSSL3	10	5	5	0	0	0	0	0	0	2
				5	3	0	1	1	0	0	0	
Instructional Support Technician	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Staff Associate	3	NSSL4	3	1	1	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Director, Performing Arts Center	1	NSMP3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of The Performing Arts Center			59	42	40	1	0	1	0	0	0	6
				17	13	0	3	1	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

University Police												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Security Services Assistant 1	7	SG106	4	2	0	1	1	0	0	0	0	3
				2	1	0	1	0	0	0	0	
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Campus Public Safety Officer	7	SG110	3	2	2	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant Director Of Campus Public Safety	1	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
University Police Officer 1	7	SG114	11	11	8	1	2	0	0	0	0	3
				0	0	0	0	0	0	0	0	
University Police Officer 2	7	SG117	4	4	2	1	1	0	0	0	0	2
				0	0	0	0	0	0	0	0	
Staff Associate	3	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Chief Of Police	1	NSMP3	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of University Police			27	22	14	4	4	0	0	0	0	11
				5	2	0	3	0	0	0	0	

Workforce Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

Title	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Summary	1099	566	402	46	88	21	0	2	7	296
		533	401	40	55	30	1	0	6	

Job Group Analysis

Contractors and subcontractors are required to include in their AAPs a “job group analysis” by combining jobs at the establishment with similar content, wage rates, and opportunities to form job groups. 41 C.F.R. § 60-2.12. The job group analysis is a contractor’s first comparison of the representation of minorities and women in its workforce with the estimated availability of minorities and women to be employed. The job group is created by first sorting the various jobs at the establishment into job groups, which is a collection of jobs in an organization with similar job content (field of work and/or skill level), similar promotional opportunities, and similar compensation. The job groups then are developed to fit the unique characteristics of each organizational unit, taking into account the size, type, and complexity of the work performed. Contractors, after combining the job titles for the job group analysis, must then separately provide the percentage of minorities and the percentage of women they employ in each job group.

Job Group Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

1 - Executive/Administrative/Managerial

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Assistant Director Of Campus Public Safety	NSSL3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Associate College Registrar	NSSL4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Assistant Director Financial Aid	NSSL4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
College Accountant	NSSL4	2	0	0	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Associate Facilities Program Coordinator	NSSL4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Senior Personnel Associate	NSMP4	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Affirmative Action Officer	NSMP4	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Associate Director Of Admissions	NSSL5	3	1	1	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Director Of Academic Advisement	NSSL5	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
College Registrar	NSSL5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Assistant Dean	NSSL5	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director Of Admissions	NSSL5	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	

Job Group Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

1 - Executive/Administrative/Managerial

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Assistant Director Computing Services	NSSL5	3	2	2	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director Of Residential Life	NSSL5	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director Of Career Planning	NSSL5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director Of Educational Opportunity Program	NSSL5	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director Of Physical Education	NSSL5	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director Of Counseling	NSSL6	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director	NSSL6	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director, Performing Arts Center	NSMP3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Chief Of Police	NSMP3	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Personnel Director	NSMP3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Dean Of Students	NSMP3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director Of Libraries	NSMP3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	

Job Group Analysis

Plan Date: 10/01/2016

State University of New York at Purchase

1 - Executive/Administrative/Managerial											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Director Of Computing Center	NSMP3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director Of Business Affairs	NSMP3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director	NSMP3	3	2	2	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Dean	NSMP3	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Dean (Science And Mathematics)	NSMP3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Assistant Vice President For Academic Affairs	NSMP2	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Vice President For College Relations And Development	NSMP1	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Vice President	NSMP1	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Vice President For Administration	NSMP1	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Vice President For Academic Affairs	NSMP1	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
President	NSMP	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 1 - Executive/Administrative/Managerial		44	25	22	1	0	2	0	0	0	7
			19	15	3	0	1	0	0	0	

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2 - Faculty											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructor 10 Months	NSA6	12	6	6	0	0	0	0	0	0	0
			6	6	0	0	0	0	0	0	
Lecturer (10 Month)	NSA0	245	125	104	8	7	2	0	1	3	43
			120	98	7	4	8	0	0	3	
Adjunct Assistant Professor	NSA5	7	3	1	0	2	0	0	0	0	2
			4	4	0	0	0	0	0	0	
Assistant Professor 10 Months	NSA5	69	30	24	0	3	2	0	0	1	17
			39	28	5	1	5	0	0	0	
Visiting Assistant Professor 10 Month	NSA5	25	12	9	2	0	1	0	0	0	7
			13	9	1	1	2	0	0	0	
Adjunct Associate Professor	NSA4	3	2	2	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Visiting Associate Professor 10 Month	NSA4	5	1	1	0	0	0	0	0	0	0
			4	4	0	0	0	0	0	0	
Associate Professor 10 Months	NSA4	68	33	27	2	2	1	0	0	1	11
			35	30	1	0	2	0	0	2	
Professor 10 Months	NSA3	35	18	14	1	0	2	0	0	1	4
			17	17	0	0	0	0	0	0	
Distinguished Professor 10 Month	NSA3	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Associate Professor 12 Months	NSB4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 2 - Faculty		472	232	190	13	14	8	0	1	6	85
			240	197	14	6	18	0	0	5	

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3 - Professional (Non Faculty)

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Graduate Assistant 10m	NST8	7	3	3	0	0	0	0	0	0	2
			4	2	0	2	0	0	0	0	
Assistant Coach	NSSL2	9	5	5	0	0	0	0	0	0	1
			4	3	0	1	0	0	0	0	
Admissions Assistant	NSSL2	4	0	0	0	0	0	0	0	0	0
			4	4	0	0	0	0	0	0	
Instructional Support Associate	NSSL2	11	4	4	0	0	0	0	0	0	4
			7	3	2	1	0	0	0	1	
Residence Hall Director	NSSL2	6	2	1	0	1	0	0	0	0	3
			4	2	2	0	0	0	0	0	
Staff Assistant	NSSL2	66	22	17	1	4	0	0	0	0	22
			44	27	5	10	2	0	0	0	
Academic Advisement Assistant	NSSL2	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Financial Aid Assistant	NSSL2	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Programmer-Analyst	NSSL2	4	2	0	1	1	0	0	0	0	4
			2	0	0	0	2	0	0	0	
Assistant Librarian 08	NSN4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Instructional Support Technician	NSSL3	19	13	11	1	0	1	0	0	0	4
			6	4	0	0	2	0	0	0	
Financial Aid Advisor	NSSL3	3	1	1	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	

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3 - Professional (Non Faculty)											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Assistant For Institutional Research	NSSL3	2	2	2	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Assistant College Registrar	NSSL3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Admissions Advisor	NSSL3	3	0	0	0	0	0	0	0	0	0
			3	3	0	0	0	0	0	0	
Counselor	NSSL3	3	1	1	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Academic Advisor	NSSL3	4	0	0	0	0	0	0	0	0	4
			4	0	1	3	0	0	0	0	
Senior Staff Assistant	NSSL3	68	18	12	1	3	2	0	0	0	16
			50	40	5	2	3	0	0	0	
College Physician'S Assistant	NSSL3	3	0	0	0	0	0	0	0	0	1
			3	2	1	0	0	0	0	0	
Purchase Assistant	NSSL3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Lead Programmer/Analyst	NSSL3	10	8	7	0	0	1	0	0	0	1
			2	2	0	0	0	0	0	0	
Senior Assistant Librarian	NSN3	3	0	0	0	0	0	0	0	0	0
			3	3	0	0	0	0	0	0	
Head Coach	NSSL4	6	4	4	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Senior Counselor	NSSL4	4	1	1	0	0	0	0	0	0	1
			3	2	0	1	0	0	0	0	

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3 - Professional (Non Faculty)											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Senior Admissions Advisor	NSSL4	2	0	0	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Staff Associate Special	NSSL4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Instructional Support Specialist	NSSL4	12	11	8	0	0	2	0	0	1	3
			1	1	0	0	0	0	0	0	
Purchase Associate	NSSL4	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Staff Associate	NSSL4	31	12	9	3	0	0	0	0	0	10
			19	12	2	4	1	0	0	0	
Senior Programmer/Analyst	NSSL4	2	2	2	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
University Data Base Administrator	NSSL4	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Assistant To The President	NSMP4	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Assistant To Director 13	NSMP4	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Associate Librarian	NSN2	4	2	2	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
University Instructional Specialist	NSSL5	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Senior Staff Associate	NSSL5	24	6	5	0	0	1	0	0	0	2
			18	17	0	0	1	0	0	0	

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3 - Professional (Non Faculty)											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Facilities Program Coordinator	NSSL5	2	1	1	0	0	0	0	0	0	1
			1	0	0	0	0	1	0	0	
Associate For Instructional Resources	NSSL5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
College Physician	NSSL6	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Summary of 3 - Professional (Non Faculty)		328	127	100	8	10	8	0	0	1	83
			201	145	19	24	11	1	0	1	

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4 - Secretarial/Clerical											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Office Assistant 1 (Stores/Mail)	SG006	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Office Assistant 1	SG006	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Office Assistant 1 (Keyboarding)	SG006	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Library Clerk 2	SG009	2	0	0	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Office Assistant 2	SG009	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Secretary 1	SG011	2	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	
Secretary	NS	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Secretary 2	SG015	4	0	0	0	0	0	0	0	0	0
			4	4	0	0	0	0	0	0	
Summary of 4 - Secretarial/Clerical		13	1	0	0	0	1	0	0	0	4
			12	9	2	1	0	0	0	0	

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5 - Technical/Paraprofessional											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Instructional Support Assistant	NSSL1	91	59	49	7	2	1	0	0	0	17
			32	25	0	7	0	0	0	0	
Licensed Practical Nurse	NS010	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Summary of 5 - Technical/Paraprofessional		92	59	49	7	2	1	0	0	0	18
			33	25	1	7	0	0	0	0	

Job Group Analysis

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State University of New York at Purchase

6 - Skilled Crafts

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Offset Printing Machine Operator	SG006	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Plant Utilities Assistant	SG009	3	3	2	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Carpenter	SG012	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Locksmith	SG012	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Electrician	SG012	5	5	0	1	3	0	0	1	0	5
			0	0	0	0	0	0	0	0	
General Mechanic	SG012	10	10	4	1	5	0	0	0	0	6
			0	0	0	0	0	0	0	0	
Plumber And Steamfitter	SG012	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Refrigeration Mechanic	SG012	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Motor Equipment Mechanic	SG012	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Plant Utilities Engineer 1	SG014	6	6	5	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Maintenance Supervisor 1	SG014	3	3	1	1	1	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Supervising Electrician	SG014	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	

Job Group Analysis

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State University of New York at Purchase

6 - Skilled Crafts

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Plant Utilities Engineer 2	SG016	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Plant Utilities Engineer 3	SG019	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 6 - Skilled Crafts		36	36	16	6	12	1	0	1	0	20
			0	0	0	0	0	0	0	0	

Job Group Analysis

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State University of New York at Purchase

7 - Service/Maintenance											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Security Services Assistant 1	SG106	4	2	0	1	1	0	0	0	0	3
			2	1	0	1	0	0	0	0	
Plant Utilities Helper	SG006	3	3	1	1	1	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Suny Campus Worker 1	SG006	7	7	2	2	3	0	0	0	0	5
			0	0	0	0	0	0	0	0	
Grounds Worker	SG006	3	3	0	0	3	0	0	0	0	3
			0	0	0	0	0	0	0	0	
Laborer	SG006	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Cleaner	SG005	44	24	1	2	21	0	0	0	0	36
			20	7	1	12	0	0	0	0	
Janitor	SG007	14	10	1	3	6	0	0	0	0	11
			4	2	0	2	0	0	0	0	
Maintenance Assistant Mechanic	SG009	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Senior Grounds Worker	SG009	2	2	1	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Maintenance Assistant	SG009	11	11	3	0	8	0	0	0	0	8
			0	0	0	0	0	0	0	0	
Campus Public Safety Officer	SG110	3	2	2	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Supervising Janitor	SG011	4	3	2	0	1	0	0	0	0	2
			1	0	0	1	0	0	0	0	

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7 - Service/Maintenance											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Supervisor Of Grounds	SG012	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Head Janitor	SG015	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
University Police Officer 1	SG114	11	11	8	1	2	0	0	0	0	3
			0	0	0	0	0	0	0	0	
University Police Officer 2	SG117	4	4	2	1	1	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Summary of 7 - Service/Maintenance		114	86	25	11	50	0	0	0	0	79
			28	10	1	17	0	0	0	0	

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Title	Total	Male Female	White	Black	Hispanic	Asian	Native Hawaiian	Indian	Two or More	Minority
Summary	1099	566	402	46	88	21	0	2	7	296
		533	401	40	55	30	1	0	6	

Availability Analysis

Contractors and covered Federal subcontractors, after aggregating individual jobs into job groups, are then required to determine the availability of women and minorities for those job groups. 41 C.F.R. § 60-2.14. “Availability” is a percentage estimate of the women and minorities who have the skills required to perform the jobs within the job groups. To determine the availability percentages, contractors are required to consider two factors: 1) factors reflecting the availability outside the contractor’s workforce (such as people in the immediate labor area or reasonable recruitment area); and, 2) factors affecting the availability inside the contractor’s own workforce (such as people who are qualified and available by transfer, promotion, or training). Contractors typically rely on the most current U.S. Census data to develop their external availability factors, and on their own workforce numbers to develop their internal availability factors. Both external and internal factors must be considered, but contractors may “weight” each of the two factors according to each factor’s relevance to the job group in question. Such weighting is included in the following availability statistics for each job group.

After a contractor has formulated job groups and determined the minority and female availability percentages for each job group, it must then compare the actual utilization of minorities and women in each job group with their estimated availability, and identify those job groups where the percentage of women and/or minorities employed is less than would reasonably be expected given their availability. 41 C.F.R. § 60-2.15.

Availability Analysis

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1 - Executive/Administrative/Managerial

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	26	57	40	10	23	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	40	49	60	24	29	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 44		100						
		Final Availability (%)			34	52		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

Availability Analysis

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1 - Executive/Administrative/Managerial					
Factor 1: External Availability					
External Availability from the RRA					
Census Areas for RRA			Value		
	Suffolk	1			
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
0020	General and operations managers		12	26	1
0100	Administrative services managers		11	26	2
0110	Computer and information systems managers		20	18	3
0136	Human resources managers		32	62	1
0230	Education administrators		17	58	28
0430	Miscellaneous managers, including funeral service managers a		15	33	3
0565	Compliance officers		19	43	1
0800	Accountants and auditors		15	49	2
3710	First-line supervisors of police and detectives		26	7	1
5360	Human resources assistants, except payroll and timekeeping		19	83	2
	Putnam	1			
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
0020	General and operations managers		12	27	1
0100	Administrative services managers		0	44	2
0110	Computer and information systems managers		5	37	3
RRA = Reasonable Recruitment Area					

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1 - Executive/Administrative/Managerial					
Census Areas for RRA			Value		
	Putnam	1			
Census Codes used for RRA			Raw Statistics (%) Minority	Female	Value
0136 Human resources managers			14	66	1
0230 Education administrators			16	74	28
0430 Miscellaneous managers, including funeral service managers a			8	36	3
0565 Compliance officers			0	42	1
0800 Accountants and auditors			11	66	2
3710 First-line supervisors of police and detectives			29	0	1
5360 Human resources assistants, except payroll and timekeeping			0	100	2
	Nassau	1			
Census Codes used for RRA			Raw Statistics (%) Minority	Female	Value
0020 General and operations managers			21	29	1
0100 Administrative services managers			23	35	2
0110 Computer and information systems managers			33	22	3
0136 Human resources managers			32	59	1
0230 Education administrators			22	64	28
0430 Miscellaneous managers, including funeral service managers a			25	28	3

RRA = Reasonable Recruitment Area

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1 - Executive/Administrative/Managerial				
Census Areas for RRA		Value		
	Nassau	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0565 Compliance officers		31	45	1
0800 Accountants and auditors		29	42	2
3710 First-line supervisors of police and detectives		19	12	1
5360 Human resources assistants, except payroll and timekeeping		33	74	2
	Bronx	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0020 General and operations managers		79	44	1
0100 Administrative services managers		81	33	2
0110 Computer and information systems managers		71	30	3
0136 Human resources managers		81	65	1
0230 Education administrators		66	65	28
0430 Miscellaneous managers, including funeral service managers a		76	45	3
0565 Compliance officers		90	65	1
0800 Accountants and auditors		81	62	2
3710 First-line supervisors of police and detectives		57	24	1

RRA = Reasonable Recruitment Area

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1 - Executive/Administrative/Managerial					
Census Areas for RRA		Value			
	Bronx	1			
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value	
5360 Human resources assistants, except payroll and timekeeping			100	92	2
	Poughkeepsie-Newburgh-Middletown NY	2			
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value	
0020 General and operations managers			13	25	1
0100 Administrative services managers			26	25	2
0110 Computer and information systems managers			13	27	3
0136 Human resources managers			26	54	1
0230 Education administrators			27	54	28
0430 Miscellaneous managers, including funeral service managers a			15	31	3
0565 Compliance officers			38	57	1
0800 Accountants and auditors			24	60	2
3710 First-line supervisors of police and detectives			28	6	1
5360 Human resources assistants, except payroll and timekeeping			20	100	2

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

1 - Executive/Administrative/Managerial				
	Rockland	4		
	Census Codes used for RRA		Raw Statistics (%)	Value
			Minority	Female
0020	General and operations managers		15	18
0100	Administrative services managers		43	4
0110	Computer and information systems managers		39	32
0136	Human resources managers		32	78
0230	Education administrators		16	58
0430	Miscellaneous managers, including funeral service managers a		24	37
0565	Compliance officers		7	36
0800	Accountants and auditors		31	48
3710	First-line supervisors of police and detectives		16	5
5360	Human resources assistants, except payroll and timekeeping		0	100
	New York (county)	4		
	Census Codes used for RRA		Raw Statistics (%)	Value
			Minority	Female
0020	General and operations managers		26	39
0100	Administrative services managers		51	42
0110	Computer and information systems managers		32	34
0136	Human resources managers		38	58

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

1 - Executive/Administrative/Managerial				
Census Areas for RRA		Value		
	New York (county)	4		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		27	66	28
0430 Miscellaneous managers, including funeral service managers a		28	46	3
0565 Compliance officers		40	50	1
0800 Accountants and auditors		33	42	2
3710 First-line supervisors of police and detectives		62	5	1
5360 Human resources assistants, except payroll and timekeeping		55	77	2
	Bridgeport-Stamford-Norwalk CT	5		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0020 General and operations managers		18	29	1
0100 Administrative services managers		12	42	2
0110 Computer and information systems managers		20	26	3
0136 Human resources managers		30	60	1
0230 Education administrators		13	70	28
0430 Miscellaneous managers, including funeral service managers a		16	34	3
0565 Compliance officers		10	58	1

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

1 - Executive/Administrative/Managerial					
Census Areas for RRA			Value		
	Bridgeport-Stamford-Norwalk CT	5			
Census Codes used for RRA			Raw Statistics (%) Minority	Female	Value
0800 Accountants and auditors			20	43	2
3710 First-line supervisors of police and detectives			16	23	1
5360 Human resources assistants, except payroll and timekeeping			21	100	2
	Westchester	25			
Census Codes used for RRA			Raw Statistics (%) Minority	Female	Value
0020 General and operations managers			27	30	1
0100 Administrative services managers			25	40	2
0110 Computer and information systems managers			25	28	3
0136 Human resources managers			33	63	1
0230 Education administrators			29	68	28
0430 Miscellaneous managers, including funeral service managers a			26	40	3
0565 Compliance officers			28	40	1
0800 Accountants and auditors			27	45	2
3710 First-line supervisors of police and detectives			2	11	1
5360 Human resources assistants, except payroll and timekeeping			27	62	2

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

1 - Executive/Adminstrative/Managerial					
		Raw Statistics (%)		Weight	Weighted Factor (%)
		Minority	Female		Minority Female
Final Statistics for External Availability		26	57	40%	10 23
Factor 2: Internal Availability					
Source Description		Raw Statistics (%)		Value	
		Minority	Female		
7 - Service/Maintenance (Company)		69	25	1	
3 - Professional (Non Faculty) (Company)		25	61	2	
		Raw Statistics (%)		Weight	Weighted Factor (%)
		Minority	Female		Minority Female
Final Statistics for Internal Availability		40	49	60%	24 29

Availability Analysis

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State University of New York at Purchase

2 - Faculty								
Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	25	49	92	23	46	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	18	51	8	1	4	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 472		100						
		Final Availability (%)			25	50		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

Availability Analysis

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State University of New York at Purchase

2 - Faculty									
Factor 1: External Availability									
External Availability from the RRA									
Census Areas for RRA					Value				
	Litchfield			1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA								
2200 Postsecondary teachers					2	45	472		
	Dutchess			1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA								
2200 Postsecondary teachers					18	50	472		
	Columbia			1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA								
2200 Postsecondary teachers					12	37	472		
	Schuylkill			1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA								
2200 Postsecondary teachers					6	51	472		
	North Port-Bradenton-Sarasota FL			1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA								

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

2 - Faculty							
Census Areas for RRA			Value				
	North Port-Bradenton-Sarasota FL	1					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			9	50	472		
	Chicago-Naperville-Joliet IL-IN-WI	1					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			28	50	472		
	Pittsfield MA	1					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			20	46	472		
	Providence-New Bedford-Fall River RI-M	1					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			17	44	472		
	Ithaca NY	1					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

2 - Faculty							
Census Areas for RRA			Value				
	Ithaca NY	1					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			24	40	472		
	Syracuse NY	1					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			22	44	472		
	Nassau	2					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			21	54	472		
	Albany-Schenectady-Troy NY	2					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			18	50	472		
	Suffolk	3					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

2 - Faculty							
Census Areas for RRA			Value				
	Suffolk	3					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			23	48	472		
	New Haven-Milford CT	5					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			24	48	472		
	Putnam	7					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			4	42	472		
	Kingston NY	8					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value
2200 Postsecondary teachers			6	53	472		
	Rockland	9					
	Census Codes used for RRA		Raw Statistics (%)		Minority	Female	Value

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

2 - Faculty							
Census Areas for RRA				Value			
	Rockland	9	Raw Statistics (%) Minority Female Value				
	Census Codes used for RRA						
2200 Postsecondary teachers			28	54	472		
	Bronx	12	Raw Statistics (%) Minority Female Value				
	Census Codes used for RRA						
2200 Postsecondary teachers			58	47	472		
	Poughkeepsie-Newburgh-Middletown NY	13	Raw Statistics (%) Minority Female Value				
	Census Codes used for RRA						
2200 Postsecondary teachers			19	49	472		
	New York-Northern New Jersey-Long Isla	20	Raw Statistics (%) Minority Female Value				
	Census Codes used for RRA						
2200 Postsecondary teachers			30	49	472		
	Bridgeport-Stamford-Norwalk CT	29	Raw Statistics (%) Minority Female Value				
	Census Codes used for RRA						

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

2 - Faculty							
Census Areas for RRA			Value				
	Bridgeport-Stamford-Norwalk CT	29					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			20	53	472		
	Queens	31					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			53	49	472		
	Kings	61					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			30	51	472		
	New York (county)	104					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		
2200 Postsecondary teachers			22	48	472		
	Westchester	158					
	Census Codes used for RRA		Raw Statistics (%)				
			Minority	Female	Value		

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

2 - Faculty						
Census Areas for RRA			Value			
	Westchester	158	Raw Statistics (%)		Value	
	Census Codes used for RRA		Minority	Female		
2200 Postsecondary teachers			21	50	472	
			Raw Statistics (%)			
			Minority	Female	Weight	Weighted Factor (%)
Final Statistics for External Availability			25	49	92%	23 46
Factor 2: Internal Availability						
Source Description			Raw Statistics (%)		Value	
			Minority	Female		
2 - Faculty (Company)			18	51	7	
			Raw Statistics (%)			
			Minority	Female	Weight	Weighted Factor (%)
Final Statistics for Internal Availability			18	51	8%	1 4

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	38	70	96	37	67	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	25	61	4	1	2	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 328		100						
		Final Availability (%)			38	69		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)					
Factor 1: External Availability					
External Availability from the RRA					
Census Areas for RRA			Value		
	Dutchess	1			
	Census Codes used for RRA		Raw Statistics (%)	Minority	Female Value
0230	Education administrators		17	62	13
0430	Miscellaneous managers, including funeral service managers a		18	32	2
0530	Purchasing agents, except wholesale, retail, and farm produc		8	73	1
0740	Business operations specialists, all other		21	68	1
0850	Personal financial advisors		10	17	2
1010	Computer programmers		20	28	16
1060	Database administrators		18	50	1
2000	Counselors		22	64	19
2430	Librarians		18	82	8
2540	Teacher assistants		20	91	42
2550	Other education, training, and library workers		13	60	13
2720	Athletes, coaches, umpires, and related workers		5	46	15
3110	Physician assistants		16	60	3
5000	First-line supervisors of office and administrative support		10	73	24
5150	Procurement clerks		0	33	1
5700	Secretaries and administrative assistants		14	94	1
RRA = Reasonable Recruitment Area					

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Dutchess	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
5940 Miscellaneous office and administrative support workers, inc			20	60 166
	Montour+Northumberland	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
0230 Education administrators			0	47 13
0430 Miscellaneous managers, including funeral service managers a			0	23 2
0530 Purchasing agents, except wholesale, retail, and farm produc			0	50 1
0740 Business operations specialists, all other			83	100 1
0850 Personal financial advisors			0	57 2
1010 Computer programmers			27	27 16
1060 Database administrators			0	0 1
2000 Counselors			8	39 19
2430 Librarians			20	70 8
2540 Teacher assistants			7	97 42
2550 Other education, training, and library workers			0	100 13
2720 Athletes, coaches, umpires, and related workers			0	100 15
RRA = Reasonable Recruitment Area				

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Montour+Northumberland	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
3110 Physician assistants		0	47	3
5000 First-line supervisors of office and administrative support		0	58	24
5700 Secretaries and administrative assistants		1	97	1
5940 Miscellaneous office and administrative support workers, inc		32	76	166
	Columbia	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		21	46	13
0430 Miscellaneous managers, including funeral service managers a		13	32	2
0530 Purchasing agents, except wholesale, retail, and farm produc		0	80	1
0740 Business operations specialists, all other		0	75	1
0850 Personal financial advisors		0	20	2
1010 Computer programmers		0	57	16
1060 Database administrators		0	0	1
2000 Counselors		0	59	19
2430 Librarians		0	100	8

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Columbia	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
2540 Teacher assistants		0	91	42
2550 Other education, training, and library workers		0	100	13
2720 Athletes, coaches, umpires, and related workers		0	60	15
3110 Physician assistants		0	75	3
5000 First-line supervisors of office and administrative support		0	74	24
5150 Procurement clerks		0	40	1
5700 Secretaries and administrative assistants		4	96	1
5940 Miscellaneous office and administrative support workers, inc		0	60	166
	Litchfield	2		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		5	61	13
0430 Miscellaneous managers, including funeral service managers a		6	32	2
0530 Purchasing agents, except wholesale, retail, and farm produc		6	70	1
0740 Business operations specialists, all other		0	50	1
0850 Personal financial advisors		3	34	2

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Litchfield	2			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
1010 Computer programmers			13	22	16
1060 Database administrators			15	54	1
2000 Counselors			5	68	19
2430 Librarians			0	100	8
2540 Teacher assistants			9	91	42
2550 Other education, training, and library workers			0	90	13
2720 Athletes, coaches, umpires, and related workers			0	50	15
3110 Physician assistants			22	33	3
5000 First-line supervisors of office and administrative support			5	69	24
5150 Procurement clerks			0	50	1
5700 Secretaries and administrative assistants			4	96	1
5940 Miscellaneous office and administrative support workers, inc			5	71	166
	New Haven-Milford CT	2			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
0230 Education administrators			15	60	13

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	New Haven-Milford CT	2			
Census Codes used for RRA			Raw Statistics (%)		Value
			Minority	Female	
0430 Miscellaneous managers, including funeral service managers a			15	35	2
0530 Purchasing agents, except wholesale, retail, and farm produc			7	40	1
0740 Business operations specialists, all other			19	60	1
0850 Personal financial advisors			17	38	2
1010 Computer programmers			35	36	16
1060 Database administrators			30	52	1
2000 Counselors			40	64	19
2430 Librarians			10	81	8
2540 Teacher assistants			24	92	42
2550 Other education, training, and library workers			26	67	13
2720 Athletes, coaches, umpires, and related workers			10	38	15
3110 Physician assistants			27	76	3
5000 First-line supervisors of office and administrative support			23	61	24
5150 Procurement clerks			30	83	1
5700 Secretaries and administrative assistants			21	97	1
5940 Miscellaneous office and administrative support workers, inc			27	76	166
RRA = Reasonable Recruitment Area					

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)					
	Kingston NY	2	Raw Statistics (%)		
	Census Codes used for RRA		Minority	Female	Value
0230 Education administrators			3	65	13
0430 Miscellaneous managers, including funeral service managers a			5	42	2
0530 Purchasing agents, except wholesale, retail, and farm produc			0	47	1
0740 Business operations specialists, all other			0	59	1
0850 Personal financial advisors			0	37	2
1010 Computer programmers			10	41	16
1060 Database administrators			71	43	1
2000 Counselors			18	56	19
2430 Librarians			0	94	8
2540 Teacher assistants			15	95	42
2550 Other education, training, and library workers			0	60	13
2720 Athletes, coaches, umpires, and related workers			0	32	15
3110 Physician assistants			15	31	3
5000 First-line supervisors of office and administrative support			5	66	24
5150 Procurement clerks			15	85	1

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
Kingston NY	2	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>		
	Census Codes used for RRA			
5700 Secretaries and administrative assistants		9	94	1
5940 Miscellaneous office and administrative support workers, inc		26	69	166
Queens	3	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>		
	Census Codes used for RRA			
0230 Education administrators		53	65	13
0430 Miscellaneous managers, including funeral service managers a		60	39	2
0530 Purchasing agents, except wholesale, retail, and farm produc		48	47	1
0740 Business operations specialists, all other		59	73	1
0850 Personal financial advisors		66	33	2
1010 Computer programmers		62	27	16
1060 Database administrators		64	36	1
2000 Counselors		76	68	19
2430 Librarians		30	74	8
2540 Teacher assistants		63	87	42
2550 Other education, training, and library workers		63	74	13

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Queens	3		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
2720 Athletes, coaches, umpires, and related workers		51	45	15
3110 Physician assistants		65	73	3
5000 First-line supervisors of office and administrative support		66	62	24
5150 Procurement clerks		88	78	1
5700 Secretaries and administrative assistants		59	93	1
5940 Miscellaneous office and administrative support workers, inc		65	65	166
	Suffolk	4		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		17	58	13
0430 Miscellaneous managers, including funeral service managers a		15	33	2
0530 Purchasing agents, except wholesale, retail, and farm produc		12	59	1
0740 Business operations specialists, all other		31	69	1
0850 Personal financial advisors		16	22	2
1010 Computer programmers		23	19	16
1060 Database administrators		22	65	1

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Suffolk	4			
Census Codes used for RRA			Raw Statistics (%)		Value
			Minority	Female	
2000 Counselors			32	60	19
2430 Librarians			7	84	8
2540 Teacher assistants			20	93	42
2550 Other education, training, and library workers			21	70	13
2720 Athletes, coaches, umpires, and related workers			20	35	15
3110 Physician assistants			10	63	3
5000 First-line supervisors of office and administrative support			21	67	24
5150 Procurement clerks			31	71	1
5700 Secretaries and administrative assistants			17	98	1
5940 Miscellaneous office and administrative support workers, inc			26	70	166
	Putnam	7			
Census Codes used for RRA			Raw Statistics (%)		Value
			Minority	Female	
0230 Education administrators			16	74	13
0430 Miscellaneous managers, including funeral service managers a			8	36	2
0530 Purchasing agents, except wholesale, retail, and farm produc			42	68	1

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Putnam	7			
Census Codes used for RRA			Raw Statistics (%)		Value
			Minority	Female	
0740 Business operations specialists, all other			25	25	1
0850 Personal financial advisors			7	23	2
1010 Computer programmers			20	46	16
1060 Database administrators			23	62	1
2000 Counselors			10	64	19
2430 Librarians			0	100	8
2540 Teacher assistants			14	87	42
2550 Other education, training, and library workers			0	100	13
2720 Athletes, coaches, umpires, and related workers			0	25	15
3110 Physician assistants			0	86	3
5000 First-line supervisors of office and administrative support			17	68	24
5150 Procurement clerks			0	100	1
5700 Secretaries and administrative assistants			10	97	1
5940 Miscellaneous office and administrative support workers, inc			5	88	166

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Kings		7		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		46	65	13
0430 Miscellaneous managers, including funeral service managers a		41	43	2
0530 Purchasing agents, except wholesale, retail, and farm produc		56	57	1
0740 Business operations specialists, all other		63	59	1
0850 Personal financial advisors		42	34	2
1010 Computer programmers		25	22	16
1060 Database administrators		48	49	1
2000 Counselors		68	62	19
2430 Librarians		38	74	8
2540 Teacher assistants		56	74	42
2550 Other education, training, and library workers		65	63	13
2720 Athletes, coaches, umpires, and related workers		45	30	15
3110 Physician assistants		62	74	3
5000 First-line supervisors of office and administrative support		62	58	24
5150 Procurement clerks		74	58	1
5700 Secretaries and administrative assistants		53	91	1
5940 Miscellaneous office and administrative support workers, inc		61	73	166

RRA = Reasonable Recruitment Area

Availability Analysis

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State University of New York at Purchase

3 - Professional (Non Faculty)				
Nassau		7		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		22	64	13
0430 Miscellaneous managers, including funeral service managers a		25	28	2
0530 Purchasing agents, except wholesale, retail, and farm produc		11	66	1
0740 Business operations specialists, all other		28	54	1
0850 Personal financial advisors		20	26	2
1010 Computer programmers		39	23	16
1060 Database administrators		44	30	1
2000 Counselors		47	72	19
2430 Librarians		23	83	8
2540 Teacher assistants		22	94	42
2550 Other education, training, and library workers		23	60	13
2720 Athletes, coaches, umpires, and related workers		25	36	15
3110 Physician assistants		34	68	3
5000 First-line supervisors of office and administrative support		27	67	24
5150 Procurement clerks		25	71	1

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Nassau	7		
Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
5700 Secretaries and administrative assistants		21	97	1
5940 Miscellaneous office and administrative support workers, inc		30	67	166
	New York-Northern New Jersey-Long Isla	7		
Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
0230 Education administrators		33	64	13
0430 Miscellaneous managers, including funeral service managers a		32	38	2
0530 Purchasing agents, except wholesale, retail, and farm produc		30	57	1
0740 Business operations specialists, all other		48	64	1
0850 Personal financial advisors		28	27	2
1010 Computer programmers		43	25	16
1060 Database administrators		46	35	1
2000 Counselors		56	66	19
2430 Librarians		21	79	8
2540 Teacher assistants		46	88	42
2550 Other education, training, and library workers		35	71	13

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
New York-Northern New Jersey-Long Isla	7			
Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
2720 Athletes, coaches, umpires, and related workers		29	36	15
3110 Physician assistants		47	71	3
5000 First-line supervisors of office and administrative support		43	64	24
5150 Procurement clerks		50	71	1
5700 Secretaries and administrative assistants		38	95	1
5940 Miscellaneous office and administrative support workers, inc		47	72	166
New York (county)	14			
Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
0230 Education administrators		27	66	13
0430 Miscellaneous managers, including funeral service managers a		28	46	2
0530 Purchasing agents, except wholesale, retail, and farm produc		22	62	1
0740 Business operations specialists, all other		44	67	1
0850 Personal financial advisors		26	29	2
1010 Computer programmers		38	21	16
1060 Database administrators		31	37	1

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	New York (county)	14			
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
	2000 Counselors		55	64	19
	2430 Librarians		19	76	8
	2540 Teacher assistants		77	80	42
	2550 Other education, training, and library workers		32	64	13
	2720 Athletes, coaches, umpires, and related workers		38	33	15
	3110 Physician assistants		46	79	3
	5000 First-line supervisors of office and administrative support		47	60	24
	5150 Procurement clerks		71	63	1
	5700 Secretaries and administrative assistants		50	89	1
	5940 Miscellaneous office and administrative support workers, inc		43	66	166
	Rockland	15			
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
	0230 Education administrators		16	58	13
	0430 Miscellaneous managers, including funeral service managers a		24	37	2
	0530 Purchasing agents, except wholesale, retail, and farm produc		19	51	1

RRA = Reasonable Recruitment Area

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State University of New York at Purchase

3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Rockland	15			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value
0740 Business operations specialists, all other			58	61	1
0850 Personal financial advisors			10	23	2
1010 Computer programmers			36	23	16
1060 Database administrators			21	53	1
2000 Counselors			37	67	19
2430 Librarians			0	83	8
2540 Teacher assistants			19	74	42
2550 Other education, training, and library workers			17	35	13
2720 Athletes, coaches, umpires, and related workers			31	31	15
3110 Physician assistants			39	78	3
5000 First-line supervisors of office and administrative support			44	60	24
5700 Secretaries and administrative assistants			17	94	1
5940 Miscellaneous office and administrative support workers, inc			30	74	166
	Bronx	18			
Census Codes used for RRA			Raw Statistics (%)		
			Minority	Female	Value

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Bronx	18	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>		
	Census Codes used for RRA				
0230 Education administrators			66	65	13
0430 Miscellaneous managers, including funeral service managers a			76	45	2
0530 Purchasing agents, except wholesale, retail, and farm produc			93	44	1
0740 Business operations specialists, all other			88	76	1
0850 Personal financial advisors			65	43	2
1010 Computer programmers			63	37	16
1060 Database administrators			89	27	1
2000 Counselors			90	65	19
2430 Librarians			57	82	8
2540 Teacher assistants			91	87	42
2550 Other education, training, and library workers			78	82	13
2720 Athletes, coaches, umpires, and related workers			64	35	15
3110 Physician assistants			74	58	3
5000 First-line supervisors of office and administrative support			84	64	24
5150 Procurement clerks			100	83	1
5700 Secretaries and administrative assistants			81	95	1

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Bronx	18		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
5940 Miscellaneous office and administrative support workers, inc			88	74 166
	Poughkeepsie-Newburgh-Middletown NY	19		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
0230 Education administrators			27	54 13
0430 Miscellaneous managers, including funeral service managers a			15	31 2
0530 Purchasing agents, except wholesale, retail, and farm produc			17	41 1
0740 Business operations specialists, all other			37	49 1
0850 Personal financial advisors			11	27 2
1010 Computer programmers			20	27 16
1060 Database administrators			18	37 1
2000 Counselors			23	72 19
2430 Librarians			10	88 8
2540 Teacher assistants			21	90 42
2550 Other education, training, and library workers			15	64 13
2720 Athletes, coaches, umpires, and related workers			16	33 15

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)				
Census Areas for RRA		Value		
	Poughkeepsie-Newburgh-Middletown NY	19		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
3110 Physician assistants		22	79	3
5000 First-line supervisors of office and administrative support		18	67	24
5150 Procurement clerks		0	71	1
5700 Secretaries and administrative assistants		19	95	1
5940 Miscellaneous office and administrative support workers, inc		16	64	166
	Bridgeport-Stamford-Norwalk CT	38		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
0230 Education administrators		13	70	13
0430 Miscellaneous managers, including funeral service managers a		16	34	2
0530 Purchasing agents, except wholesale, retail, and farm produc		28	43	1
0740 Business operations specialists, all other		23	73	1
0850 Personal financial advisors		12	14	2
1010 Computer programmers		41	21	16
1060 Database administrators		28	45	1
2000 Counselors		33	74	19

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Bridgeport-Stamford-Norwalk CT	38			
Census Codes used for RRA			Raw Statistics (%) Minority	Female	Value
2430 Librarians			9	82	8
2540 Teacher assistants			25	95	42
2550 Other education, training, and library workers			39	59	13
2720 Athletes, coaches, umpires, and related workers			11	33	15
3110 Physician assistants			34	60	3
5000 First-line supervisors of office and administrative support			29	65	24
5150 Procurement clerks			17	38	1
5700 Secretaries and administrative assistants			21	96	1
5940 Miscellaneous office and administrative support workers, inc			42	72	166
	Westchester	186			
Census Codes used for RRA			Raw Statistics (%) Minority	Female	Value
0230 Education administrators			29	68	13
0430 Miscellaneous managers, including funeral service managers a			26	40	2
0530 Purchasing agents, except wholesale, retail, and farm produc			18	64	1
0740 Business operations specialists, all other			38	80	1

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)					
Census Areas for RRA			Value		
	Westchester	186	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
0850 Personal financial advisors			17	19	2
1010 Computer programmers			34	18	16
1060 Database administrators			31	31	1
2000 Counselors			54	75	19
2430 Librarians			21	93	8
2540 Teacher assistants			38	94	42
2550 Other education, training, and library workers			30	76	13
2720 Athletes, coaches, umpires, and related workers			28	40	15
3110 Physician assistants			44	53	3
5000 First-line supervisors of office and administrative support			32	72	24
5150 Procurement clerks			57	100	1
5700 Secretaries and administrative assistants			27	97	1
5940 Miscellaneous office and administrative support workers, inc			42	73	166

RRA = Reasonable Recruitment Area

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3 - Professional (Non Faculty)					

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4 - Secretarial/Clerical								
Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	38	85	100	38	85	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 13		100						
		Final Availability (%)			38	85		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

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4 - Secretarial/Clerical				
Factor 1: External Availability				
External Availability from the RRA				
Census Areas for RRA		Value		
	Putnam	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
	5320 Library assistants, clerical		87	100 2
	5700 Secretaries and administrative assistants		10	97 7
	5810 Data entry keyers		51	62 1
	5850 Mail clerks and mail machine operators, except postal servic		50	50 1
	5860 Office clerks, general		23	89 2
	Bronx	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
	5320 Library assistants, clerical		94	56 2
	5700 Secretaries and administrative assistants		81	95 7
	5810 Data entry keyers		91	76 1
	5850 Mail clerks and mail machine operators, except postal servic		95	27 1
	5860 Office clerks, general		86	73 2
	Queens	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value

RRA = Reasonable Recruitment Area

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4 - Secretarial/Clerical				
Census Areas for RRA		Value		
	Queens	1		
	Census Codes used for RRA		Raw Statistics (%) Minority Female	Value
5320 Library assistants, clerical			64	73
5700 Secretaries and administrative assistants			59	93
5810 Data entry keyers			78	73
5850 Mail clerks and mail machine operators, except postal servic			76	21
5860 Office clerks, general			72	70
	Bridgeport-Stamford-Norwalk CT	1		
	Census Codes used for RRA		Raw Statistics (%) Minority Female	Value
5320 Library assistants, clerical			13	77
5700 Secretaries and administrative assistants			21	96
5810 Data entry keyers			32	73
5850 Mail clerks and mail machine operators, except postal servic			48	57
5860 Office clerks, general			31	85
	Rockland	2		
	Census Codes used for RRA		Raw Statistics (%) Minority Female	Value

RRA = Reasonable Recruitment Area

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4 - Secretarial/Clerical				
Census Areas for RRA		Value		
	Rockland	2		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
5320 Library assistants, clerical			28	87 2
5700 Secretaries and administrative assistants			17	94 7
5810 Data entry keyers			28	67 1
5850 Mail clerks and mail machine operators, except postal servic			15	23 1
5860 Office clerks, general			34	75 2
	Westchester	7		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
5320 Library assistants, clerical			33	86 2
5700 Secretaries and administrative assistants			27	97 7
5810 Data entry keyers			42	70 1
5850 Mail clerks and mail machine operators, except postal servic			55	39 1
5860 Office clerks, general			46	77 2

RRA = Reasonable Recruitment Area

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4 - Secretarial/Clerical					
		Raw Statistics (%)		Weight	Weighted Factor (%)
		Minority	Female		Minority Female
Final Statistics for External Availability		38	85	100%	38 85

RRA = Reasonable Recruitment Area

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5 - Technical/Paraprofessional								
Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	34	92	100	34	92	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 92		100						
		Final Availability (%)			34	92		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

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5 - Technical/Paraprofessional

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value				
	Suffolk	1				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
2540 Teacher assistants			20	93	91	
3500 Licensed practical and licensed vocational nurses			27	96	1	
	Kings	1				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
2540 Teacher assistants			56	74	91	
3500 Licensed practical and licensed vocational nurses			91	94	1	
	New York (county)	1				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
2540 Teacher assistants			77	80	91	
3500 Licensed practical and licensed vocational nurses			74	91	1	
	Queens	1				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
2540 Teacher assistants			63	87	91	

RRA = Reasonable Recruitment Area

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5 - Technical/Paraprofessional							
Census Areas for RRA			Value				
	Queens	1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA						
3500 Licensed practical and licensed vocational nurses			89	91	1		
	Dutchess	1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA						
2540 Teacher assistants			20	91	91		
3500 Licensed practical and licensed vocational nurses			37	95	1		
	Buffalo-Niagara Falls NY	1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA						
2540 Teacher assistants			20	90	91		
3500 Licensed practical and licensed vocational nurses			31	94	1		
	Rochester NY	1	<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>				
	Census Codes used for RRA						
2540 Teacher assistants			18	91	91		
3500 Licensed practical and licensed vocational nurses			30	92	1		

RRA = Reasonable Recruitment Area

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5 - Technical/Paraprofessional				
	Nassau	2		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540	Teacher assistants		22	94 91
3500	Licensed practical and licensed vocational nurses		69	95 1
	New York-Northern New Jersey-Long Isla	2		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540	Teacher assistants		46	88 91
3500	Licensed practical and licensed vocational nurses		67	93 1
	Poughkeepsie-Newburgh-Middletown NY	2		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540	Teacher assistants		21	90 91
3500	Licensed practical and licensed vocational nurses		41	94 1
	Bronx	3		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value

RRA = Reasonable Recruitment Area

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5 - Technical/Paraprofessional				
Census Areas for RRA		Value		
Bronx			3	
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540 Teacher assistants			91	87 91
3500 Licensed practical and licensed vocational nurses			96	92 1
Kingston NY			3	
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540 Teacher assistants			15	95 91
3500 Licensed practical and licensed vocational nurses			18	89 1
Putnam			6	
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540 Teacher assistants			14	87 91
3500 Licensed practical and licensed vocational nurses			0	100 1
Rockland			6	
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
2540 Teacher assistants			19	74 91

RRA = Reasonable Recruitment Area

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5 - Technical/Paraprofessional						
Census Areas for RRA			Value			
	Rockland	6				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
3500 Licensed practical and licensed vocational nurses			67	92	1	
	Bridgeport-Stamford-Norwalk CT	11				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
2540 Teacher assistants			25	95	91	
3500 Licensed practical and licensed vocational nurses			59	89	1	
	Westchester	54				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
2540 Teacher assistants			38	94	91	
3500 Licensed practical and licensed vocational nurses			73	89	1	
			Raw Statistics (%) Minority	Female	Weight	Weighted Factor (%) Minority Female
Final Statistics for External Availability			34	92	100%	34 92

RRA = Reasonable Recruitment Area

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6 - Skilled Crafts								
Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	0	0	0	0	0	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	62	12	100	62	12	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 36		100						
		Final Availability (%)			62	12		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

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6 - Skilled Crafts					
Factor 2: Internal Availability					
Source Description		Raw Statistics (%)		Value	
		Minority	Female		
7 - Service/Maintenance (Company)		69	25	1	
6 - Skilled Crafts (Company)		56	0	1	
		Raw Statistics (%)		Weight	Weighted Factor (%)
		Minority	Female		Minority Female
Final Statistics for Internal Availability		62	12	100%	62 12

RRA = Reasonable Recruitment Area

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7 - Service/Maintenance

Factor	Description	Raw Statistics (%)			Weighted Factor (%)		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	67	43	86	58	37	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	69	25	14	10	3	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 114		100						
		Final Availability (%)			68	40		

NOTE: Census values displayed are estimates and are rounded to the nearest whole number.

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7 - Service/Maintenance

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA			Value			
	Nassau	1				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
3850 Police officers			26	13	15	
3930 Security guards and gaming surveillance officers			43	19	7	
4200 First-line supervisors of housekeeping and janitorial worker			46	27	4	
4210 First-line supervisors of landscaping, lawn service, and gro			29	2	1	
4220 Janitors and building cleaners			53	18	15	
4230 Maids and housekeeping cleaners			87	86	44	
4250 Grounds maintenance workers			70	2	23	
7340 Maintenance and repair workers, general			47	0	1	
7610 Helpers--installation, maintenance, and repair workers			33	0	4	
	Queens	1				
	Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value	
3850 Police officers			68	25	15	
3930 Security guards and gaming surveillance officers			84	16	7	
4200 First-line supervisors of housekeeping and janitorial worker			71	41	4	
4210 First-line supervisors of landscaping, lawn service, and gro			58	8	1	

RRA = Reasonable Recruitment Area

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7 - Service/Maintenance				
Census Areas for RRA		Value		
	Queens	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
4220 Janitors and building cleaners		81	30	15
4230 Maids and housekeeping cleaners		88	86	44
4250 Grounds maintenance workers		82	13	23
7340 Maintenance and repair workers, general		71	2	1
7610 Helpers--installation, maintenance, and repair workers		80	0	4
	Dutchess	1		
Census Codes used for RRA		Raw Statistics (%)		Value
		Minority	Female	
3850 Police officers		16	4	15
3930 Security guards and gaming surveillance officers		34	20	7
4200 First-line supervisors of housekeeping and janitorial worker		22	39	4
4210 First-line supervisors of landscaping, lawn service, and gro		4	12	1
4220 Janitors and building cleaners		34	21	15
4230 Maids and housekeeping cleaners		60	92	44
4250 Grounds maintenance workers		54	12	23
7340 Maintenance and repair workers, general		20	4	1

RRA = Reasonable Recruitment Area

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7 - Service/Maintenance				
Census Areas for RRA		Value		
	Dutchess	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
7610 Helpers--installation, maintenance, and repair workers			0	0 4
	Kingston NY	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
3850 Police officers			14	6 15
3930 Security guards and gaming surveillance officers			14	18 7
4200 First-line supervisors of housekeeping and janitorial worker			6	11 4
4210 First-line supervisors of landscaping, lawn service, and gro			0	29 1
4220 Janitors and building cleaners			23	25 15
4230 Maids and housekeeping cleaners			36	87 44
4250 Grounds maintenance workers			19	8 23
7340 Maintenance and repair workers, general			16	0 1
7610 Helpers--installation, maintenance, and repair workers			0	0 4
	Albany-Schenectady-Troy NY	1		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 10/01/2016

State University of New York at Purchase

7 - Service/Maintenance				
Census Areas for RRA		Value		
	Albany-Schenectady-Troy NY	1		
Census Codes used for RRA		Raw Statistics (%)		
		Minority	Female	Value
3850 Police officers		10	14	15
3930 Security guards and gaming surveillance officers		19	14	7
4200 First-line supervisors of housekeeping and janitorial worker		19	27	4
4210 First-line supervisors of landscaping, lawn service, and gro		3	7	1
4220 Janitors and building cleaners		24	27	15
4230 Maids and housekeeping cleaners		44	78	44
4250 Grounds maintenance workers		17	5	23
7340 Maintenance and repair workers, general		12	0	1
7610 Helpers--installation, maintenance, and repair workers		0	0	4
	Rockland	2		
Census Codes used for RRA		Raw Statistics (%)		
		Minority	Female	Value
3850 Police officers		21	13	15
3930 Security guards and gaming surveillance officers		44	12	7
4200 First-line supervisors of housekeeping and janitorial worker		40	25	4
4210 First-line supervisors of landscaping, lawn service, and gro		31	0	1

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 10/01/2016

State University of New York at Purchase

7 - Service/Maintenance				
Census Areas for RRA		Value		
	Rockland	2		
Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
4220 Janitors and building cleaners		64	22	15
4230 Maids and housekeeping cleaners		80	86	44
4250 Grounds maintenance workers		78	0	23
7340 Maintenance and repair workers, general		70	0	1
7610 Helpers--installation, maintenance, and repair workers		100	0	4
	Poughkeepsie-Newburgh-Middletown NY	6		
Census Codes used for RRA		Raw Statistics (%) Minority	Female	Value
3850 Police officers		44	17	15
3930 Security guards and gaming surveillance officers		37	23	7
4200 First-line supervisors of housekeeping and janitorial worker		22	33	4
4210 First-line supervisors of landscaping, lawn service, and gro		11	8	1
4220 Janitors and building cleaners		42	25	15
4230 Maids and housekeeping cleaners		68	87	44
4250 Grounds maintenance workers		46	9	23
7340 Maintenance and repair workers, general		25	7	1
RRA = Reasonable Recruitment Area				

Availability Analysis

Plan Date 10/01/2016

State University of New York at Purchase

7 - Service/Maintenance				
Census Areas for RRA		Value		
	Poughkeepsie-Newburgh-Middletown NY	6		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
7610 Helpers--installation, maintenance, and repair workers			0	0 4
	Putnam	7		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
3850 Police officers			7	9 15
3930 Security guards and gaming surveillance officers			9	0 7
4200 First-line supervisors of housekeeping and janitorial worker			0	38 4
4210 First-line supervisors of landscaping, lawn service, and gro			52	0 1
4220 Janitors and building cleaners			17	16 15
4230 Maids and housekeeping cleaners			52	88 44
4250 Grounds maintenance workers			37	7 23
7340 Maintenance and repair workers, general			16	0 1
	Bronx	10		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
3850 Police officers			89	32 15

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 10/01/2016

State University of New York at Purchase

7 - Service/Maintenance				
Census Areas for RRA		Value		
	Bronx	10		
Census Codes used for RRA		Raw Statistics (%)		Value
Minority	Female			
3930 Security guards and gaming surveillance officers	93	20	7	
4200 First-line supervisors of housekeeping and janitorial worker	92	23	4	
4210 First-line supervisors of landscaping, lawn service, and gro	85	15	1	
4220 Janitors and building cleaners	91	23	15	
4230 Maids and housekeeping cleaners	96	75	44	
4250 Grounds maintenance workers	87	27	23	
7340 Maintenance and repair workers, general	92	5	1	
7610 Helpers--installation, maintenance, and repair workers	93	0	4	
	Bridgeport-Stamford-Norwalk CT	17		
Census Codes used for RRA		Raw Statistics (%)		Value
Minority	Female			
3850 Police officers	18	10	15	
3930 Security guards and gaming surveillance officers	56	13	7	
4200 First-line supervisors of housekeeping and janitorial worker	50	37	4	
4210 First-line supervisors of landscaping, lawn service, and gro	34	7	1	
4220 Janitors and building cleaners	67	29	15	

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 10/01/2016

State University of New York at Purchase

7 - Service/Maintenance				
Census Areas for RRA		Value		
	Bridgeport-Stamford-Norwalk CT	17		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
	4230 Maids and housekeeping cleaners		69	91 44
	4250 Grounds maintenance workers		62	4 23
	7340 Maintenance and repair workers, general		35	8 1
	Westchester	71		
	Census Codes used for RRA		Raw Statistics (%) Minority	Female Value
	3850 Police officers		34	16 15
	3930 Security guards and gaming surveillance officers		64	18 7
	4200 First-line supervisors of housekeeping and janitorial worker		46	19 4
	4210 First-line supervisors of landscaping, lawn service, and gro		37	0 1
	4220 Janitors and building cleaners		71	28 15
	4230 Maids and housekeeping cleaners		85	88 44
	4250 Grounds maintenance workers		79	4 23
	7340 Maintenance and repair workers, general		38	0 1
	7610 Helpers--installation, maintenance, and repair workers		100	0 4

RRA = Reasonable Recruitment Area

Availability Analysis

Plan Date 10/01/2016

State University of New York at Purchase

7 - Service/Maintenance					
					</

Placement Goals

Contractors and subcontractors must compare the percentage of minorities and women in each job group with the availability for those job groups as calculated in this AAP. 41 C.F.R. § 60-2.13 to 60.2.15. When the percentage of minorities or women in a job group is less than would be reasonably expected given their availability, contractors are required to establish placement goals, which also serve as reasonably attainable objectives to measure progress toward achieving equal employment opportunity. 41 C.F.R. § 60-2.16.

Contractors may use a number of methods to determine whether their actual employment percentage of minorities and/or females is lower than would reasonably be expected, including the need to set a placement goal when: 1) there is “any difference” between the availability percentage and the employment percentage; 2) actual employment is less than 80 percent of calculated availability (which is the expected representation); or, 3) the difference between the actual and expected employment is statistically significant. Any reasonable method, as long as it is uniformly applied, is acceptable to the OFCCP.

Placement goals are established as a percentage equal to the calculated availability and serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. 41 C.F.R. § 60-2.16. **Although a contractor is required to make good faith efforts to meet its goals, the goals are not allowed under law to be quotas (with the exception of a few circumstances, such as when there is a court order to remedy prior unlawful discrimination.)**

Placement Goals

Plan Date: 10/01/2016

State University of New York at Purchase

Job Group	Group Size	Employment (%)		Availability (%)		Placement Goals* Needed		Annual Goal (%)	
		Minority	Female	Minority	Female	Minority	Female	Minority	Female
1 - Executive/Administrative/Managerial	44	16	43	34	52	Yes ¹	No ¹	34	
2 - Faculty	472	18	51	25	50	Yes ¹	No ¹	25	
3 - Professional (Non Faculty)	328	25	61	38	69	Yes ¹	Yes ¹	38	69
4 - Secretarial/Clerical	13	31	92	38	85	No ²	No ²		
5 - Technical/Paraprofessional	92	20	36	34	92	Yes ¹	Yes ²	34	92
6 - Skilled Crafts	36	56	0	62	12	No ²	Yes ²		12
7 - Service/Maintenance	114	69	25	68	40	No ¹	Yes ¹		40

1 - Two Standard Deviations

2 - 80% Rule

*The establishment of a "Placement Goal" does not amount to an admission of impermissible conduct. It is neither a finding of lawful discrimination nor a finding of a lack of a good faith affirmative action efforts. Nor does the establishment of a Placement Goal permit unlawful discrimination. Rather the establishment of a "Placement Goal" is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

Hire Summary

Date Range: October 1, 2015 through September 30, 2016

State University of New York at Purchase

Min and Female are displayed as counts.										
Group Code - Description	Hires Tot	Hires Min	Hires Fem	Hires White	Hires Black	Hires Hispanic	Hires Asian	Hires Indian	Hires Hawaiian	Hires Two or More
1 - Executive/Adminstrative/Manager	2	1	2	1	0	0	1	0	0	0
2 - Faculty	77	12	39	65	3	4	5	0	0	0
3 - Professional (Non Faculty)	75	19	51	56	6	8	4	0	0	1
5 - Technical/Paraprofessional	30	8	13	22	4	3	0	0	0	1
7 - Service/Maintenance	19	12	1	7	5	7	0	0	0	0

Promotion Summary

Date Range: October 1, 2015 through September 30, 2016

State University of New York at Purchase

Min and Female are displayed as counts.										
Group Code - Description	Pro From Tot	Pro From Min	Pro From Fem	Pro From White	Pro From Black	Pro From Hispanic	Pro From Asian	Pro From Indian	Pro From Hawaiian	Pro From Two or More
2 - Faculty	7	0	5	7	0	0	0	0	0	0
3 - Professional (Non Faculty)	5	0	2	5	0	0	0	0	0	0
6 - Skilled Crafts	1	0	0	1	0	0	0	0	0	0
7 - Service/Maintenance	5	3	0	2	2	1	0	0	0	0

Termination Summary

Date Range: October 1, 2015 through September 30, 2016

State University of New York at Purchase

Min and Female are displayed as counts.										
Group Code - Description	Terms Tot	Terms Min	Terms Fem	Terms White	Terms Black	Terms Hispanic	Terms Asian	Terms Indian	Terms Hawaiian	Terms Two or More
1 - Executive/Administrative/Manager	4	0	1	4	0	0	0	0	0	0
2 - Faculty	342	52	179	290	13	16	13	1	0	9
3 - Professional (Non Faculty)	135	33	82	102	8	14	8	0	0	3
4 - Secretarial/Clerical	1	1	0	0	0	0	1	0	0	0
5 - Technical/Paraprofessional	56	16	26	40	5	3	2	0	0	6
6 - Skilled Crafts	2	1	0	1	1	0	0	0	0	0
7 - Service/Maintenance	19	10	3	9	5	5	0	0	0	0

**Affirmative Action Program for
Protected Veterans**

State University of New York at Purchase

Purchase, NY

**Affirmative Action Program
For Protected Veterans**

**October 1, 2016 through September 30, 2017
Plan Year**

CONFIDENTIAL, TRADE SECRET, AND PRIVATE MATERIAL

This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of Purchase College which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to Purchase College or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), and (6) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

**State University of New York at Purchase
Purchase, NY**

**AFFIRMATIVE ACTION PROGRAM
FOR PROTECTED VETERANS**

**October 1, 2016 through September 30, 2017
Plan Year**

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Introduction

State University of New York at Purchase (Purchase College) sets forth this affirmative action program (“AAP”) for the year from October 1, 2016 through September 30, 2017, reaffirming its commitment to the spirit and letter of affirmative action law. Through the implementation of this plan Purchase College continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this AAP, Purchase College recognizes its duty to ensure equal employment opportunity. The following statement of policy reinforces that belief.

Equal Employment Opportunity Policy Statement

41 C.F.R. § 60-300.44(a)

In setting forth this plan Purchase College reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Ricardo Espinales, as the EEO Administrator, oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. Purchase College’s top U.S. executive supports Purchase College’s AAP.

Purchase College provides for an audit and reporting system regarding Purchase College’s affirmative action responsibilities under the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (“VEVRAA”) regulations, and assigns overall responsibility for the implementation of affirmative action responsibilities under these regulations.

Purchase College recruits, hires, trains and promotes persons in all job titles, and ensures that all personnel actions are administered without regard to protected veteran status; and ensures that all employment actions are based only on valid job requirements. Purchase College’s employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. filing a complaint with Purchase College or with Federal, state, or local agencies regarding the status covered under this AAP;
2. assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal employment opportunity for protected veterans;
3. opposing any act or practice made unlawful by VEVRAA or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for protected veterans; or
4. exercising any other right protected by VEVRAA or its implementing regulations.

Purchase College's full AAP, absent the data metrics required by 41 CFR § 60-300.44(k), is available for inspection upon request at the location and during the hours that are posted at Purchase College's establishment at Purchase College's Human Resources Office.

Definitions. For the purposes of this AAP, the term "Protected Veteran" shall be defined as follows, according to the VEVRAA regulations:

Active Duty Wartime or Campaign Badge Veteran means a veteran who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the U. S. Department of Defense.

Armed Forces Service Medal Veteran means any veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation to which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Disabled Veteran means:

1. A veteran of the U. S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or
2. A person who was discharged or released from active duty because of a service-connected disability.

Protected Veteran means a veteran who is protected under the non-discrimination and affirmative action provisions of VEVRAA; specifically, a veteran who may be classified as a "disabled veteran," "recently-separated veteran," "active duty wartime or campaign badge veteran," and/or an "Armed Forces Service Medal Veteran" as defined by this AAP and VEVRAA.

Recently-Separated Veteran means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

Pre-JVA veterans are those who would be protected by 41 C.F.R. Part 250 if it were not rescinded, but would not be protected under 41 C.F.R. Part 300, and if Purchase College is found to still be signatory to any federal contracts signed on or before November 30, 2003 and which have not since been amended, modified and/or extended.

Review of Personnel Processes

41 C.F.R. § 300.44(b)

1. Purchase College ensures its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known protected veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.
2. Purchase College also ensures that when a protected veteran is considered for employment opportunities, Purchase College relies only on that portion of the individual's military record, including his or her discharge papers, relevant to the requirements of the opportunity in issue.
3. Purchase College ensures that its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified.
4. Purchase College periodically reviews such processes and makes any necessary modifications to ensure that these obligations are carried out. A description of the review and any necessary modifications to personnel processes or development of new processes is included in this AAP.
5. Purchase College designs procedures that facilitate a review of the implementation of this requirement by Purchase College and the Government. The procedures Purchase College uses are as follows:
 - a. The application or personnel form of each known applicant who is a protected veteran is annotated to identify each vacancy for which the applicant was considered, and the form will be quickly retrievable for review by the Department of Labor and Purchase College's personnel officials for use in investigations and internal compliance activities.
 - b. Where applicants or employees are selected for hire, promotion, or training and Purchase College undertakes any accommodation which makes it possible for it to place a disabled veteran on the job, Purchase College makes a record containing a description of the accommodation. The record is treated as a confidential medical record in accordance with § 60-300.23(d).

Physical and Mental Job Qualifications

41 C.F.R. § 300.23 and 44(c)

1. Purchase College adheres to a schedule for the periodic review of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position and are consistent with job necessity.

2. Whenever Purchase College applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified disabled veterans, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity. Purchase College reviews its job descriptions and qualifications to ensure they accurately reflect job duties and responsibilities. The schedule is as follows as job openings become available; as new job qualifications are established; and/or, when new equipment is installed.
3. No pre-employment physical examinations or questionnaires are used by Purchase College prior to a job offer contingent on such examinations and other requirements.
4. Purchase College may use as a defense to a violation of its obligations in Paragraph 2 above that an individual poses a direct threat to the health or safety of the individual or others in the workplace.
5. When Purchase College conducts a medical examination or inquiry of a protected veteran it will do so according to the terms and conditions of the VEVRAA and Section 503 regulations, and the results of such an examination or inquiry are kept confidential according to federal regulations, which includes the following exceptions:
 - a. Supervisors and managers may be informed regarding restrictions on the work or duties of the applicant or employee and necessary accommodations;
 - b. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and,
 - c. Government officials engaged in enforcing the laws administered by the OFCCP regarding individuals with disabilities or protected veterans, or enforcing The Americans with Disabilities Act (“ADA”) and The Americans with Disabilities Act Amendment Act of 2008 (“ADAAA”), shall be provided relevant information on request.

Reasonable Accommodation

41 C.F.R. §60-300.44(d)

1. It is Purchase College's policy as a matter of nondiscrimination to make reasonable accommodation to the known physical and mental limitations of all otherwise qualified disabled veterans unless it can demonstrate that the accommodation would impose an undue hardship on Purchase College's business, in accordance with the terms and conditions of Section 503 regulations. Undue hardship will be determined by its definition under applicable regulations under Section 503 including, but not limited to the following: Undue hardship means, with respect to the provision of an accommodation, significant difficulty or expense incurred by the contractor, when considered in light of the factors set forth in 41 CFR § 60-300.2 (aa)(2), such as the overall financial resources of the facility and the impact of the accommodation upon the operation of the facility (this is not an all-inclusive list).
2. As a matter of affirmative action, if an employee who is known to be a disabled veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, Purchase College confidentially notifies the employee of the performance problem and inquires whether the problem is related to the employee's disability.
3. If the employee responds affirmatively, Purchase College confidentially inquires whether the employee is in need of a reasonable accommodation.

Anti-Harassment Procedures

41 C.F.R. § 60-300.44(e)

Purchase College has developed and implemented procedures to ensure its employees are not harassed because of their status as a protected veteran.

External Dissemination of Policy, Outreach, and Positive Recruitment

41 C.F.R. § 300.44(f)

1. Purchase College sends written notification of its policy related to affirmative action efforts to all subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.
2. Purchase College undertakes appropriate outreach and positive recruitment activities such as some of those listed below that are reasonably designed to effectively recruit protected veterans. It is not contemplated that Purchase College will necessarily undertake all the activities listed below or that its activities will be limited to the items listed below. The scope of Purchase College's efforts shall depend upon all circumstances, including Purchase College's size and resources and the extent to which existing employment practices are adequate.
 - a. Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for veterans to fulfill its commitment to provide meaningful employment opportunities for such veterans:
 - i. The Local Veterans' Employment Representative in the local employment service office (i.e. the One-Stop) nearest Purchase College's establishment;
 - ii. The Department of Veterans Affairs Regional Office nearest Purchase College's establishment;
 - iii. The veterans' counselors and coordinators ("Vet-Reps") on college campuses;
 - iv. The service officers of the national veterans' groups active in the area of Purchase College's establishment;
 - v. Local veterans' groups and veterans' service centers near Purchase College's establishment;
 - vi. The Department of Defense Transition Assistance Program (TAP), or any subsequent program that, in whole or in part, might replace TAP; and
 - vii. Any organization listed in the Employer Resources section of the National Resource Directory (<http://www.nationalresourcedirectory.gov/>), or any future service that replaces or complements it.
 - b. Purchase College also considers taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to protected veterans:
 - i. Formal briefing sessions should be held, preferably on Purchase College's premises, with representatives from recruiting sources.

- ii. Purchase College's facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the University's selection process, and recruiting literature are an integral part of the briefing. At any such briefing sessions, the Purchase College official in charge of its affirmative action program is in attendance when possible. Formal arrangements should be made for referral of applicants, follow up with sources, and feedback on disposition of applicants.
 - iii. Purchase College's recruitment efforts at all educational institutions incorporate special efforts to reach students who are protected veterans.
 - iv. An effort is made to participate in work-study programs with Department of Veterans Affairs rehabilitation facilities which specialize in training or educating disabled veterans.
 - v. Protected veterans are made available for participation in career days, youth motivation programs, and related activities in their communities.
 - vi. Purchase College takes any other positive steps it deems necessary to attract qualified protected veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These persons may be located through the local chapters of organizations of and for any of the classifications of protected veterans.
 - vii. Purchase College, in making hiring decisions, considers applicants who are known protected veterans for all available positions for which they may be qualified when the position(s) applied for is unavailable.
 - viii. Purchase College considers listing its job openings with the National Resource Directory's Veterans Job Bank, or any future service that replaces or complements it.
3. Purchase College documents all activities it undertakes to comply with the obligations of this section, and retain these documents for a period of three (3) years.

Assessment of External Outreach and Recruitment Efforts

41 C.F.R. § 300.44(f)(3)

- 1. Purchase College, on an annual basis, reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans. Purchase College documents each evaluation, including at a minimum the criteria it used to evaluate the effectiveness of each effort and Purchase College's conclusion as to whether each effort was effective. Among these criteria shall be the data collected pursuant to 41 C.F.R. § 60-300.44(k) for the current year and the two most recent previous years. If Purchase College concludes the totality

of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement alternative efforts listed in paragraphs (f)(1) or (f)(2) of this section to fulfill its obligations.

Internal Dissemination of Policy

41 C.F.R. § 60-300.44(g)

1. Purchase College recognizes that a strong outreach program will be ineffective without adequate internal support from supervisory and management personnel and other employees.
2. Purchase College implements and disseminates this policy internally as follows:
 - a. includes it in Purchase College's policy manual or otherwise make the policy available to employees; and
 - b. if Purchase College is party to a collective bargaining agreement, it notifies union officials and/or employee representatives to inform them of Purchase College's policy, and request their cooperation.
3. Further, to assure greater employee cooperation and participation in Purchase College's efforts, Purchase College has developed the internal procedures listed in this section of the AAP for communication of its obligation to engage in affirmative action efforts to employ and advance in employment qualified protected veterans. It is not contemplated that Purchase College's activities will be limited to those listed. These procedures shall be designed to foster understanding, acceptance and support among Purchase College's executive, management, supervisory and other employees and to encourage such persons to take the necessary actions to aid Purchase College in meeting this obligation. Purchase College additionally considers implementing and disseminating this policy internally as follows:
 - a. Informing all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for protected veterans;
 - b. Publicizing it in Purchase College's newspaper, magazine, annual report and other media;
 - c. Conducting special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;
 - d. Discussing the policy thoroughly in both employee orientation and management training programs; and

- e. When employees are featured in employee handbooks or similar publications for employees, including disabled veterans.

Audit and Reporting System

C.F.R. § 60-300.44(h)

1. Purchase College has designed and implemented an audit and reporting system that:
 - a. Measures the effectiveness of Purchase College's AAP;
 - b. Indicates any need for remedial action;
 - c. Determines the degree to which Purchase College's objectives have been attained;
 - d. Determines whether known protected veterans have had the opportunity to participate in all of Purchase College's sponsored educational, training, recreational and social activities;
 - e. Measures Purchase College's compliance with the AAP's specific obligations; and
 - f. Documents the actions taken to comply with the obligations of paragraphs (i) through (v) above, and retain these documents as employment records for three years subject to the recordkeeping requirements of § 60-300.80.
2. Where the affirmative action program is found to be deficient, Purchase College undertakes necessary action to bring the program into compliance.

Responsibility for Implementation of the Plan

1. Identification and Responsibilities of EEO/AA Administrator 41 C.F.R. § 60-300.44(i)

In furtherance of Purchase College's commitment to Affirmative Action and Equal Employment Opportunity, overall responsibility for implementing Purchase College's AAP rests with its EEO/AA Administrator, whose identity should appear on all internal and external communications regarding Purchase College's AAP. The EEO/AA Administrator shall be given top management support and staff to manage the implementation of this program as it pertains to all applicable laws, orders and regulations, including VEVRAA. Specifically, Ricardo Espinales or the designated representative's duties include:

- a. Ensures that Purchase College lists its job openings in accordance with the requirements of 41 C.F.R. § 300.5.
- b. Ensuring Purchase College posts in conspicuous places, available to employees and applicants for employment, notices in a form to be prescribed by the OFCCP Director provided by or through the contracting officer. Such notices shall state the rights of applicants and employees as well as Purchase College's obligation under the law to take

affirmative action to employ and advance in employment qualified employees and applicants who are protected veterans.

- c. Ensuring Purchase College's applicants or employees who are disabled veterans are provided the notice in a form that is accessible and understandable to the individual applicant or employee (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair) when an applicant or employee requests the poster in an alternative format, or when Purchase College knows that an applicant or employee is unable to read the poster because of a disability. Purchase College may also provide the poster to an applicant or employee who is a disabled veteran in other alternate means, such as on disc or in audio recording, as long as the format provided enables the individual who is a disabled veteran to access the contents of a poster.
- d. Ensuring that, with respect to employees, if any, who do not work at a physical location of Purchase College, Purchase College satisfies its posting obligations by posting such notices in an electronic format, provided that Purchase College provides computers, or access to computers, that can access the electronic posting to such employees, or Purchase College has actual knowledge that such employees otherwise are able to access the electronically posted notices.
- e. Ensuring electronic notices for employees are posted in a conspicuous location and format on Purchase College's intranet or sent by electronic mail to employees. An electronic posting is used by Purchase College to notify job applicants of their rights if Purchase College utilizes an electronic application process. Such electronic applicant notice are conspicuously stored with, or as part of, the electronic application.
- f. Ensuring that to the extent this requirement is applicable to Purchase College, Purchase College notifies labor organizations of its EEO policy as required by 41 C.F.R. § 60-300.44(g).
- g. Ensuring Purchase College includes the provisions of this clause in every subcontract or purchase order in excess of \$100,000, unless exempted by the rules, regulations, or orders of the Secretary of Labor pursuant to VEVRAA, so that such provisions will be binding upon each subcontractor or vendor, under the terms and conditions of 41 CFR § 60-300.5(a).
- h. Ensuring that all solicitations or advertisements for employees placed by or on behalf of Purchase College, state that all qualified applicants will receive consideration for employment without regard to their protected veteran status.
- i. Developing, maintaining and, where appropriate, modifying Purchase College's AAP for protected veterans, policy statements, personnel policies, internal and external communication techniques including discussions with managers, supervisors and employees to ensure Purchase College's policies are followed, and monitoring the effectiveness of these actions.
- j. Advising supervisors that they are responsible to prevent harassment of employees due to their status as a protected veteran.

- k. Identifying problem areas with line management in the implementation of the program, and helping management develop solutions to any identifiable problem area.
- l. Designing, implementing and overseeing an audit and reporting system to monitor the progress of the University and the AAP's effectiveness, including auditing the contents of Purchase College's electronic and hard copy bulletin boards on a regular basis to ensure that compliance information that is posted is up to date.
- m. Serving as liaison between Purchase College and governmental enforcement agencies, community groups, vocational rehabilitation organizations, and organizations for protected veterans.
- n. Evaluating the effectiveness of Purchase College's plan on a regular basis, and reporting to management.
- o. Monitoring policies and procedures including the selection, evaluation, promotion and training process with regard to the various terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.
- p. Assisting in ensuring that Purchase College has processes and procedures: a) to ensure career counseling for employees who are protected veterans, when requested and appropriate; and, b) to review personnel actions, policies, procedures, and employee and applicants' qualifications to ensure protected veterans are treated in accordance with anti-discrimination laws when hiring, promotion, transfer, and termination actions occur.
- q. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.
- r. Assisting in the investigation, handling and disposition of employee discrimination and harassment complaints.
- s. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, and opportunity for participation in University-sponsored recreational, educational and social activities.
- t. Overseeing and ensuring that the below self-identification procedures are conducted as set forth in the VEVRAA regulations, using the language and manner prescribed by the OFCCP Director and published on the OFCCP Web site, as follows:
 - i. Pre-offer self-identification invitation procedures for Purchase College's job applicants as set forth in 41 C.F.R. § 60-300.42 (a); and
 - ii. Post-offer identification procedures for Purchase College's job applicants as set forth in 41 C.F.R. § 60-300.42 (a).

Further, Purchase College does not compel or coerce an individual to self-identify as a protected veteran. Purchase College keeps all information on self-identification confidential, and maintains it in a data analysis file (rather than in the medical or personnel files of individual employees) as set forth in 41 C.F.R. § 60-300.23(d). Purchase College only uses the self-identification information in accordance with the VEVRAA regulations.

- u. Ensuring that Purchase College complies with its obligations under 41 C.F.R. § 60-300.45, which requires that Purchase College establish benchmarks for hiring, the purpose of which is to create a quantifiable method by which Purchase College can measure its progress toward achieving equal employment opportunity for protected veterans. The benchmarks will be set on an annual basis and will be documented also as set forth in this AAP.
- v. If an applicant identifies himself or herself as a disabled veteran in the post-offer self-identification detailed above, Purchase College inquires of the applicant whether an accommodation is necessary, and, if so, engages with the applicant regarding reasonable accommodation. Purchase College may make such inquiries to the extent they are consistent with the Americans with Disabilities Act. Purchase College maintains a separate file in accordance with Section 60-300.23(d) on persons who have self-identified as disabled veterans.

2. Management Responsibilities

41 C.F.R. § 60-300.44(i)

Line and upper management are advised of their responsibilities for Purchase College's AAP regarding protected veterans within his or her area of responsibility, including but not limited to their obligations to:

- a. Review Purchase College's AAP for protected veterans with subordinate managers and supervisors to ensure they are aware of the policy, understand their obligation to comply with it in all personnel actions and understand the need for support at all levels.
- b. Assist in the auditing of plan progress, identification of problem areas, formulation of solutions, establishment of departmental goals and objectives, and development of training programs, when appropriate.
- c. Review the qualifications of applicants and employees in their area of responsibility to ensure protected veterans are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur.
- d. Review employees' performance to ensure that illegal discrimination regarding protected veterans does not occur.
- e. Make available career counseling to employees who are protected veterans, when so requested, and as appropriate.
- f. Review position descriptions to see that they adequately reflect the job to be performed.
- g. Audit training programs, hiring, and promotion patterns.
- h. Assist subordinates and upper management in the prevention of harassment.
- i. Show support for this AAP.

Affirmative Action Training

41 C.F.R. § 60-300.44(j)

Purchase College provides training to all personnel involved in the recruitment, screening, selection, promotion, disciplinary and other related processes to ensure its AAP commitments are implemented.

ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment: Purchase College evaluated the effectiveness of outreach and recruitment efforts for qualified veterans during its prior AAP year. During that period, of the applicants who chose to complete the self-identification form, 0.00% self-identified as a protected veteran. As a result, Purchase College will continue to review and analyze its existing outreach efforts and commit to continue to identify viable partners throughout the year.

DATA COLLECTION ANALYSIS 41 C.F.R. § 60-300.44(k)

Purchase College documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintains them for a period of three (3) years:

1. The number of applicants who self-identified as protected veterans pursuant to § 60-300.42(a), or who are otherwise known as protected veterans;
2. The total number of job openings and total number of jobs filled;
3. The total number of applicants for all jobs;
4. The number of protected veteran applicants hired; and
5. The total number of applicants hired.

See Protected Veterans Three Year Data Collection

Protected Veterans Three Year Data Collection

State University of New York at Purchase

Required Data	October 1, 2013 through September 30, 2014	October 1, 2014 through September 30, 2015	October 1, 2015 through September 30, 2016
Number of applicants who self-identify as protected veterans pre-offer	N/A	N/A	0
Total number of job openings	N/A	N/A	221
Total number of jobs filled	N/A	N/A	221
Total number of applicants for all jobs	N/A	N/A	0
Total number of protected veteran applicants hired	N/A	N/A	1
Total number of applicants hired	N/A	N/A	203

BENCHMARKS FOR HIRING 41 C.F.R. § 60-300.45

Benchmark: The purpose of establishing benchmarks is to create a quantifiable method by which Purchase College can measure its progress toward achieving equal employment opportunity for protected veterans.

The benchmark is not a rigid and inflexible quota which must be met, nor is it considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.

Hiring benchmarks are set by Purchase College on an annual basis. Purchase College documents the hiring benchmark it has established each year. Purchase College retains these records for a period of three (3) years.

The current benchmark for protected veterans for this location is set at 6.9%, which matches the national protected veteran benchmark.

Protected Veteran Hiring Ratio

Total Hires	203
Total Protected Veteran Hires	1
Percentage of Protected Veterans Hires	0.5%

This location will continue to implement additional recruitment efforts to attract qualified applicants, including protected veterans, for all job openings.

**Affirmative Action Program for
Individuals with Disabilities**

State University of New York at Purchase
Purchase, NY

**Affirmative Action Program
for
Individuals with Disabilities**

**October 1, 2016 through September 30, 2017
Plan Year**

CONFIDENTIAL, TRADE SECRET, AND PRIVATE MATERIAL

This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of Purchase College, which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to Purchase College or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), and (6) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

**State University of New York at Purchase
Purchase, NY**

**AFFIRMATIVE ACTION PROGRAM
FOR
INDIVIDUALS WITH DISABILITIES**

**October 1, 2016 through September 30, 2017
Plan Year**

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Introduction

State University of New York at Purchase (Purchase College) sets forth this Affirmative Action Program (“AAP”) for the year from October 1, 2016 through September 30, 2017, reaffirming its commitment to the spirit and letter of affirmative action law. Through the implementation of this plan Purchase College continues its efforts to comply with Section 503 of the Rehabilitation Act of 1973 (“Section 503”) and its implementing regulations, as amended, and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this plan, Purchase College recognizes its duty to ensure equal employment opportunity for, and to prevent discrimination against, individuals with disabilities. The following statement of policy reinforces that belief.

Equal Employment Opportunity Policy Statement

41 C.F.R. § 60-741.44(a)

In setting forth this plan Purchase College reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Ricardo Espinales, as the EEO Administrator, oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. Purchase College’s top U.S. executive supports Purchase College’s AAP.

Purchase College provides for an audit and reporting system regarding Purchase College’s affirmative action responsibilities under Section 503 regulations, and assigns overall responsibility for the implementation of affirmative action responsibilities under these regulations.

Purchase College recruits, hires, trains and promotes persons in all job titles, and ensures that all personnel actions are administered without regard to disability; and ensures that all employment actions are based only on valid job requirements. Purchase College’s employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. filing a complaint with Purchase College or with Federal, state, or local agencies regarding the status covered under this AAP;
2. assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal employment opportunity for individuals with disabilities;
3. opposing any act or practice made unlawful by Section 503 or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or
4. exercising any other right protected by Section 503 or its implementing regulations in this part.

Purchase College's full AAP, absent the data metrics required by 41 CFR § 60-741.44(k), shall be available for inspection upon request at the location and during the hours that are posted at Purchase College's establishment at Purchase College's Human Resources Office.

Review of Personnel Processes

41 C.F.R. § 741.44(b)

1. Purchase College ensures its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.
2. Purchase College also ensures its personnel processes do not stereotype individuals with disabilities in a manner which limits their access to jobs for which they are qualified.
3. Purchase College also ensures its applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communications technologies.
4. Purchase College provides necessary reasonable accommodation to ensure applicants and employees with disabilities receive equal opportunity in the operation of personnel processes. Purchase College periodically reviews such processes and makes any necessary modifications to ensure that these obligations are carried out. Purchase College designs procedures that facilitate a review of the implementation of this requirement by Purchase College and the Government. A description of the review and any necessary modifications to personnel processes or development of new processes are included in this AAP, and are as follows:
 - a. The application or personnel form of each known applicant who is an individual with a disability is annotated to identify each vacancy for which the applicant was considered, and the form is quickly retrievable for review by the Department of Labor and Purchase College's personnel officials for use in investigations and internal compliance activities.
 - b. Where applicants or employees are selected for hire, promotion, or training and Purchase College undertakes any accommodation which makes it possible for him or her to place an individual with a disability on the job, Purchase College makes a record containing a description of the accommodation. The record is treated as a confidential medical record in accordance with § 60-741.23(d).

Review of Physical and Mental Job Qualifications

41 C.F.R. § 60-741.44(c)

1. Purchase College has the following schedule for its review of physical and mental job qualification standards to ensure that, to the extent qualification standards tend

to screen out qualified people with disabilities, such qualifications are job-related for the position in question and consistent with business necessity, and adheres to this schedule. The schedule is as follows annually; as new job qualifications are established; and/or, when new equipment is installed.

2. Whenever Purchase College applies physical or mental qualification standards in the selection of applicants or employees for employment or other changes in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified individuals on the basis of disability, the standards are related to the specific job or jobs for which the individual is being considered and consistent with business necessity.
3. Purchase College may use as a defense to a violation of its obligations in Paragraph 2 above that an individual poses a direct threat to the health or safety of the individual or others in the workplace.
4. No pre-employment physical examinations or questionnaires are used by Purchase College prior to a job offer contingent on such examinations and other requirements.
5. When Purchase College conducts a medical examination or inquiry of a person with a disability, it will do so according to the terms and conditions of the Federal Regulations implementing Section 503, and the results of such an examination or inquiry are kept confidential according to Federal regulations, which includes the following exceptions:
 - a. Supervisors and managers may be informed regarding restrictions on the work or duties of the applicant or employee and necessary accommodations;
 - b. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and,
 - c. Government officials engaged in enforcing the laws administered by the OFCCP regarding individuals with disabilities, or enforcing The Americans with Disabilities Act (“the ADA”) and The Americans with Disabilities Act Amendment Act of 2008 (“the ADAAA”), shall be provided relevant information on request.

Reasonable Accommodation to Physical and Mental Limitations

41 C.F.R. § 60-741.44(d)

1. It is Purchase College's policy, as a matter of nondiscrimination, to make reasonable accommodation to the known physical and mental limitations of all otherwise qualified individuals with a disability, unless Purchase College can demonstrate that the accommodation would impose an undue hardship on Purchase College's business. Undue hardship will be determined by its definition under applicable regulations under Section 503 including, but not limited to the following: Undue hardship means, with respect to the provision of an accommodation, significant difficulty or expense incurred by the contractor, when considered in light of the factors set forth in 41 CFR § 741.2 (aa)(2), such as the overall financial resources of the facility and the impact of the accommodation upon the operation of the facility (this is not an all-inclusive list).
2. As a matter of affirmative action, if an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, Purchase College shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, Purchase College shall confidentially inquire whether the employee is in need of a reasonable accommodation.

Anti-Harassment Procedures

41 C.F.R. § 60-741.44(e)

Purchase College has developed and implemented procedures to ensure that its employees are not harassed on the basis of disability.

External Dissemination of Policy, Outreach, and Positive Recruitment

41 C.F.R. § 60-741.44(f)

1. Purchase College undertakes appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities. It is not contemplated that Purchase College will necessarily undertake all the activities listed in Paragraph (f)(2) of this section or that its activities will be limited to those listed. The scope of Purchase College's efforts shall depend upon all the circumstances, including the contractor's size and resources and the extent to which existing employment practices are adequate.
2. Examples of outreach and recruitment activities. Below are examples of outreach and positive recruitment activities Purchase College may undertake in accordance with Paragraph 1 of this section.
 - a. Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for individuals with disabilities, to fulfill its commitment to provide equal employment opportunity for such individuals:

- i. the State Vocational Rehabilitation Service Agency (“SVRA”), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;
 - ii. the Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;
 - iii. the Department of Veterans Affairs Regional Office nearest Purchase College's establishment (www.va.gov);
 - iv. entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as the services currently provided through the Employer Assistance and Resource Network (EARN) (www.earnworks.com);
 - v. local Employment Network (“EN”) organizations (other than Purchase College, if Purchase College is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory (www.yourtickettowork.com/endir);
 - vi. local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;
 - vii. placement or career offices of educational institutions that specialize in the placement of individuals with disabilities; and
 - viii. private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of individuals with disabilities.
- b. In addition, Purchase College has considered taking the actions listed below to fulfill its commitment to provide equal employment opportunities to individuals with disabilities. It is not contemplated that Purchase College will necessarily undertake all of the activities listed below.
- i. Formal briefing sessions held, preferably on Purchase College's premises, with representatives from recruiting sources. Purchase College's facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of Purchase College's selection process, and recruiting literature are an integral part of any such briefing. At any such briefing sessions, Purchase College's official in charge of Purchase College's AAP should be in attendance when possible. Formal arrangements are made for referral of applicants, follow up

with sources, and feedback on disposition of applicants, from any such briefings.

- ii. Purchase College's recruitment efforts at all educational institutions incorporate special efforts to reach students who are individuals with disabilities.
 - iii. Purchase College makes an effort to participate in work-study programs for students, trainees, or interns with disabilities in programs found through outreach, such as to State and local schools and universities, and through EARN.
 - iv. Individuals with disabilities may be made available for participation in Purchase College's career days, youth motivation programs, and related activities in Purchase College's communities.
 - v. Purchase College takes any other positive steps it deems necessary to attract individuals with disabilities not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These individuals may be located through State and local agencies supported by the U.S. Department of Education's Rehabilitation Services Administration (RSA) (<http://rsa.ed.gov/>), local Ticket-to-Work Employment Networks, or local chapters of groups or organizations that provide services for individuals with disabilities.
 - vi. Purchase College, in making hiring decisions, considers applicants who are known to have disabilities for all available positions for which they may be qualified when the position(s) applied for is unavailable.
3. Purchase College sends written notification of its policy relating to its affirmative action efforts to all its covered federal subcontractors, including covered subcontracting vendors and suppliers, requesting appropriate action on their part.
 4. Purchase College documents all activities it undertakes to comply with the obligations of this section, and retains these documents for a period of three (3) years.

Assessment of External Outreach and Recruitment Efforts

41 C.F.R. § 60-741.44(f)(3)

1. Purchase College on an annual basis, reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified individuals with disabilities. Purchase College documents each evaluation, including at a minimum the criteria it used to evaluate the effectiveness of each effort and Purchase College's conclusion as to

whether each effort was effective. Among these criteria shall be the data Purchase College collected pursuant to 41 C.F.R. § 741.44(k) for the current year and the two most recent previous years. If Purchase College concludes the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, it identifies and implements alternative efforts listed in Paragraph 2 above to fulfill its obligations.

Internal Dissemination of Policy

41 C.F.R. § 60-741.44(g)

1. Purchase College recognizes that even a strong outreach program for individuals with disabilities may be ineffective without adequate internal support from its supervisors and employees. Therefore, to ensure greater employee cooperation and participation in Purchase College's efforts regarding its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities, Purchase College has developed the following internal procedures. These procedures have been designed to foster understanding, acceptance and support among Purchase College's executive, management, supervisory, and other employees to encourage such persons to take the necessary actions to aid the contractor in meeting this obligation.
2. Purchase College implements and disseminates this policy internally as follows:
 - a. includes the policy in Purchase College's policy manual or otherwise makes the policy available to employees; and
 - b. where Purchase College is a party to a collective bargaining agreement, it notifies union officials and/or employee representatives of the contractor's policy and request their cooperation;
3. Below are some of the other methods Purchase College may additionally use to implement and disseminate this policy internally:
 - a. informs all employees and prospective employees of Purchase College's commitment to engage in affirmative action to increase employment opportunities for individuals with disabilities;
 - b. periodically schedules special meetings with all employees to discuss the policy and explain individual employee responsibilities;
 - c. publicizes the policy in Purchase College's newspaper, magazine, annual report and other media;
 - d. conducts special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation making clear Purchase College's chief executive officer's support for the affirmative action policy;

- e. discusses the policy thoroughly in both employee orientation and management training meetings;
- f. includes articles on accomplishments of individuals with disabilities in Purchase College's publications; and
- g. when employees are featured in employee handbooks and similar publications, includes individuals with disabilities.

Audit and Reporting System

41 C.F.R. § 60-741.44(h)

Purchase College has designed and has implemented an audit and reporting system that:

1. Measures the effectiveness of Purchase College's affirmative action program.
2. Indicates any need for remedial action.
3. Determines the degree to which Purchase College's affirmative action objectives have been attained.
4. Determines whether known individuals with disabilities have had the opportunity to participate in all University sponsored-educational, training, recreational and social activities.
5. Measures Purchase College's compliance with the AAP's specific obligations.
6. Documents the actions taken to comply with the obligations of Paragraphs (1) through (5) of this section, and retain these documents as employment records for a period of three years from the date of making of the record.
7. Where Purchase College, upon its review, finds its AAP to be deficient and need further progress, Purchase College undertakes necessary action to bring the program into compliance.

Responsibility for Implementation of the Plan

41 C.F.R. § 60-741.44(i)

1. Identification and Responsibilities of the EEO/AA Administrator. 41 C.F.R. § 60-741.44(i)

In furtherance of Purchase College's commitment to Affirmative Action and Equal Employment Opportunity, overall responsibility for implementing Purchase College's AAP rests with its EEO/AA Administrator, whose identity appears on all internal and external communications regarding Purchase College's AAP. The EEO/AA Administrator has been given the necessary senior management support and staff to manage the implementation of this AAP. Specifically, Ricardo Espinales or the designated representative's duties include the following, all of which are administered in accordance with the Section 503 regulations:

- a. Ensuring Purchase College posts in conspicuous places, available to employees and applicants for employment, notices in a form to be prescribed by the OFCCP Director provided by or through the contracting officer. Such notices shall state the rights of

applicants and employees as well as Purchase College's obligation under the law to take affirmative action to employ and advance in employment qualified employees and applicants with disabilities.

- b. Ensuring Purchase College's applicants or employees with disabilities are provided the notice in a form that is accessible and understandable to the individual applicant or employee (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair) when an applicant or employee requests the poster in an alternative format, or when Purchase College knows that an applicant or employee is unable to read the poster because of a disability. Purchase College may also provide the poster to an applicant or employee with a disability in other alternate means, such as on disc or in audio recording, as long as the format provided enables the individual with a disability to access the contents of a poster.
- c. Ensuring that, with respect to employees, if any, who do not work at a physical location of Purchase College, Purchase College satisfies its posting obligations by posting such notices in an electronic format, provided that Purchase College provides computers, or access to computers, that can access the electronic posting to such employees, or Purchase College has actual knowledge that such employees otherwise are able to access the electronically posted notices.
- d. Ensuring electronic notices for employees are posted in a conspicuous location and format on Purchase College's intranet or sent by electronic mail to employees. An electronic posting is used by Purchase College to notify job applicants of their rights if Purchase College utilizes an electronic application process. Such electronic applicant notice are conspicuously stored with, or as part of, the electronic application.
- e. Ensuring that to the extent this requirement is applicable to Purchase College, Purchase College notifies labor organizations of its EEO policy as required by 41 C.F.R. § 60-741.44(g).
- f. Ensuring Purchase College includes the provisions of this clause in every subcontract or purchase order in excess of \$10,000 under the terms and conditions of 41 CFR 60-741.5(a).
- g. Ensuring that all solicitations or advertisements for employees placed by or on behalf of Purchase College, state that all qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability.
- h. Developing, maintaining and, where appropriate, modifying Purchase College's AAP for individuals with disabilities, policy statements, personnel policies, internal and external communication techniques including discussions with managers, supervisors and employees to ensure Purchase College's policies are followed, and monitoring the effectiveness of these actions.
- i. Advising supervisors that they are responsible for preventing harassment of employees due to their status as individuals with disabilities.

- j. Ensuring affirmative action training is conducted in accordance with 41 C.F.R. § 60-741.44(j).
- k. Identifying problem areas with line management in the implementation of the program, and helping management develop solutions to any identifiable problem area.
- l. Designing, implementing and overseeing an audit and reporting system to monitor the progress of Purchase College and the AAP's effectiveness, including auditing the contents of Purchase College's electronic and hard copy bulletin boards on a regular basis to ensure that compliance information that is posted is up to date and accessible to applicants and employees with disabilities.
- m. Serving as liaison between Purchase College and governmental enforcement agencies, community groups, vocational rehabilitation organizations, and organizations for individuals with disabilities.
- n. Evaluating the effectiveness of Purchase College's plan on a regular basis, as described in this AAP, and reporting to management.
- o. Monitoring policies and procedures including the selection, evaluation, promotion and training process with regard to the various terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.
- p. Overseeing Purchase College's processes and procedures: a) to ensure that career counseling for employees with known disabilities, when requested and appropriate; and, b) to review personnel actions, policies, procedures, and employee and applicants' qualifications to ensure individuals with disabilities are treated in accordance with anti-discrimination laws when hiring, promotion, transfer, and termination actions occur.
- q. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.
- r. Assisting in the investigation, handling and disposition of employee discrimination and harassment complaints.
- s. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, and opportunity for participation in University-sponsored recreational, educational and social activities.
- t. Overseeing and ensuring that the below self-identification procedures are conducted as set forth in the Section 503 regulations, using the language and manner prescribed by the OFCCP Director and published on the OFCCP Web site, as follows:
 - i. Pre-offer self-identification invitation procedures for Purchase College's job applicants as set forth in 41 C.F.R. § 60-741.42 (a);
 - ii. Post-offer identification procedures for Purchase College's job applicants as set forth in 41 C.F.R. § 60-741.42 (a); and
 - iii. Self-identification invitation procedures for Purchase College's employees as set forth in 41 C.F.R. § 60-741.42 (a).

Ensuring that Purchase College does not compel or coerce an individual to self-identify as an individual with a disability, and that Purchase College keeps all information on self-identification confidential, and maintains it in a data analysis file (rather than in the medical files of individual employees) as set forth in 41 C.F.R. § 60-741.23(d). Purchase College only uses the self-identification information may be used only in accordance with the Section 503 regulations.

- u. Ensuring that Purchase College annually evaluates its utilization of individuals with disabilities in each job group, or in its entire workforce in accordance with 41 C.F.R. § 60-741.45, including the following:
 - i. Ensuring that when the percentage of individuals with disabilities in one or more job groups, or in Purchase College's entire workforce, as applicable, is less than the utilization goal established in the Section 503 regulations, Purchase College takes steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, Purchase College assesses its personnel processes, the effectiveness of its outreach and recruitment efforts, the results of its affirmative action program audit, and any other areas that might affect the success of its AAP.
 - ii. Ensuring that Purchase College develops and executes action-oriented programs designed to correct any identified problem areas. These action-oriented programs may include the modification of personnel processes to ensure equal employment opportunity for individuals with disabilities, alternative or additional outreach and recruitment efforts from among those listed in 41 CFR § 60-741.44 (f)(1) and (f)(2), and/or other actions designed to correct the identified problem areas and attain the established goal.

2. Management Responsibilities 41 C.F.R. § 60-741.44(i)

Line and upper management are advised of their responsibilities for Purchase College's AAP regarding individuals with disabilities within his or her area of responsibility, including but not limited to their obligations to:

- a. Review Purchase College's AAP for individuals with disabilities with subordinate managers and supervisors to ensure they are aware of the policy, understand their obligation to comply with it in all personnel actions and understand the need for support at all levels.
- b. Assist in the auditing of plan progress, identification of problem areas, formulation of solutions, establishment of departmental goals and objectives, and development of training programs, when appropriate.
- c. Review the qualifications of applicants and employees in their area of responsibility to ensure qualified individuals with disabilities are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur.

- d. Review employees' performance to ensure that illegal discrimination regarding individuals with disabilities does not occur.
- e. Make available career counseling to employees with known disabilities, when so requested, and as appropriate.
- f. Review position descriptions to see that they adequately reflect the job to be performed.
- g. Audit training programs, hiring, and promotion patterns.
- h. Assist employees and other members of management in the prevention of harassment.
- i. If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, Purchase College shall confidentially inquire whether the employee is in need of a reasonable accommodation.
- j. Show support for Purchase College's AAP.

Affirmative Action Training

41 C.F.R. § 60-741.44(j)

Purchase College provides training and guidance to all personnel who are involved in the recruitment, screening, selection, promotion, disciplinary and other related processes to ensure that its AAP commitments are implemented.

ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment: Purchase College evaluated the effectiveness of outreach and recruitment efforts for qualified individuals with disabilities during its prior AAP year. During that period, of the applicants who chose to complete the self-identification form, 0.00% self-identified as an individual with disability. As a result, Purchase College will continue to review and analyze its existing outreach efforts and commit to continue to identify viable partners throughout the year.

DATA COLLECTION ANALYSIS 41 C.F.R. § 60-741.44(k)

Purchase College documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintains them for a period of three years:

1. The number of applicants who self-identified as individuals with disabilities pursuant to § 60-741.42(a), or who are otherwise known to be individuals with disabilities;
2. The total number of job openings and total number of jobs filled;
3. The total number of applicants for all jobs;
4. The number of applicants with disabilities hired; and
5. The total number of applicants hired.

See Individuals with Disabilities Three Year Data Collection

Individuals with Disabilities Three Year Data Collection

State University of New York at Purchase

Required Data	October 1, 2013 through September 30, 2014	October 1, 2014 through September 30, 2015	October 1, 2015 through September 30, 2016
Number of applicants who self-identify as individuals with disabilities pre-offer	N/A	N/A	0
Total number of job openings	N/A	N/A	221
Total number of jobs filled	N/A	N/A	221
Total number of applicants for all jobs	N/A	N/A	0
Total number of applicants with disabilities hired	N/A	N/A	0
Total number of applicants hired	N/A	N/A	203

UTILIZATION ANALYSIS 41 C.F.R. § 60-741.45

41 CFR § 60-741.45 Utilization goals. The utilization goal is not a rigid and inflexible quota which must be met, nor is it considered either a ceiling or a floor for the employment of particular groups. These goals are not quotas.

Goal: OFCCP has currently established a utilization goal of 7 percent for employment of qualified individuals with disabilities for each job group in Purchase College's workforce.

Purpose. The purpose of the utilization goal is to establish a benchmark against which Purchase College measures the representation of individuals with disabilities within each job group in its workforce. The utilization goal serves as an equal employment opportunity objective that should be attainable by complying with all aspects of the affirmative action requirements of the applicable Section 503 regulations.

Utilization Analysis (Individuals with Disabilities)

Plan Date: 10/01/2016

State University of New York at Purchase

Job Group	Group Size	IWD Employment Count	%	7% Goal Met?	Problem Areas (if any) and Action - Oriented Programs (where utilization goal not met)
1 - Executive/Administrative/Managerial	44	1	2	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
2 - Faculty	472	6	1	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
3 - Professional (Non Faculty)	328	8	2	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
4 - Secretarial/Clerical	13	1	8	Yes	
5 - Technical/Paraprofessional	92	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
6 - Skilled Crafts	36	1	3	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
7 - Service/Maintenance	114	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.