

**Affirmative Action Program for  
Minorities and Women**

**State University of New York at Purchase**

**Purchase, NY**

**Affirmative Action Program  
for  
Minorities and Women**

**April 1, 2023 through March 31, 2024  
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 April 1, 2023 through March 31, 2024, 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.

Milagros Peña, President of Purchase College, designated Lisa Miles-Boyce as the Equal Employment Opportunity Administrator (EEO Administrator). Lisa Miles-Boyce 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, gender expression, 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, gender expression, 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, gender expression, 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, gender expression, 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, Lisa Miles-Boyce. Lisa Miles-Boyce ensures that the AAP complies with all applicable laws, orders and regulations, including but not limited to, Executive Order 11246 and its progeny. Specifically, Lisa Miles-Boyce 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 Purchase, NY plan has 992 employees, including 316 minorities and 491 females. The following goals exist for minorities and/or women:

- 01 - Executive/Administrative/Managerial - This group consists of 45 employees, of whom 8 are minorities and 26 are females. There is a goal of 32% for minorities, but there is no need to set a placement goal at this time for females.
- 02A - Faculty - Tenured/Tenure Track - This group consists of 168 employees, of whom 42 are minorities and 87 are females. There is no need to set a placement goal at this time for minorities or females.
- 02B - Faculty - Non-Tenure Faculty - This group consists of 281 employees, of whom 63 are minorities and 143 are females. There is a goal of 33% for minorities, but there is no need to set a placement goal at this time for females.
- 03 - Professional (Non-Faculty) - This group consists of 283 employees, of whom 81 are minorities and 160 are females. There is a goal of 42% for minorities and a goal of 68% for females.
- 04 - Secretarial/Clerical - This group consists of 8 employees, of whom 3 are minorities and 7 are females. There is no need to set a placement goal at this time for minorities or females.
- 05 - Technical/Paraprofessional - This group consists of 54 employees, of whom 11 are minorities and 21 are females. There is a goal of 44% for minorities and a goal of 85% for females.
- 06 - Skilled Crafts - This group consists of 35 employees, of whom 21 are minorities and none are females. There is a goal of 75% for minorities and a goal of 27% for females.
- 07A - Public Safety - This group consists of 26 employees, of whom 10 are minorities and 7 are females. There is no need to set a placement goal at this time for minorities or females.
- 07B - Maintenance/Service - This group consists of 92 employees, of whom 77 are minorities and 40 are females. There is no need to set a placement goal at this time for minorities or 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. Lisa Miles-Boyce, 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, gender expression, 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, gender expression, 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, gender expression, 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, gender expression, 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, gender expression, 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: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Academic Affairs - Provost</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
Senior Staff Assistant	3	NSSL3	3	0	0	0	0	0	0	0	0	1
				3	2	0	1	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	
Associate Provost	1	NSMP3	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	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
<b>Summary of Academic Affairs - Provost</b>			6	2	1	1	0	0	0	0	0	3
				4	2	0	2	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

<i>Academic Resource Center</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Academic Advisor	3	NSSL3	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	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	
Senior Academic Advisor	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	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
<b>Summary of Academic Resource Center</b>			6	2	2	0	0	0	0	0	0	1
				4	3	0	1	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Admissions

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Admissions Advisor	3	NSSL3	6	2	2	0	0	0	0	0	0	4
				4	0	0	3	0	0	0	1	
Senior Staff Assistant	3	NSSL3	2	1	0	0	1	0	0	0	0	2
				1	0	1	0	0	0	0	0	
Assistant Director Of Admissions	1	NSSL4	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Associate Director of Admissions	1	NSSL5	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Director of Admissions	1	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Admissions			14	4	3	0	1	0	0	0	0	7
				10	4	1	4	0	0	0	1	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Affirmative Action

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Assistant Director Of Affirmative Action	1	NSMP4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Affirmative Action Officer	1	NSMP4	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of Affirmative Action			2	1	1	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Arts Management												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Lecturer (10 Month)	2	NSA0	2	1	1	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Adjunct Lecturer	2	NSA0	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant Professor 10 Months	3	NSA5	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	4	0	0	0	0	0	0	0	0	2
				4	2	1	1	0	0	0	0	
Summary of Arts Management			9	1	1	0	0	0	0	0	0	3
				8	5	1	2	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

<i>Business Affairs - Controller</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Senior Staff Assistant	3	NSSL3	2	0	0	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Staff Associate	3	NSSL4	2	1	1	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
College Accountant	1	NSSL4	1	0	0	0	0	0	0	0	0	0
				1	1	0	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	
<b>Summary of Business Affairs - Controller</b>			7	2	2	0	0	0	0	0	0	2
				5	3	1	0	1	0	0	0	



## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

Campus Foundations - Accounting

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
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			4	1	1	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Campus Technology Services												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	6	5	3	0	1	0	0	0	1	3
				1	0	1	0	0	0	0		
Programmer-Analyst	3	NSSL2	3	2	1	0	1	0	0	0	0	1
				1	1	0	0	0	0	0		
Senior Staff Assistant	3	NSSL3	5	5	5	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Lead Programmer/Analyst	3	NSSL3	8	5	4	1	0	0	0	0	0	2
				3	2	0	0	1	0	0		
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0		
Senior Programmer/Analyst	3	NSSL4	3	3	2	0	0	1	0	0	0	1
				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		
Assistant Director Computing Services	1	NSSL5	3	2	2	0	0	0	0	0	0	0
				1	1	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		
Summary of Campus Technology Services			31	24	18	1	2	2	0	0	1	9
				7	4	2	0	1	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Capital Facilities Planning

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Facilities Program Coordinator	3	NSSL5	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	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	1	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*Career Development Center*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Career Planning and Development Associate	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	1	0	0	1	0	0	0	0	1
				0	0	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 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			4	1	0	0	1	0	0	0	0	1
				3	3	0	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Communications and Creative Services

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Administrative Assistant 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	
Director	1	NSSL6	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of Communications and Creative Services			7	3	3	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Community Standards

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
<b>Summary of Community Standards</b>			2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Conservatory Of Dance												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Adjunct Lecturer	2	NSA0	8	5	3	2	0	0	0	0	0	3
				3	2	0	1	0	0	0	0	
Lecturer (10 Month)	2	NSA0	13	5	2	1	0	0	0	0	2	4
				8	7	1	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	
Assistant Professor 10 Months	3	NSA5	2	1	0	1	0	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Instructional Support Technician	3	NSSL3	9	8	4	1	1	1	0	0	1	4
				1	1	0	0	0	0	0	0	
Associate Professor 10 Months	3	NSA4	4	2	2	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Professor 10 Months	3	NSA3	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Summary of Conservatory Of Dance			41	21	11	5	1	1	0	0	3	14
				20	16	1	2	1	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*Conservatory Of Music*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Assistant	5	NSSL1	3	1	0	1	0	0	0	0	0	3
				2	0	0	0	2	0	0	0	
Adjunct Lecturer	2	NSA0	5	3	3	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	34	27	21	2	3	1	0	0	0	10
				7	3	0	1	1	0	0	2	
Staff Assistant	3	NSSL2	2	1	0	0	1	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Assistant Professor 10 Months	3	NSA5	8	4	3	0	1	0	0	0	0	4
				4	1	0	0	3	0	0	0	
Adjunct Assistant Professor	2	NSA5	4	0	0	0	0	0	0	0	0	1
				4	3	0	0	0	0	0	1	
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	
Instructional Support Technician	3	NSSL3	2	2	0	0	0	0	0	0	2	2
				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	
Associate Professor 10 Months	3	NSA4	8	6	6	0	0	0	0	0	0	0
				2	2	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	



# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Conservatory Of Music												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
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	3	NSA3	6	5	4	1	0	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Summary of Conservatory Of Music			78	53	41	4	5	1	0	0	2	22
				25	15	0	1	6	0	0	3	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Conservatory of Theatre Arts												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Adjunct Lecturer	2	NSA0	8	4	3	0	1	0	0	0	0	3
				4	2	1	1	0	0	0	0	
Lecturer (10 Month)	2	NSA0	33	20	19	1	0	0	0	0	0	3
				13	11	2	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	
Instructional Support Associate	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Assistant Professor 10 Months	3	NSA5	5	2	0	1	0	0	0	0	1	4
				3	1	0	2	0	0	0	0	
Adjunct Assistant Professor	2	NSA5	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	3	1	1	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Senior Staff Assistant	3	NSSL3	6	1	1	0	0	0	0	0	0	1
				5	4	0	0	1	0	0	0	
Instructional Support Technician	3	NSSL3	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Associate Professor 10 Months	3	NSA4	6	3	2	1	0	0	0	0	0	2
				3	2	0	0	0	0	0	1	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

<i>Conservatory of Theatre Arts</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Specialist	3	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Professor 10 Months	3	NSA3	3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
<i>Summary of Conservatory of Theatre Arts</i>			74	37	32	3	1	0	0	0	1	15
				37	27	3	4	2	0	0	1	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Counseling and Behavioral Health Services												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Counselor	3	NSSL3	3	0	0	0	0	0	0	0	0	1
				3	2	1	0	0	0	0	0	
Senior Counselor	3	NSSL4	2	1	1	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	1
				1	0	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 and Behavioral Health Services			9	1	1	0	0	0	0	0	0	2
				8	6	1	0	1	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Educational Opportunity Program</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Academic Advisor	3	NSSL3	3	0	0	0	0	0	0	0	0	2
				3	1	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	
<b>Summary of Educational Opportunity Program</b>			5	1	1	0	0	0	0	0	0	2
				4	2	0	2	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*Enrollment Management and Student Affairs*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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		
Vice President For Student Affairs	1	NSMP1	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Summary of Enrollment Management and Student Affairs			2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

### *Facilities Management - Automotive/ Motorized Services*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Service & Repair Mechanic (Motor Equipment)	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			1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Facilities Management - Custodial Services												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Facility Operations Assistant 1	7	SG006	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Cleaner	7	SG005	48	19	0	0	19	0	0	0	0	46
				29	2	0	27	0	0	0	0	
Janitor	7	SG007	16	6	1	1	4	0	0	0	0	14
				10	1	0	9	0	0	0	0	
Supervising Janitor	7	SG011	4	3	0	1	2	0	0	0	0	3
				1	1	0	0	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			71	31	2	2	27	0	0	0	0	65
				40	4	0	36	0	0	0	0	



## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

### *Facilities Management - Electrical Shop*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Maintenance Assistant Electrician	7	SG009	2	2	0	1	1	0	0	0	0	2
				0	0	0	0	0	0	0		
Trades Specialist (Electrician)	6	SG012	4	4	1	2	1	0	0	0	0	3
				0	0	0	0	0	0	0		
Trades Supervisor (Electrician)	6	SG014	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0		
Summary of Facilities Management - Electrical Shop			7	7	1	3	3	0	0	0	0	6
				0	0	0	0	0	0	0	0	



## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## *Facilities Management - Grounds*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Facility Operations Assistant 1 (Grounds)	7	SG006	5	5	3	1	1	0	0	0	0	2
				0	0	0	0	0	0	0		
Facility Operations Assistant 1	7	SG006	6	6	2	2	2	0	0	0	0	4
				0	0	0	0	0	0	0		
Facility Operations Assistant 2 (Grounds)	7	SG009	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0		
Head Grounds Supervisor	7	SG014	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Summary of Facilities Management - Grounds			14	14	7	3	4	0	0	0	0	7
				0	0	0	0	0	0	0		

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Facilities Management - Heating Plant

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Plant Utilities Assistant	6	SG009	4	4	1	0	2	0	1	0	0	3
				0	0	0	0	0	0	0		
Plant Utilities Engineer 1	6	SG014	6	6	4	1	0	1	0	0	0	2
				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			11	11	6	1	2	1	1	0	0	5
				0	0	0	0	0	0	0		

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Facilities Management - HVAC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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		
Trades Generalist	6	SG012	5	5	2	0	3	0	0	0	0	3
				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		
Summary of Facilities Management - HVAC			7	7	4	0	3	0	0	0	0	3
				0	0	0	0	0	0	0		

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Facilities Management - Maintenance Trades

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Maintenance Assistant	7	SG009	3	3	1	0	2	0	0	0	0	2
				0	0	0	0	0	0	0		
Trades Specialist (Locksmith)	6	SG012	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0		
Trades Generalist	6	SG012	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0		
Trades Specialist (Carpenter)	6	SG012	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0		
Trades Specialist (Plumber Steamfitter)	6	SG012	1	1	0	0	1	0	0	0	0	1
				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		
Summary of Facilities Management - Maintenance Trades			9	9	2	1	6	0	0	0	0	7
				0	0	0	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

### *Facilities Management - Refuse Collection and Recycling*

Lines of Progression: NO

[illegible]

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Facilities Management - Residential Halls												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	2	1	1	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	
Trades Generalist	6	SG012	3	3	2	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Trades Specialist (Plumber 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	3	1	3	0	0	0	0	5
				1	0	1	0	0	0	0	0	



## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## *Facilities Management Administration*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
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	3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Associate Facilities Program Coordinator	1	NSSL4	1	1	0	1	0	0	0	0	0	1
				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	
Senior Staff Associate	3	NSSL5	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Director Of Physical Plant	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			10	7	6	1	0	0	0	0	0	1
				3	3	0	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

### *Finance & Administration*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
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			2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Financial Aid</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Financial Aid Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Financial Aid Advisor	3	NSSL3	4	1	0	0	1	0	0	0	0	3
				3	1	0	1	0	0	0	1	
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 Financial Aid	1	NSSL4	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
<b>Summary of Financial Aid</b>			7	2	1	0	1	0	0	0	0	3
				5	3	0	1	0	0	0	1	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Health Services

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	1	0	0	0	0	0	0	0	0	0
				1	1	0	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	
Administrative Assistant 2	4	SG015	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	
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			8	0	0	0	0	0	0	0	0	0
				8	8	0	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Human Resources

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Personnel Associate	3	NSMP5	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	0	0	0	0	0	0	0	0	0
				2	2	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			7	1	0	0	1	0	0	0	0	2
				6	5	0	1	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Institutional Advancement/ Development</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Senior Staff Assistant	3	NSSL3	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	0	0	0	1	
Senior Staff Associate	3	NSSL5	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director Of Fund Raising	3	NSSL5	1	0	0	0	0	0	0	0	0	1
				1	0	1	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	
<b>Summary of Institutional Advancement/ Development</b>			6	1	1	0	0	0	0	0	0	2
				5	3	1	0	0	0	0	1	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Institutional Research

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Assistant For Institutional Research	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0		
Director	1	NSSL6	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Institutional Research			2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Library</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
Office Assistant 1	4	SG006	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0		
Instructional Support Associate	3	NSSL2	6	2	2	0	0	0	0	0	0	1
				4	3	1	0	0	0	0		
Library Clerk 2	4	SG009	1	0	0	0	0	0	0	0	0	0
				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		
Instructional Support Technician	3	NSSL3	2	1	1	0	0	0	0	0	0	1
				1	0	0	0	0	0	0	1	
Senior Assistant Librarian	3	NSN3	3	0	0	0	0	0	0	0	0	1
				3	2	1	0	0	0	0		
Library Clerk 3	4	SG014	1	0	0	0	0	0	0	0	0	1
				1	0	1	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		
Associate Librarian	3	NSN2	5	1	1	0	0	0	0	0	0	0
				4	4	0	0	0	0	0		
<b>Summary of Library</b>			21	6	5	0	0	1	0	0	0	5
				15	11	3	0	0	0	0	1	



## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Mail & Messenger

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Assistant	5	NSSL1	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Print Equipment Operator 1	6	SG006	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
<b>Summary of Mail &amp; Messenger</b>			3	1	0	0	1	0	0	0	0	1
				2	2	0	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Neuberger Museum Of Art

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	8	3	3	0	0	0	0	0	0	2
				5	3	0	1	1	0	0	0	
Senior Staff Assistant	3	NSSL3	4	2	0	1	1	0	0	0	0	2
				2	2	0	0	0	0	0	0	
Staff Associate	3	NSSL4	4	1	1	0	0	0	0	0	0	0
				3	3	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	
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			18	7	5	1	1	0	0	0	0	4
				11	9	0	1	1	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Office for Global Education

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	0	0	1	
Senior Staff Assistant	3	NSSL3	2	0	0	0	0	0	0	0	0	2
				2	0	0	2	0	0	0	0	
Dean	1	NSMP3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Office for Global Education			4	0	0	0	0	0	0	0	0	3
				4	1	0	2	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Office of Disability Resources (ODR)

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	3	0	0	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	
Counselor	3	NSSL3	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director Special Student Programs	1	NSSL4	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of Office of Disability Resources (ODR)			6	1	1	0	0	0	0	0	0	1
				5	4	0	1	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Office of Residential and Student Life

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Residence Hall Director	3	NSSL2	7	2	0	1	1	0	0	0	0	5
				5	2	1	2	0	0	0	0	
Student Activities Associate	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	1	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	
Administrative Assistant 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	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Staff Associate	3	NSSL4	3	0	0	0	0	0	0	0	0	1
				3	2	1	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 Office of Residential and Student Life			15	4	2	1	1	0	0	0	0	8
				11	5	3	3	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*Payroll*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Summary of Payroll			2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## Physical Education

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Assistant	5	NSSL1	6	3	2	0	0	1	0	0	0	2
				3	2	1	0	0	0	0	0	
Adjunct Instructor	2	NSA6	10	4	4	0	0	0	0	0	0	2
				6	4	0	1	0	0	0	1	
Assistant Coach	3	NSSL2	6	5	5	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Assistant	3	NSSL2	3	3	3	0	0	0	0	0	0	0
				0	0	0	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	
Sr Staff Assistant Special	3	NSSL3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Administrative Assistant 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	5	4	1	0	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Athletic Trainer	3	NSSL4	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	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	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

<i>Physical Education</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
<i>Summary of Physical Education</i>			40	23	21	1	0	1	0	0	0	6
				17	13	1	2	0	0	0	1	



# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>President Office</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
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	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
<b>Summary of President Office</b>			3	1	1	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

<i>Purchasing and Accounts Payable Department</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	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	
Purchase Associate	3	NSSL4	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	
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 Purchasing	1	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
<b>Summary of Purchasing and Accounts Payable Department</b>			7	0	0	0	0	0	0	0	0	2
				7	5	1	0	1	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Registrar

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Academic Advisement Intern	3	NSSL1	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Staff Assistant	3	NSSL2	2	2	2	0	0	0	0	0	0	0
				0	0	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	
Senior Admissions Advisor	3	NSSL4	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	
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	3	3	0	0	0	0	0	0	2
				4	2	2	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*School of Art & Design*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Assistant	5	NSSL1	7	3	2	0	1	0	0	0	0	2
				4	3	1	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	32	18	15	2	1	0	0	0	0	7
				14	10	2	2	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	
Instructional Support Associate	3	NSSL2	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Assistant Professor 10 Months	3	NSA5	6	3	2	0	1	0	0	0	0	1
				3	3	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	
Visiting Assistant Professor 10 Month	2	NSA5	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Staff Assistant	3	NSSL3	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Instructional Support Technician	3	NSSL3	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Associate Professor 10 Months	3	NSA4	11	5	4	0	1	0	0	0	0	3
				6	4	1	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	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

School of Art & Design													
Lines of Progression: NO													
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority	
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	0	
				1	1	0	0	0	0	0	0		
Instructional Support Specialist	3	NSSL4	1	1	0	0	0	0	0	0	1	1	
				0	0	0	0	0	0	0	0		
Professor 10 Months	3	NSA3	4	0	0	0	0	0	0	0	0	0	
				4	4	0	0	0	0	0	0		
Summary of School of Art & Design			74	35	27	2	5	0	0	0	1	15	
				39	32	4	2	1	0	0	0		

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

School of Continuing Education												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Lecturer (10 Month)	2	NSA0	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Adjunct Lecturer	2	NSA0	6	2	0	2	0	0	0	0	0	2
				4	4	0	0	0	0	0	0	
Instructional Support Associate	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	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	
Summary of School of Continuing Education			9	4	2	2	0	0	0	0	0	3
				5	4	0	0	1	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*School of Film & Media Studies*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Adjunct Lecturer	2	NSA0	10	4	3	0	1	0	0	0	0	3
				6	4	2	0	0	0	0	0	
Lecturer (10 Month)	2	NSA0	19	7	6	0	1	0	0	0	0	5
				12	8	2	1	1	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	
Assistant Professor 10 Months	3	NSA5	6	3	2	1	0	0	0	0	0	2
				3	2	0	0	1	0	0	0	
Adjunct Assistant Professor	2	NSA5	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	5	4	4	0	0	0	0	0	0	0
				1	1	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 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	3	NSA4	8	7	4	0	2	1	0	0	0	3
				1	1	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	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

School of Film & Media Studies												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
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	3	3	1	0	0	2	0	0	0	2
				0	0	0	0	0	0	0	0	
Professor 10 Months	3	NSA3	3	2	1	0	0	0	0	0	1	1
				1	1	0	0	0	0	0	0	
Summary of School of Film & Media Studies			63	36	27	1	4	3	0	0	1	16
				27	20	4	1	2	0	0	0	



## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*School of Humanities*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Adjunct Lecturer	2	NSA0	9	3	3	0	0	0	0	0	0	3
				6	3	1	2	0	0	0	0	
Lecturer (10 Month)	2	NSA0	8	2	2	0	0	0	0	0	0	1
				6	5	0	1	0	0	0	0	
Visiting Instructor 10 Month	2	NSA6	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Assistant Professor 10 Months	3	NSA5	10	5	3	0	2	0	0	0	0	4
				5	3	0	1	1	0	0	0	
Adjunct Assistant Professor	2	NSA5	17	5	3	0	1	0	0	0	1	5
				12	9	0	1	2	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	3	0	0	0	0	0	0	0	0	0
				3	3	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	
Associate Professor 10 Months	3	NSA4	16	8	6	0	2	0	0	0	0	5
				8	5	1	1	1	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	
Professor 10 Months	3	NSA3	10	3	2	0	0	1	0	0	0	2
				7	6	0	0	0	0	0	1	
Adjunct Professor	2	NSA3	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

School of Humanities												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Summary of School of Humanities			77	28	20	1	5	1	0	0	1	22
				49	35	2	7	4	0	0	1	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

School of Liberal Studies												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Assistant Professor 10 Months	3	NSA5	1	0	0	0	0	0	0	0	0	0
				1	1	0	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	
Associate Professor 10 Months	3	NSA4	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	1
				1	0	1	0	0	0	0	0	
Summary of School of Liberal Studies			5	0	0	0	0	0	0	0	0	1
				5	4	1	0	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

School of Natural Sciences &amp; Social Sciences

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Adjunct Lecturer	2	NSA0	6	2	1	0	1	0	0	0	0	3
				4	2	1	1	0	0	0	0	
Lecturer (10 Month)	2	NSA0	13	8	7	1	0	0	0	0	0	1
				5	5	0	0	0	0	0	0	
Visiting Instructor 10 Month	2	NSA6	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	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	
Instructional Support Associate	3	NSSL2	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Assistant Professor 10 Months	3	NSA5	12	3	3	0	0	0	0	0	0	2
				9	7	1	1	0	0	0	0	
Visiting Assistant Professor 10 Month	2	NSA5	6	2	2	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	
Administrative Assistant 1	4	SG011	1	0	0	0	0	0	0	0	0	0
				1	1	0	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	
Associate Professor 10 Months	3	NSA4	14	8	7	0	0	1	0	0	0	3
				6	4	1	1	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	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

School of Natural Sciences & Social Sciences												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Specialist	3	NSSL4	3	1	0	0	1	0	0	0	0	1
				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	
Professor 10 Months	3	NSA3	9	6	5	0	0	1	0	0	0	2
				3	2	0	0	1	0	0	0	
Distinguished Service Professor 10 Month	3	NSA3	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Distinguished Professor 10 Month	3	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			73	34	29	1	2	2	0	0	0	14
				39	30	3	5	1	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*School of the Arts*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Lecturer (10 Month)	2	NSA0	2	1	1	0	0	0	0	0	0	0
				1	1	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 School of the Arts			3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Student Affairs

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Senior Staff Assistant	3	NSSL3	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	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	
Summary of Student Affairs			2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Student Financial Services</i>												
Lines of Progression: NO												
Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Director of Financial Aid	1	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
<b>Summary of Student Financial Services</b>			3	0	0	0	0	0	0	0	0	2
				3	1	0	0	2	0	0	0	



# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

<i>Student Services Administration</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
Staff Associate	3	NSSL4	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
<b>Summary of Student Services Administration</b>			1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

Teaching Learning &amp; Technology Center (TLTC)

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	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	
Associate For Instructional Resources	3	NSSL5	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
<b>Summary of Teaching Learning &amp; Technology Center (TLTC)</b>			2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

# Workforce Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

<i>The Performing Arts Center</i>												
Lines of Progression: NO												
<b>Title</b>	<b>EEO</b>	<b>Salary</b>	<b>Total</b>	<b>Male Female</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Pacific Islander</b>	<b>Native American</b>	<b>Two or More</b>	<b>Minority</b>
Instructional Support Assistant	5	NSSL1	33	26	24	0	1	1	0	0	0	4
				7	5	1	0	0	0	0	1	
Staff Assistant	3	NSSL2	6	2	2	0	0	0	0	0	0	1
				4	3	0	1	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 Staff Assistant	3	NSSL3	4	3	3	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Staff Associate	3	NSSL4	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
<b>Summary of The Performing Arts Center</b>			46	33	31	0	1	1	0	0	0	5
				13	10	1	1	0	0	0	1	

## Workforce Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

*University Police*

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Staff Assistant	3	NSSL2	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Security Services Assistant 1	7	SG106	3	2	0	1	1	0	0	0	0	2
				1	1	0	0	0	0	0	0	
University Police Communications and Security Specialist 1	7	SG110	3	1	1	0	0	0	0	0	0	0
				2	2	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	
University Police Officer 1 Spanish Language	7	SG114	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
University Police Officer 1	7	SG114	13	11	8	1	2	0	0	0	0	5
				2	0	1	1	0	0	0	0	
University Police Communications and Security Specialist 2	7	SG112	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	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	
University Police Investigator I	7	SG117	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
University Police Officer 2	7	SG117	4	4	4	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Assistant Chief Of Police	1	NSMP4	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

University Police

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
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			31	23	14	4	5	0	0	0	0	13
				8	4	1	3	0	0	0	0	

# Workforce Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Title	Total	Male Female	White	Black	Hispanic	Asian	NatPacifi c Islander	Native American	Two or More	Minority
Summary	992	501	349	40	86	15	1	0	10	316
		491	327	39	87	26	0	0	12	

## **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

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## 01 - Executive/Administrative/Managerial

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
College Accountant	NSSL4	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Assistant Director Of Admissions	NSSL4	2	0	0	0	0	0	0	0	0	0
			2	2	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	
Director Special Student Programs	NSSL4	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Associate Facilities Program Coordinator	NSSL4	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Environmental Health Officer	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	
Assistant Director Of Affirmative Action	NSMP4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Senior Personnel Associate	NSMP4	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Assistant Chief Of Police	NSMP4	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Affirmative Action Officer	NSMP4	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Associate Director Of Purchasing	NSSL5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	



## Job Group Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## 01 - Executive/Administrative/Managerial

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Associate Director of Admissions	NSSL5	2	0	0	0	0	0	0	0	0	2
			2	0	1	1	0	0	0	0	
Director of Admissions	NSSL5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Assistant Dean	NSSL5	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Director of Financial Aid	NSSL5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
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 Educational Opportunity Program	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 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	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Dean	NSMP3	1	0	0	0	0	0	0	0	0	0
			1	1	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	

## Job Group Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## 01 - Executive/Administrative/Managerial

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Associate Provost	NSMP3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director	NSMP3	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director Of Computing Center	NSMP3	1	1	1	0	0	0	0	0	0	0
			0	0	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 Business Affairs	NSMP3	1	0	0	0	0	0	0	0	0	0
			1	1	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	
Director Of Physical Plant	NSMP3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	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 Academic Affairs	NSMP1	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Vice President For Student Affairs	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	

# Job Group Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
President	NSMP	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Summary of 01 - Executive/Administrative/Managerial		45	19	15	3	1	0	0	0	0	8
			26	22	2	2	0	0	0	0	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 02A - Faculty - Tenured/Tenure Track

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Assistant Professor 10 Months	NSA5	52	21	13	3	4	0	0	0	1	18
			31	21	1	4	5	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	
Senior Assistant Librarian	NSN3	3	0	0	0	0	0	0	0	0	1
			3	2	1	0	0	0	0	0	
Associate Professor 10 Months	NSA4	68	39	31	1	5	2	0	0	0	17
			29	20	3	2	3	0	0	1	
Associate Librarian	NSN2	5	1	1	0	0	0	0	0	0	0
			4	4	0	0	0	0	0	0	
Professor 10 Months	NSA3	37	18	14	1	0	2	0	0	1	6
			19	17	0	0	1	0	0	1	
Distinguished Service Professor 10 Month	NSA3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Distinguished Professor 10 Month	NSA3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Summary of 02A - Faculty - Tenured/Tenure Track		168	81	61	5	9	4	0	0	2	42
			87	65	5	6	9	0	0	2	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 02B - Faculty - Non-Tenure Faculty

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Adjunct Lecturer	NSA0	53	23	16	4	3	0	0	0	0	17
			30	20	5	5	0	0	0	0	
Lecturer (10 Month)	NSA0	157	90	75	7	5	1	0	0	2	32
			67	50	7	6	2	0	0	2	
Adjunct Instructor	NSA6	10	4	4	0	0	0	0	0	0	2
			6	4	0	1	0	0	0	1	
Visiting Instructor 10 Month	NSA6	2	1	0	1	0	0	0	0	0	2
			1	0	0	1	0	0	0	0	
Adjunct Assistant Professor	NSA5	27	7	5	0	1	0	0	0	1	6
			20	16	0	1	2	0	0	1	
Visiting Assistant Professor 10 Month	NSA5	25	9	9	0	0	0	0	0	0	4
			16	12	1	2	1	0	0	0	
Adjunct Associate Professor	NSA4	3	3	3	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Visiting Associate Professor 10 Month	NSA4	3	1	1	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Adjunct Professor	NSA3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Summary of 02B - Faculty - Non-Tenure Faculty		281	138	113	12	9	1	0	0	3	63
			143	105	13	16	5	0	0	4	

## Job Group Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

### 03 - Professional (Non-Faculty)

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Academic Advisement Intern	NSSL1	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Assistant Coach	NSSL2	6	5	5	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Career Planning and Development Associate	NSSL2	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Instructional Support Associate	NSSL2	13	4	4	0	0	0	0	0	0	3
			9	6	1	1	1	0	0	0	
Financial Aid Assistant	NSSL2	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Residence Hall Director	NSSL2	7	2	0	1	1	0	0	0	0	5
			5	2	1	2	0	0	0	0	
Student Activities Associate	NSSL2	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Staff Assistant	NSSL2	64	27	23	0	3	0	0	0	1	15
			37	26	2	5	3	0	0	1	
Programmer-Analyst	NSSL2	3	2	1	0	1	0	0	0	0	1
			1	1	0	0	0	0	0	0	
Instructional Support Technician	NSSL3	20	17	10	1	2	1	0	0	3	8
			3	2	0	0	0	0	0	1	
Admissions Advisor	NSSL3	6	2	2	0	0	0	0	0	0	4
			4	0	0	3	0	0	0	1	
Assistant College Registrar	NSSL3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

03 - Professional (Non-Faculty)											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Counselor	NSSL3	5	1	1	0	0	0	0	0	0	1
			4	3	1	0	0	0	0	0	
Financial Aid Advisor	NSSL3	4	1	0	0	1	0	0	0	0	3
			3	1	0	1	0	0	0	1	
Academic Advisor	NSSL3	5	0	0	0	0	0	0	0	0	3
			5	2	0	3	0	0	0	0	
Purchase Assistant	NSSL3	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Senior Staff Assistant	NSSL3	56	20	16	1	3	0	0	0	0	14
			36	26	2	5	2	0	0	1	
Sr Staff Assistant Special	NSSL3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
College Physician'S Assistant	NSSL3	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Lead Programmer/Analyst	NSSL3	8	5	4	1	0	0	0	0	0	2
			3	2	0	0	1	0	0	0	
Assistant For Institutional Research	NSSL3	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Personnel Associate	NSMP5	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Head Coach	NSSL4	6	5	4	1	0	0	0	0	0	1
			1	1	0	0	0	0	0	0	
Athletic Trainer	NSSL4	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

03 - Professional (Non-Faculty)											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Purchase Associate	NSSL4	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Senior Academic Advisor	NSSL4	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Senior Admissions Advisor	NSSL4	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Instructional Support Specialist	NSSL4	10	8	4	0	1	2	0	0	1	4
			2	2	0	0	0	0	0	0	
Senior Counselor	NSSL4	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Staff Associate	NSSL4	29	9	9	0	0	0	0	0	0	6
			20	14	3	2	1	0	0	0	
Senior Programmer/Analyst	NSSL4	3	3	2	0	0	1	0	0	0	1
			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	
Director Of Fund Raising	NSSL5	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Facilities Program Coordinator	NSSL5	2	1	1	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	



# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

03 - Professional (Non-Faculty)											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Senior Staff Associate	NSSL5	12	5	4	0	0	1	0	0	0	3
			7	5	1	0	1	0	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 03 - Professional (Non-Faculty)		283	123	94	5	13	6	0	0	5	81
			160	108	14	23	10	0	0	5	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

04 - Secretarial/Clerical											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Office Assistant 1	SG006	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Library Clerk 2	SG009	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Administrative Assistant 1	SG011	2	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	
Library Clerk 3	SG014	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Administrative Assistant 2	SG015	3	0	0	0	0	0	0	0	0	0
			3	3	0	0	0	0	0	0	
Summary of 04 - Secretarial/Clerical		8	1	0	0	0	1	0	0	0	3
			7	5	1	1	0	0	0	0	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

05 - Technical/Paraprofessional											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Instructional Support Assistant	NSSL1	54	33	28	1	2	2	0	0	0	11
			21	15	3	0	2	0	0	1	
Summary of 05 - Technical/Paraprofessional		54	33	28	1	2	2	0	0	0	11
			21	15	3	0	2	0	0	1	

## Job Group Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## 06 - Skilled Crafts

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Print Equipment Operator 1	SG006	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Plant Utilities Assistant	SG009	4	4	1	0	2	0	1	0	0	3
			0	0	0	0	0	0	0	0	
Trades Specialist (Electrician)	SG012	4	4	1	2	1	0	0	0	0	3
			0	0	0	0	0	0	0	0	
Service & Repair Mechanic (Motor Equipment)	SG012	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Trades Specialist (Locksmith)	SG012	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Trades Generalist	SG012	10	10	5	0	5	0	0	0	0	5
			0	0	0	0	0	0	0	0	
Trades Specialist (Carpenter)	SG012	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Trades Specialist (Plumber Steamfitter)	SG012	2	2	0	0	2	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Plant Utilities Engineer 1	SG014	6	6	4	1	0	1	0	0	0	2
			0	0	0	0	0	0	0	0	
Trades Supervisor (Electrician)	SG014	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Maintenance Supervisor 1	SG014	2	2	0	1	1	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Plant Utilities Engineer 2	SG016	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	

## Job Group Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

## 06 - Skilled Crafts

[illegible]

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

07A - Public Safety											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Security Services Assistant 1	SG106	3	2	0	1	1	0	0	0	0	2
			1	1	0	0	0	0	0	0	
University Police Communications and Security Specialist 1	SG110	3	1	1	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
University Police Officer 1 Spanish Language	SG114	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
University Police Officer 1	SG114	13	11	8	1	2	0	0	0	0	5
			2	0	1	1	0	0	0	0	
University Police Communications and Security Specialist 2	SG112	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
University Police Investigator I	SG117	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
University Police Officer 2	SG117	4	4	4	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 07A - Public Safety		26	19	13	3	3	0	0	0	0	10
			7	3	1	3	0	0	0	0	

# Job Group Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

07B - Maintenance/Service											
Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Facility Operations Assistant 1 (Grounds)	SG006	5	5	3	1	1	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Facility Operations Assistant 1	SG006	8	8	3	2	3	0	0	0	0	5
			0	0	0	0	0	0	0	0	
Cleaner	SG005	48	19	0	0	19	0	0	0	0	46
			29	2	0	27	0	0	0	0	
Janitor	SG007	16	6	1	1	4	0	0	0	0	14
			10	1	0	9	0	0	0	0	
Facility Operations Assistant 2 (Grounds)	SG009	2	2	1	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Maintenance Assistant Electrician	SG009	2	2	0	1	1	0	0	0	0	2
			0	0	0	0	0	0	0	0	
Maintenance Assistant	SG009	5	5	2	0	3	0	0	0	0	3
			0	0	0	0	0	0	0	0	
Supervising Janitor	SG011	4	3	0	1	2	0	0	0	0	3
			1	1	0	0	0	0	0	0	
Head Grounds Supervisor	SG014	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	
Summary of 07B - Maintenance/Service		92	52	11	6	35	0	0	0	0	77
			40	4	0	36	0	0	0	0	

# Job Group Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Summary	992	501	349	40	86	15	1	0	10	316
		491	327	39	87	26	0	0	12	



## **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

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 01 - Executive/Administrative/Managerial

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
<b>1</b>	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.	<b>34</b>	<b>56</b>	<b>67</b>	<b>23</b>	<b>37</b>	2018 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.
<b>2</b>	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.	<b>29</b>	<b>57</b>	<b>33</b>	<b>9</b>	<b>19</b>	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.
<b>Job Group Size: 45</b>		<b>100</b>						
		<b>Final Availability (%)</b>			<b>32</b>	<b>56</b>		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial				
Factor 1: External Availability				
External Availability from the RRA				
Census Areas for RRA		Value		
	Hartford-West Hartford-East Hartford, CT Metro Area	1		
	Census Codes used for RRA		Raw Statistics (%)	
			Minority	Female
				Value
0010	Top executives		11	29
0101	Administrative services and facilities managers		6	25
0110	Computer and information systems managers		39	27
0120	Financial managers		22	49
0136	Human resources managers		25	67
0230	Education and childcare administrators		21	64
0440	Other managers		18	37
0565	Compliance officers		13	54
0800	Accountants and auditors		18	54
3700	First-line supervisors of law enforcement workers		35	9
5200	Information and record clerks, except customer service repre		34	78
	Kingston, NY Metro Area	1		
	Census Codes used for RRA		Raw Statistics (%)	
			Minority	Female
				Value
0010	Top executives		12	36
0101	Administrative services and facilities managers		0	92

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial					
Factor 1: External Availability					
0110 Computer and information systems managers		5	38	3	
0120 Financial managers		14	66	1	
0136 Human resources managers		2	44	1	
0230 Education and childcare administrators		8	69	28	
0440 Other managers		9	38	1	
0565 Compliance officers		12	24	3	
0800 Accountants and auditors		7	72	1	
3700 First-line supervisors of law enforcement workers		0	16	2	
5200 Information and record clerks, except customer service repre		17	76	2	
	Scranton--Wilkes-Barre--Hazleton, PA Metro Area	1			
	Census Codes used for RRA		Raw Statistics (%)		
			Minority	Female	Value
0010 Top executives		8	19	1	
0101 Administrative services and facilities managers		8	40	2	
0110 Computer and information systems managers		5	53	3	
0120 Financial managers		5	58	1	
0136 Human resources managers		13	64	1	
0230 Education and childcare administrators		8	58	28	
0440 Other managers		6	31	1	
0565 Compliance officers		19	44	3	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial				
Factor 1: External Availability				
0800 Accountants and auditors		3	51	1
3700 First-line supervisors of law enforcement workers		3	4	2
5200 Information and record clerks, except customer service repre		15	82	2
	Myrtle Beach-Conway-North Myrtle Beach, SC-NC Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
				Value
0010 Top executives		7	25	1
0101 Administrative services and facilities managers		0	26	2
0110 Computer and information systems managers		13	28	3
0120 Financial managers		6	69	1
0136 Human resources managers		15	54	1
0230 Education and childcare administrators		21	62	28
0440 Other managers		7	42	1
0565 Compliance officers		2	65	3
0800 Accountants and auditors		6	71	1
3700 First-line supervisors of law enforcement workers		13	6	2
5200 Information and record clerks, except customer service repre		19	84	2
	Dutchess	3	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
				Value
0010 Top executives		14	27	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial				
Factor 1: External Availability				
0101 Administrative services and facilities managers		12	21	2
0110 Computer and information systems managers		37	22	3
0120 Financial managers		26	48	1
0136 Human resources managers		25	47	1
0230 Education and childcare administrators		16	70	28
0440 Other managers		12	36	1
0565 Compliance officers		3	88	3
0800 Accountants and auditors		14	59	1
3700 First-line supervisors of law enforcement workers		24	19	2
5200 Information and record clerks, except customer service repre		24	83	2
	Bridgeport-Stamford-Norwalk, CT Metro Area	6	Raw Statistics (%)	
	Census Codes used for RRA			
		Minority	Female	Value
0010 Top executives		17	24	1
0101 Administrative services and facilities managers		25	40	2
0110 Computer and information systems managers		28	29	3
0120 Financial managers		20	36	1
0136 Human resources managers		30	57	1
0230 Education and childcare administrators		29	59	28
0440 Other managers		21	32	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial					
Factor 1: External Availability					
0565 Compliance officers		16	50	3	
0800 Accountants and auditors		28	50	1	
3700 First-line supervisors of law enforcement workers		38	8	2	
5200 Information and record clerks, except customer service repre		41	83	2	
	New York-Newark-Jersey City, NY-NJ-PA Metro Area	32	Raw Statistics (%)		
	Census Codes used for RRA		Minority	Female	Value
0010 Top executives		28	29	1	
0101 Administrative services and facilities managers		41	37	2	
0110 Computer and information systems managers		42	25	3	
0120 Financial managers		38	43	1	
0136 Human resources managers		43	62	1	
0230 Education and childcare administrators		37	65	28	
0440 Other managers		36	38	1	
0565 Compliance officers		44	50	3	
0800 Accountants and auditors		43	50	1	
3700 First-line supervisors of law enforcement workers		40	19	2	
5200 Information and record clerks, except customer service repre		55	77	2	
			Raw Statistics (%)	Weighted Factor (%)	
			Minority	Female	Value
Final Statistics for External Availability			34	56	67
				23	37

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial					
Factor 2: Internal Availability					
Source Description	Raw Statistics (%)				
	Minority	Female	Value		
03 - Professional (Non-Faculty) (Company)	29	57	2		
	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for Internal Availability	29	57	33	9	19



# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 02A - Faculty - Tenured/Tenure Track

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
<b>1</b>	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.	<b>32</b>	<b>52</b>	<b>10</b>	<b>3</b>	<b>5</b>	2018 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.
<b>2</b>	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.	<b>25</b>	<b>52</b>	<b>90</b>	<b>23</b>	<b>47</b>	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.
<b>Job Group Size: 168</b>		<b>100</b>						
		<b>Final Availability (%)</b>			<b>26</b>	<b>52</b>		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02A - Faculty - Tenured/Tenure Track							
Factor 1: External Availability							
External Availability from the RRA							
Census Areas for RRA				Value			
	Orange			1		Raw Statistics (%)	
	Census Codes used for RRA						
2205 Postsecondary teachers				18		47	
2400 Librarians, curators, and archivists				1		69	
	Sullivan			1		Raw Statistics (%)	
	Census Codes used for RRA						
2205 Postsecondary teachers				15		74	
2400 Librarians, curators, and archivists				22		39	
	Bennington+Windham			1		Raw Statistics (%)	
	Census Codes used for RRA						
2205 Postsecondary teachers				8		52	
2400 Librarians, curators, and archivists				22		28	
	Boston-Cambridge-Newton, MA-NH Metro Area			1		Raw Statistics (%)	
	Census Codes used for RRA						
2205 Postsecondary teachers				29		47	
2400 Librarians, curators, and archivists				16		79	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02A - Faculty - Tenured/Tenure Track				
Factor 1: External Availability				
	Pittsfield, MA Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			30	53
2400 Librarians, curators, and archivists			29	65
	Ithaca, NY Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			27	40
2400 Librarians, curators, and archivists			18	69
	Syracuse, NY Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			19	49
2400 Librarians, curators, and archivists			8	79
	Providence-Warwick, RI-MA Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			22	49
2400 Librarians, curators, and archivists			7	75
	Torrington, CT Micro Area	2	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			9	37

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02A - Faculty - Tenured/Tenure Track				
Factor 1: External Availability				
2400 Librarians, curators, and archivists		7	75	9
New Haven-Milford, CT Metro Area	2	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value
2205 Postsecondary teachers		30	53	159
2400 Librarians, curators, and archivists		10	78	9
Dutchess	3	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value
2205 Postsecondary teachers		20	46	159
2400 Librarians, curators, and archivists		15	77	9
Kingston, NY Metro Area	3	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value
2205 Postsecondary teachers		21	54	159
2400 Librarians, curators, and archivists		12	88	9
Bridgeport-Stamford-Norwalk, CT Metro Area	10	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value
2205 Postsecondary teachers		31	57	159
2400 Librarians, curators, and archivists		17	84	9
New York-Newark-Jersey City, NY-NJ-PA Metro Area	140	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02A - Faculty - Tenured/Tenure Track					
Factor 1: External Availability					
2205 Postsecondary teachers	35	50	159		
2400 Librarians, curators, and archivists	30	75	9		
<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div> <div>Weighted Factor (%)</div> <div>MinorityFemale</div>					
Final Statistics for External Availability	32	52	10	3	5
Factor 2: Internal Availability					
<div>Source Description</div> <div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div>					
02A - Faculty - Tenured/Tenure Track (Company)	25	52	9		
<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div> <div>Weighted Factor (%)</div> <div>MinorityFemale</div>					
Final Statistics for Internal Availability	25	52	90	23	47

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 02B - Faculty - Non-Tenure Faculty

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		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.	33	51	100	33	51	2018 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: 281		100						
		Final Availability (%)			33	51		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02B - Faculty - Non-Tenure Faculty									
Factor 1: External Availability									
External Availability from the RRA									
Census Areas for RRA					Value				
	Delaware+Greene			1					
	Census Codes used for RRA			Raw Statistics (%)					
					Minority	Female	Value		
2205 Postsecondary teachers					15	45	281		
	Torrington, CT Micro Area			1					
	Census Codes used for RRA			Raw Statistics (%)					
					Minority	Female	Value		
2205 Postsecondary teachers					9	37	281		
	Hudson, NY Micro Area			1					
	Census Codes used for RRA			Raw Statistics (%)					
					Minority	Female	Value		
2205 Postsecondary teachers					10	44	281		
	Miami-Fort Lauderdale-West Palm Beach, FL Metro Area			1					
	Census Codes used for RRA			Raw Statistics (%)					
					Minority	Female	Value		
2205 Postsecondary teachers					54	51	281		
	Pittsfield, MA Metro Area			1					
	Census Codes used for RRA			Raw Statistics (%)					
					Minority	Female	Value		
2205 Postsecondary teachers					30	53	281		

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02B - Faculty - Non-Tenure Faculty							
Factor 1: External Availability							
	Trenton, NJ Metro Area	1	Raw Statistics (%)				
	Census Codes used for RRA		Minority	Female	Value		
2205 Postsecondary teachers			26	43	281		
	Albany-Schenectady-Troy, NY Metro Area	1	Raw Statistics (%)				
	Census Codes used for RRA		Minority	Female	Value		
2205 Postsecondary teachers			22	51	281		
	Rochester, NY Metro Area	1	Raw Statistics (%)				
	Census Codes used for RRA		Minority	Female	Value		
2205 Postsecondary teachers			21	49	281		
	Syracuse, NY Metro Area	1	Raw Statistics (%)				
	Census Codes used for RRA		Minority	Female	Value		
2205 Postsecondary teachers			19	49	281		
	Greenville-Anderson-Mauldin, SC Metro Area	1	Raw Statistics (%)				
	Census Codes used for RRA		Minority	Female	Value		
2205 Postsecondary teachers			24	46	281		
	El Paso, TX Metro Area	1	Raw Statistics (%)				
	Census Codes used for RRA		Minority	Female	Value		
2205 Postsecondary teachers			67	45	281		

RRA = Reasonable Recruitment Area



# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02B - Faculty - Non-Tenure Faculty				
Factor 1: External Availability				
	Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			38	51
			281	
	Baltimore-Columbia-Towson, MD Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			32	53
			281	
	Orange	2	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			18	47
			281	
	Dutchess	3	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			20	46
			281	
	Los Angeles-Long Beach-Anaheim, CA Metro Area	3	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			43	50
			281	
	New Haven-Milford, CT Metro Area	3	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
2205 Postsecondary teachers			30	53
			281	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

02B - Faculty - Non-Tenure Faculty									
Factor 1: External Availability									
	Kingston, NY Metro Area	6							
	Census Codes used for RRA		Raw Statistics (%)						
			Minority	Female	Value				
2205 Postsecondary teachers			21	54	281				
	Bridgeport-Stamford-Norwalk, CT Metro Area	22							
	Census Codes used for RRA		Raw Statistics (%)						
			Minority	Female	Value				
2205 Postsecondary teachers			31	57	281				
	New York-Newark-Jersey City, NY-NJ-PA Metro Area	229							
	Census Codes used for RRA		Raw Statistics (%)						
			Minority	Female	Value				
2205 Postsecondary teachers			35	50	281				
			Raw Statistics (%)					Weighted Factor (%)	
			Minority	Female	Value	Minority	Female		
Final Statistics for External Availability			33	51	100	33	51		

RRA = Reasonable Recruitment Area

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 03 - Professional (Non-Faculty)

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
<b>1</b>	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.	<b>45</b>	<b>70</b>	<b>83</b>	<b>37</b>	<b>58</b>	2018 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.
<b>2</b>	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.	<b>28</b>	<b>55</b>	<b>17</b>	<b>5</b>	<b>9</b>	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.
<b>Job Group Size: 283</b>		<b>100</b>						
		<b>Final Availability (%)</b>			<b>42</b>	<b>68</b>		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
External Availability from the RRA				
Census Areas for RRA		Value		
	Delaware+Greene	1		
	Census Codes used for RRA		Raw Statistics (%)	
			Minority	Female
				Value
0230	Education and childcare administrators	6	75	10
0440	Other managers	3	42	2
0530	Purchasing agents, except wholesale, retail, and farm produc	0	63	1
0630	Human resources workers	6	96	1
0726	Fundraisers	0	86	1
0750	Business operations specialists, all other	18	100	2
0810	Other financial specialists	15	65	1
1010	Software and web developers, programmers, and testers	5	10	14
1065	Database and network administrators and architects	18	56	1
2001	Counselors, social workers, and other community and social s	14	76	26
2350	Other teachers and instructors, education, training, and lib	6	76	2
2545	Teaching assistants	8	92	43
2721	Athletes, coaches, umpires, and related workers	0	44	12
3110	Physician assistants	0	75	1
3300	Other health technologists and technicians	11	87	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
5000 First-line supervisors of office and administrative support		1	79	12
5100 Financial clerks, except bookkeeping, accounting, and auditi		0	83	2
5710 Secretaries and administrative assistants		10	99	1
5810 Other office and administrative support workers		2	88	150
	Putnam	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female Value
0230 Education and childcare administrators		19	87	10
0440 Other managers		10	21	2
0530 Purchasing agents, except wholesale, retail, and farm produc		0	83	1
0630 Human resources workers		6	71	1
0726 Fundraisers		0	71	1
0750 Business operations specialists, all other		10	63	2
0810 Other financial specialists		0	22	1
1010 Software and web developers, programmers, and testers		40	15	14
1065 Database and network administrators and architects		23	6	1
2001 Counselors, social workers, and other community and social s		15	76	26
2350 Other teachers and instructors, education, training, and lib		13	47	2
2545 Teaching assistants		46	95	43
2721 Athletes, coaches, umpires, and related workers		21	47	12

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
3110 Physician assistants	0	88	1	
3300 Other health technologists and technicians	15	84	1	
5000 First-line supervisors of office and administrative support	18	75	12	
5100 Financial clerks, except bookkeeping, accounting, and auditing	9	91	2	
5710 Secretaries and administrative assistants	21	98	1	
5810 Other office and administrative support workers	7	75	150	
Ulster	1	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value
0230 Education and childcare administrators		8	69	10
0440 Other managers		9	38	2
0530 Purchasing agents, except wholesale, retail, and farm products		3	55	1
0630 Human resources workers		18	67	1
0726 Fundraisers		3	69	1
0750 Business operations specialists, all other		10	25	2
0810 Other financial specialists		13	56	1
1010 Software and web developers, programmers, and testers		19	28	14
1065 Database and network administrators and architects		27	17	1
2001 Counselors, social workers, and other community and social service workers		20	79	26
2350 Other teachers and instructors, education, training, and library		15	69	2

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
2545 Teaching assistants	23	91	43	
2721 Athletes, coaches, umpires, and related workers	6	67	12	
3110 Physician assistants	26	85	1	
3300 Other health technologists and technicians	23	78	1	
5000 First-line supervisors of office and administrative support	15	51	12	
5100 Financial clerks, except bookkeeping, accounting, and audit	16	92	2	
5710 Secretaries and administrative assistants	17	98	1	
5810 Other office and administrative support workers	9	82	150	
	The Villages, FL Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
			Value	
0230 Education and childcare administrators	56	56	10	
0440 Other managers	3	44	2	
0530 Purchasing agents, except wholesale, retail, and farm produc	0	81	1	
0630 Human resources workers	0	100	1	
0750 Business operations specialists, all other	0	20	2	
0810 Other financial specialists	0	26	1	
1010 Software and web developers, programmers, and testers	0	50	14	
1065 Database and network administrators and architects	0	0	1	
2001 Counselors, social workers, and other community and social s	7	90	26	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
2350 Other teachers and instructors, education, training, and lib	27	67	2	
2545 Teaching assistants	50	100	43	
2721 Athletes, coaches, umpires, and related workers	0	25	12	
3300 Other health technologists and technicians	6	85	1	
5000 First-line supervisors of office and administrative support	12	69	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	35	79	2	
5710 Secretaries and administrative assistants	2	91	1	
5810 Other office and administrative support workers	7	95	150	
Barnstable Town, MA Metro Area	1	Raw Statistics (%)		
		Minority	Female	Value
Census Codes used for RRA				
0230 Education and childcare administrators	1	61	10	
0440 Other managers	7	35	2	
0530 Purchasing agents, except wholesale, retail, and farm produc	5	60	1	
0630 Human resources workers	12	63	1	
0726 Fundraisers	22	22	1	
0750 Business operations specialists, all other	6	40	2	
0810 Other financial specialists	2	49	1	
1010 Software and web developers, programmers, and testers	3	21	14	
1065 Database and network administrators and architects	11	28	1	

RRA = Reasonable Recruitment Area



# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
2001 Counselors, social workers, and other community and social s	10	83	26	
2350 Other teachers and instructors, education, training, and lib	1	60	2	
2545 Teaching assistants	10	82	43	
2721 Athletes, coaches, umpires, and related workers	2	61	12	
3110 Physician assistants	0	60	1	
3300 Other health technologists and technicians	9	84	1	
5000 First-line supervisors of office and administrative support	5	76	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	4	82	2	
5710 Secretaries and administrative assistants	11	96	1	
5810 Other office and administrative support workers	6	82	150	
	Buffalo-Cheektowaga-Niagara Falls, NY Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female Value
0230 Education and childcare administrators		17	63	10
0440 Other managers		9	33	2
0530 Purchasing agents, except wholesale, retail, and farm produc		9	60	1
0630 Human resources workers		16	77	1
0726 Fundraisers		19	58	1
0750 Business operations specialists, all other		12	52	2
0810 Other financial specialists		12	48	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
1010 Software and web developers, programmers, and testers	16	21	14	
1065 Database and network administrators and architects	15	29	1	
2001 Counselors, social workers, and other community and social s	26	76	26	
2350 Other teachers and instructors, education, training, and lib	20	67	2	
2545 Teaching assistants	25	86	43	
2721 Athletes, coaches, umpires, and related workers	15	29	12	
3110 Physician assistants	15	71	1	
3300 Other health technologists and technicians	22	82	1	
5000 First-line supervisors of office and administrative support	9	63	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	21	76	2	
5710 Secretaries and administrative assistants	11	97	1	
5810 Other office and administrative support workers	16	80	150	
	Kingston, NY Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female Value
0230 Education and childcare administrators		8	69	10
0440 Other managers		9	38	2
0530 Purchasing agents, except wholesale, retail, and farm produc		3	55	1
0630 Human resources workers		18	67	1
0726 Fundraisers		3	69	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
0750 Business operations specialists, all other	10	25	2	
0810 Other financial specialists	13	56	1	
1010 Software and web developers, programmers, and testers	19	28	14	
1065 Database and network administrators and architects	27	17	1	
2001 Counselors, social workers, and other community and social s	20	79	26	
2350 Other teachers and instructors, education, training, and lib	15	69	2	
2545 Teaching assistants	23	91	43	
2721 Athletes, coaches, umpires, and related workers	6	67	12	
3110 Physician assistants	26	85	1	
3300 Other health technologists and technicians	23	78	1	
5000 First-line supervisors of office and administrative support	15	51	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	16	92	2	
5710 Secretaries and administrative assistants	17	98	1	
5810 Other office and administrative support workers	9	82	150	
Utica-Rome, NY Metro Area	1	Raw Statistics (%)		
		Minority	Female	Value
0230 Education and childcare administrators		7	64	10
0440 Other managers		2	32	2
0530 Purchasing agents, except wholesale, retail, and farm produc		2	64	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
0630 Human resources workers	4	71	1	
0726 Fundraisers	0	63	1	
0750 Business operations specialists, all other	2	56	2	
0810 Other financial specialists	1	52	1	
1010 Software and web developers, programmers, and testers	13	21	14	
1065 Database and network administrators and architects	6	23	1	
2001 Counselors, social workers, and other community and social s	13	74	26	
2350 Other teachers and instructors, education, training, and lib	9	75	2	
2545 Teaching assistants	13	89	43	
2721 Athletes, coaches, umpires, and related workers	2	29	12	
3110 Physician assistants	0	69	1	
3300 Other health technologists and technicians	14	84	1	
5000 First-line supervisors of office and administrative support	7	61	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	11	83	2	
5710 Secretaries and administrative assistants	4	96	1	
5810 Other office and administrative support workers	11	84	150	
East Stroudsburg, PA Metro Area	1	Raw Statistics (%)		
	Census Codes used for RRA	Minority	Female	Value
0230 Education and childcare administrators		18	48	10

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
0440 Other managers	27	39	2	
0530 Purchasing agents, except wholesale, retail, and farm produc	21	91	1	
0630 Human resources workers	30	76	1	
0750 Business operations specialists, all other	50	79	2	
0810 Other financial specialists	22	55	1	
1010 Software and web developers, programmers, and testers	12	27	14	
1065 Database and network administrators and architects	51	11	1	
2001 Counselors, social workers, and other community and social s	30	71	26	
2350 Other teachers and instructors, education, training, and lib	33	50	2	
2545 Teaching assistants	29	97	43	
2721 Athletes, coaches, umpires, and related workers	2	55	12	
3110 Physician assistants	80	100	1	
3300 Other health technologists and technicians	29	86	1	
5000 First-line supervisors of office and administrative support	23	55	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	21	85	2	
5710 Secretaries and administrative assistants	29	90	1	
5810 Other office and administrative support workers	40	67	150	
	Providence-Warwick, RI-MA Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female Value

RRA = Reasonable Recruitment Area

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 03 - Professional (Non-Faculty)

### Factor 1: External Availability

0230 Education and childcare administrators	13	66	10
0440 Other managers	13	35	2
0530 Purchasing agents, except wholesale, retail, and farm produc	17	55	1
0630 Human resources workers	20	73	1
0726 Fundraisers	21	88	1
0750 Business operations specialists, all other	23	46	2
0810 Other financial specialists	9	51	1
1010 Software and web developers, programmers, and testers	27	20	14
1065 Database and network administrators and architects	17	18	1
2001 Counselors, social workers, and other community and social s	23	73	26
2350 Other teachers and instructors, education, training, and lib	16	64	2
2545 Teaching assistants	25	82	43
2721 Athletes, coaches, umpires, and related workers	15	44	12
3110 Physician assistants	6	52	1
3300 Other health technologists and technicians	22	80	1
5000 First-line supervisors of office and administrative support	11	61	12
5100 Financial clerks, except bookkeeping, accounting, and auditi	13	84	2
5710 Secretaries and administrative assistants	16	95	1
5810 Other office and administrative support workers	18	83	150

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
	Olympia-Tumwater, WA Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
			Value	
0230	Education and childcare administrators	9	76	10
0440	Other managers	19	44	2
0530	Purchasing agents, except wholesale, retail, and farm produc	19	57	1
0630	Human resources workers	27	49	1
0726	Fundraisers	27	55	1
0750	Business operations specialists, all other	14	62	2
0810	Other financial specialists	19	48	1
1010	Software and web developers, programmers, and testers	35	21	14
1065	Database and network administrators and architects	17	23	1
2001	Counselors, social workers, and other community and social s	17	71	26
2350	Other teachers and instructors, education, training, and lib	13	51	2
2545	Teaching assistants	28	88	43
2721	Athletes, coaches, umpires, and related workers	2	60	12
3110	Physician assistants	15	23	1
3300	Other health technologists and technicians	22	71	1
5000	First-line supervisors of office and administrative support	16	52	12
5100	Financial clerks, except bookkeeping, accounting, and auditi	10	78	2

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
5710 Secretaries and administrative assistants		21	96	1
5810 Other office and administrative support workers		27	73	150
	Sullivan	2	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
				Value
0230 Education and childcare administrators			9	60
0440 Other managers			9	46
0530 Purchasing agents, except wholesale, retail, and farm produc			0	11
0630 Human resources workers			3	82
0726 Fundraisers			0	78
0750 Business operations specialists, all other			0	100
0810 Other financial specialists			0	82
1010 Software and web developers, programmers, and testers			24	29
1065 Database and network administrators and architects			0	0
2001 Counselors, social workers, and other community and social s			21	78
2350 Other teachers and instructors, education, training, and lib			34	35
2545 Teaching assistants			19	93
2721 Athletes, coaches, umpires, and related workers			0	30
3300 Other health technologists and technicians			43	81
5000 First-line supervisors of office and administrative support			3	68

RRA = Reasonable Recruitment Area



# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
5100 Financial clerks, except bookkeeping, accounting, and auditing		3	86	2
5710 Secretaries and administrative assistants		15	99	1
5810 Other office and administrative support workers		26	89	150
	New Haven-Milford, CT Metro Area	4	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female Value
0230 Education and childcare administrators		22	65	10
0440 Other managers		20	36	2
0530 Purchasing agents, except wholesale, retail, and farm products		24	44	1
0630 Human resources workers		31	78	1
0726 Fundraisers		14	73	1
0750 Business operations specialists, all other		29	44	2
0810 Other financial specialists		16	45	1
1010 Software and web developers, programmers, and testers		35	21	14
1065 Database and network administrators and architects		22	29	1
2001 Counselors, social workers, and other community and social service workers		44	75	26
2350 Other teachers and instructors, education, training, and library		42	71	2
2545 Teaching assistants		40	82	43
2721 Athletes, coaches, umpires, and related workers		27	38	12
3110 Physician assistants		30	76	1

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
3300 Other health technologists and technicians	40	77	1	
5000 First-line supervisors of office and administrative support	24	58	12	
5100 Financial clerks, except bookkeeping, accounting, and auditing	28	82	2	
5710 Secretaries and administrative assistants	22	95	1	
5810 Other office and administrative support workers	30	83	150	
	Orange	7	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
0230 Education and childcare administrators			26	64
0440 Other managers			24	38
0530 Purchasing agents, except wholesale, retail, and farm products			12	47
0630 Human resources workers			27	74
0726 Fundraisers			14	68
0750 Business operations specialists, all other			40	60
0810 Other financial specialists			22	53
1010 Software and web developers, programmers, and testers			32	20
1065 Database and network administrators and architects			37	12
2001 Counselors, social workers, and other community and social service workers			32	75
2350 Other teachers and instructors, education, training, and library			33	56
2545 Teaching assistants			25	87

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
2721 Athletes, coaches, umpires, and related workers	14	39	12	
3110 Physician assistants	44	61	1	
3300 Other health technologists and technicians	48	76	1	
5000 First-line supervisors of office and administrative support	29	77	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	34	87	2	
5710 Secretaries and administrative assistants	27	93	1	
5810 Other office and administrative support workers	36	78	150	
	Dutchess	12	Raw Statistics (%)	
	Census Codes used for RRA			
		Minority	Female	Value
0230 Education and childcare administrators	16	70	10	
0440 Other managers	12	36	2	
0530 Purchasing agents, except wholesale, retail, and farm produc	2	67	1	
0630 Human resources workers	19	76	1	
0726 Fundraisers	33	93	1	
0750 Business operations specialists, all other	16	49	2	
0810 Other financial specialists	26	56	1	
1010 Software and web developers, programmers, and testers	25	27	14	
1065 Database and network administrators and architects	28	16	1	
2001 Counselors, social workers, and other community and social s	33	78	26	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
2350 Other teachers and instructors, education, training, and lib	20	66	2	
2545 Teaching assistants	27	88	43	
2721 Athletes, coaches, umpires, and related workers	22	29	12	
3110 Physician assistants	8	67	1	
3300 Other health technologists and technicians	34	80	1	
5000 First-line supervisors of office and administrative support	21	73	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	31	86	2	
5710 Secretaries and administrative assistants	19	96	1	
5810 Other office and administrative support workers	24	75	150	
Bridgeport-Stamford-Norwalk, CT Metro Area	44	Raw Statistics (%)		
		Minority	Female	Value
Census Codes used for RRA				
0230 Education and childcare administrators	29	59	10	
0440 Other managers	21	32	2	
0530 Purchasing agents, except wholesale, retail, and farm produc	18	59	1	
0630 Human resources workers	21	74	1	
0726 Fundraisers	17	82	1	
0750 Business operations specialists, all other	34	42	2	
0810 Other financial specialists	19	30	1	
1010 Software and web developers, programmers, and testers	46	20	14	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)				
Factor 1: External Availability				
1065 Database and network administrators and architects	40	25	1	
2001 Counselors, social workers, and other community and social s	43	79	26	
2350 Other teachers and instructors, education, training, and lib	21	68	2	
2545 Teaching assistants	39	86	43	
2721 Athletes, coaches, umpires, and related workers	19	31	12	
3110 Physician assistants	16	76	1	
3300 Other health technologists and technicians	45	74	1	
5000 First-line supervisors of office and administrative support	30	67	12	
5100 Financial clerks, except bookkeeping, accounting, and auditi	41	72	2	
5710 Secretaries and administrative assistants	23	94	1	
5810 Other office and administrative support workers	37	78	150	
	New York-Newark-Jersey City, NY-NJ-PA Metro Area	206	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
				Value
0230 Education and childcare administrators		37	65	10
0440 Other managers		36	38	2
0530 Purchasing agents, except wholesale, retail, and farm produc		32	49	1
0630 Human resources workers		41	72	1
0726 Fundraisers		22	73	1
0750 Business operations specialists, all other		47	54	2

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)					
Factor 1: External Availability					
0810 Other financial specialists	34	36	1		
1010 Software and web developers, programmers, and testers	51	22	14		
1065 Database and network administrators and architects	50	20	1		
2001 Counselors, social workers, and other community and social s	59	74	26		
2350 Other teachers and instructors, education, training, and lib	42	62	2		
2545 Teaching assistants	48	84	43		
2721 Athletes, coaches, umpires, and related workers	33	35	12		
3110 Physician assistants	44	73	1		
3300 Other health technologists and technicians	64	74	1		
5000 First-line supervisors of office and administrative support	45	61	12		
5100 Financial clerks, except bookkeeping, accounting, and auditi	52	74	2		
5710 Secretaries and administrative assistants	41	93	1		
5810 Other office and administrative support workers	53	73	150		
<div>Raw Statistics (%)</div> <div>MinorityFemaleValue</div> <div>Weighted Factor (%)</div> <div>MinorityFemale</div>					
Final Statistics for External Availability	45	70	83	37	58
Factor 2: Internal Availability					
<div>Raw Statistics (%)</div> <div>Source DescriptionMinorityFemaleValue</div>					
05 - Technical/Paraprofessional (Company)	20	39	1		

## Availability Analysis

State University of New York at Purchase  
Purchase, NY

**Plan Date: 04/01/2023**

03 - Professional (Non-Faculty)					
03 - Professional (Non-Faculty) (Company)	29	57	10		
<div><div>Raw Statistics (%)</div><div>Weighted Factor (%)</div><div>MinorityFemaleValueMinorityFemale</div></div>					
Final Statistics for Internal Availability	28	55	17	5	9

RRA = Reasonable Recruitment Area

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 04 - Secretarial/Clerical

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		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.	52	75	100	52	75	2018 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: 8		100						
		Final Availability (%)			52	75		



# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

04 - Secretarial/Clerical					
Factor 1: External Availability					
External Availability from the RRA					
Census Areas for RRA		Value			
	Bridgeport-Stamford-Norwalk, CT Metro Area	1	Raw Statistics (%)		
	Census Codes used for RRA		Minority	Female	Value
5200 Information and record clerks, except customer service repre			41	83	2
5810 Other office and administrative support workers			37	78	6
	New York-Newark-Jersey City, NY-NJ-PA Metro Area	7	Raw Statistics (%)		
	Census Codes used for RRA		Minority	Female	Value
5200 Information and record clerks, except customer service repre			55	77	2
5810 Other office and administrative support workers			53	73	6
			Raw Statistics (%)		Weighted Factor (%)
			Minority	Female	Value
Final Statistics for External Availability			52	75	100
				52	75

RRA = Reasonable Recruitment Area

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 05 - Technical/Paraprofessional

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
<b>1</b>	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.	<b>44</b>	<b>85</b>	<b>100</b>	<b>44</b>	<b>85</b>	2018 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.
<b>2</b>	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.	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	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.
<b>Job Group Size: 54</b>		<b>100</b>						
		<b>Final Availability (%)</b>			<b>44</b>	<b>85</b>		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

05 - Technical/Paraprofessional									
Factor 1: External Availability									
External Availability from the RRA									
Census Areas for RRA					Value				
	Rochester, NY Metro Area				1				
	Census Codes used for RRA					Raw Statistics (%)			
						Minority	Female	Value	
2545 Teaching assistants						27	87	54	
	Syracuse, NY Metro Area				1				
	Census Codes used for RRA					Raw Statistics (%)			
						Minority	Female	Value	
2545 Teaching assistants						15	89	54	
	Orange				2				
	Census Codes used for RRA					Raw Statistics (%)			
						Minority	Female	Value	
2545 Teaching assistants						25	87	54	
	Kingston, NY Metro Area				2				
	Census Codes used for RRA					Raw Statistics (%)			
						Minority	Female	Value	
2545 Teaching assistants						23	91	54	
	Bridgeport-Stamford-Norwalk, CT Metro Area				4				
	Census Codes used for RRA					Raw Statistics (%)			
						Minority	Female	Value	
2545 Teaching assistants						39	86	54	

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

05 - Technical/Paraprofessional					
Factor 1: External Availability					
	New York-Newark-Jersey City, NY-NJ-PA Metro Area	44	Raw Statistics (%)		
	Census Codes used for RRA		Minority	Female	Value
2545 Teaching assistants			48	84	54
			Raw Statistics (%)		Weighted Factor (%)
			Minority	Female	Value
Final Statistics for External Availability			44	85	100
				44	85

RRA = Reasonable Recruitment Area

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 06 - Skilled Crafts

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		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	2018 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.	75	27	100	75	27	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: 35		100						
		Final Availability (%)			75	27		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

06 - Skilled Crafts					
Factor 2: Internal Availability					
Source Description	Raw Statistics (%)				
	Minority	Female	Value		
06 - Skilled Crafts (Company)	60	0	3		
07B - Maintenance/Service (Company)	84	43	5		
	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for Internal Availability	75	27	100	75	27

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 07A - Public Safety

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
<b>1</b>	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.	<b>44</b>	<b>15</b>	<b>50</b>	<b>22</b>	<b>8</b>	2018 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.
<b>2</b>	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.	<b>38</b>	<b>27</b>	<b>50</b>	<b>19</b>	<b>13</b>	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.
<b>Job Group Size: 26</b>		<b>100</b>						
		<b>Final Availability (%)</b>			<b>41</b>	<b>21</b>		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

07A - Public Safety				
Factor 1: External Availability				
External Availability from the RRA				
Census Areas for RRA		Value		
	Sullivan	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
			Value	
3870 Police officers			30	2
3910 Private detectives, investigators, security guards and gamin			21	21
			19	7
	Albany-Schenectady-Troy, NY Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
			Value	
3870 Police officers			11	21
3910 Private detectives, investigators, security guards and gamin			28	18
			19	7
	Kingston, NY Metro Area	1	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
			Value	
3870 Police officers			1	3
3910 Private detectives, investigators, security guards and gamin			12	18
			19	7
	Orange	2	Raw Statistics (%)	
	Census Codes used for RRA		Minority	Female
			Value	
3870 Police officers			40	20
3910 Private detectives, investigators, security guards and gamin			38	14
			19	7

RRA = Reasonable Recruitment Area



# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

07A - Public Safety						
Factor 1: External Availability						
	Dutchess	5	Raw Statistics (%)			
	Census Codes used for RRA		Minority	Female	Value	
3870 Police officers			29	8	19	
3910 Private detectives, investigators, security guards and gamin			29	9	7	
	New York-Newark-Jersey City, NY-NJ-PA Metro Area	17	Raw Statistics (%)			
	Census Codes used for RRA		Minority	Female	Value	
3870 Police officers			46	16	19	
3910 Private detectives, investigators, security guards and gamin			74	22	7	
			Raw Statistics (%)		Weighted Factor (%)	
			Minority	Female	Value	Minority Female
Final Statistics for External Availability			44	15	50	22 8
Factor 2: Internal Availability						
Source Description			Raw Statistics (%)			
			Minority	Female	Value	
07A - Public Safety (Company)			38	27	1	
			Raw Statistics (%)		Weighted Factor (%)	
			Minority	Female	Value	Minority Female
Final Statistics for Internal Availability			38	27	50	19 13

RRA = Reasonable Recruitment Area

# Availability Analysis

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

## 07B - Maintenance/Service

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
<b>1</b>	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.	<b>72</b>	<b>40</b>	<b>59</b>	<b>43</b>	<b>24</b>	2018 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.
<b>2</b>	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.	<b>84</b>	<b>43</b>	<b>41</b>	<b>34</b>	<b>18</b>	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.
<b>Job Group Size: 92</b>		<b>100</b>						
		<b>Final Availability (%)</b>			<b>77</b>	<b>42</b>		

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

07B - Maintenance/Service											
Factor 1: External Availability											
External Availability from the RRA											
Census Areas for RRA					Value						
	Bridgeport-Stamford-Norwalk, CT Metro Area				24						
	Census Codes used for RRA				Raw Statistics (%)						
							Minority	Female	Value		
4200 First-line supervisors of housekeeping and janitorial worker							73	33	4		
4220 Building cleaning workers							74	64	65		
4251 Grounds maintenance workers							70	2	13		
7010 Other installation, maintenance, and repair workers							40	4	10		
	New York-Newark-Jersey City, NY-NJ-PA Metro Area				68						
	Census Codes used for RRA				Raw Statistics (%)						
							Minority	Female	Value		
4200 First-line supervisors of housekeeping and janitorial worker							63	28	4		
4220 Building cleaning workers							79	50	65		
4251 Grounds maintenance workers							65	6	13		
7010 Other installation, maintenance, and repair workers							49	5	10		
							Raw Statistics (%)			Weighted Factor (%)	
							Minority	Female	Value	Minority	Female
Final Statistics for External Availability							72	40	59	43	24

RRA = Reasonable Recruitment Area

# Availability Analysis

Plan Date: 04/01/2023

State University of New York at Purchase  
Purchase, NY

07B - Maintenance/Service					
Factor 2: Internal Availability					
Source Description	Raw Statistics (%)				
	Minority	Female	Value		
07B - Maintenance/Service (Company)	84	43	9		
	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for Internal Availability	84	43	41	34	18

## 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

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Job Group	Group Size	Employment (%)		Availability (%)		Placement Goals* Needed		Annual Goal (%)	
		Minority	Female	Minority	Female	Minority	Female	Minority	Female
01 - Executive/Administrative/Managerial	45	18	58	32	56	<b>Yes</b> <sup>1</sup>	No <sup>1</sup>	32	
02A - Faculty - Tenured/Tenure Track	168	25	52	26	52	No <sup>1</sup>	No <sup>1</sup>		
02B - Faculty - Non-Tenure Faculty	281	22	51	33	51	<b>Yes</b> <sup>1</sup>	No <sup>1</sup>	33	
03 - Professional (Non-Faculty)	283	29	57	42	68	<b>Yes</b> <sup>1</sup>	<b>Yes</b> <sup>1</sup>	42	68
04 - Secretarial/Clerical	8	38	88	52	75	No <sup>2</sup>	No <sup>2</sup>		
05 - Technical/Paraprofessional	54	20	39	44	85	<b>Yes</b> <sup>1</sup>	<b>Yes</b> <sup>1</sup>	44	85
06 - Skilled Crafts	35	60	0	75	27	<b>Yes</b> <sup>1</sup>	<b>Yes</b> <sup>2</sup>	75	27
07A - Public Safety	26	38	27	41	21	No <sup>2</sup>	No <sup>2</sup>		
07B - Maintenance/Service	92	84	43	77	42	No <sup>1</sup>	No <sup>1</sup>		

1 - Two Standard Deviations

2 - Binomial Distribution

\*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.

## **Progress Toward Goals Report**

Contractors and subcontractors must maintain its current affirmative action plan (AAP) and documentation of good faith efforts, and must preserve its AAP and documentation of good faith efforts for the immediately preceding AAP year. 41 C.F.R. § 60-1.12 (b).

One of the key components to the effective implementation of an AAP is the acknowledgement of progress toward the goals established in the utilization analysis of the preceding year. As such, this is one of the items requested by OFCCP during a routine compliance evaluation.

To compare progress toward goals, the contractor must measure the employment activity that has occurred during the plan year. The variable here is opportunities which are defined by OFCCP as total placements (hires plus promotions) into the job group.

# Progress Toward Goals Report

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

Job Group	Prior Year - 2022			Prior Year Goals (%)		Number of Opportunities (#)			Actual Placement		Goal Met?	
	Total	Minority	Female	Minority	Female	Total	Minority	Female	Minority	Female	Minority	Female
									%	%		
01 - Executive/Administrative/Managerial	44	7	25	32	N/A	7	3	4	43	57	Y	N/A
02A - Faculty - Tenured/Tenure Track	164	39	85	N/A	N/A	9	4	4	44	44	N/A	N/A
02B - Faculty - Non-Tenure Faculty	297	70	148	33	N/A	73	16	35	22	48	N	N/A
03 - Professional (Non-Faculty)	287	85	174	41	N/A	51	21	26	41	51	Y	N/A
04 - Secretarial/Clerical	9	3	7	N/A	N/A	0	0	0	--	--	N/A	N/A
05 - Technical/Paraprofessional	59	12	24	44	85	12	3	7	25	58	N	N
06 - Skilled Crafts	33	20	0	N/A	25	2	1	0	50	0	N/A	N
07A - Public Safety	25	8	4	N/A	N/A	11	5	4	45	36	N/A	N/A
07B - Maintenance/Service	78	62	31	N/A	N/A	31	25	10	81	32	N/A	N/A

In the case where goals were not met, it was due to a limited number of openings and a lack of qualified applicants. The College will continue to monitor its activity and apply good faith measures designed to alleviate these goals.



## **Disparity Analysis**

Contractors and subcontractors are required to include personnel activity (applicant flow, hires, terminations, promotions, and any other personnel actions) to determine whether there are selection disparities. 41 C.F.R. § 60-2.17 (b) (2).

The Disparity Analysis is a tool to measure the statistical relationship between two selected groups. The following report identifies whether the rates of those hired, promoted, or terminated are similar without regard to race or gender.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

01 - Executive/Administrative/Managerial											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	7	222	25	3	105	4	117	2.86%	3.42%	0.24	No
Hispanic vs Black	3	92	22	0	53	3	39	0.00%	7.69%	2.05	Yes
Asian vs Black	3	52	22	0	13	3	39	0.00%	7.69%	1.03	No
Native American vs Black	3	39	22	0	0 *	3	39	N/A	7.69%	N/A	No
Pacific Islander vs Black	3	39	22	0	0 *	3	39	N/A	7.69%	N/A	No
Two or More vs Black	3	49	22	0	10	3	39	0.00%	7.69%	0.91	No
White vs Black	7	149	22	4	110	3	39	3.64%	7.69%	1.03	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

02A - Faculty - Tenured/Tenure Track											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	5	149	21	2	83	3	66	2.41%	4.55%	0.72	No
Black vs Hispanic	3	24	17	1	10	2	14	10.00%	14.29%	0.31	No
Asian vs Hispanic	2	48	17	0	34	2	14	0.00%	14.29%	2.25	Yes
Native American vs Hispanic	2	14	17	0	0 *	2	14	N/A	14.29%	N/A	No
Pacific Islander vs Hispanic	2	14	17	0	0 *	2	14	N/A	14.29%	N/A	No
Two or More vs Hispanic	2	17	17	0	3 *	2	14	0.00%	14.29%	0.70	No
White vs Hispanic	4	106	17	2	92	2	14	2.17%	14.29%	2.22	Yes

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

02B - Faculty - Non-Tenure Faculty											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	73	4	0	38	3	35	1	1266.67%	3500.00%	--	Ω
Black vs White	61	3	1	4	0	57	3	N/A	1900.00%	--	Ω
Hispanic vs White	63	3	1	6	0	57	3	N/A	1900.00%	--	Ω
Asian vs White	61	3	1	4	0	57	3	N/A	1900.00%	--	Ω
Native American vs White	58	3	1	1	0	57	3	N/A	1900.00%	--	Ω
Pacific Islander vs White	57	3	1	0	0	57	3	N/A	1900.00%	--	Ω
Two or More vs White	58	3	1	1	0	57	3	N/A	1900.00%	--	Ω

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

Ω An analysis could not be performed due to insufficient applicant records

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

03 - Professional (Non-Faculty)											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	39	550	80	17	327	22	223	5.20%	9.87%	2.09	Yes
Hispanic vs Black	16	189	52	7	95	9	94	7.37%	9.57%	0.54	No
Asian vs Black	10	136	52	1	42	9	94	2.38%	9.57%	1.48	No
Native American vs Black	9	94	52	0	0 *	9	94	N/A	9.57%	N/A	No
Pacific Islander vs Black	9	94	52	0	0 *	9	94	N/A	9.57%	N/A	No
Two or More vs Black	9	112	52	0	18	9	94	0.00%	9.57%	1.37	No
White vs Black	31	423	52	22	329	9	94	6.69%	9.57%	0.95	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

05 - Technical/Paraprofessional											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	12	0	0	5	0	7	0	N/A	N/A	--	Ω
Black vs White	10	0	0	1	0	9	0	N/A	N/A	--	Ω
Hispanic vs White	10	0	0	1	0	9	0	N/A	N/A	--	Ω
Asian vs White	10	0	0	1	0	9	0	N/A	N/A	--	Ω
Native American vs White	9	0	0	0	0	9	0	N/A	N/A	--	Ω
Pacific Islander vs White	9	0	0	0	0	9	0	N/A	N/A	--	Ω
Two or More vs White	9	0	0	0	0	9	0	N/A	N/A	--	Ω

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

Ω An analysis could not be performed due to insufficient applicant records

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

06 - Skilled Crafts											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	1	23	0	0	0	1	23	N/A	4.35%	N/A	No
Black vs White	1	9	1	0	0 *	1	9	N/A	11.11%	N/A	No
Hispanic vs White	1	22	1	0	13	1	9	0.00%	11.11%	1.23	No
Asian vs White	1	9	1	0	0 *	1	9	N/A	11.11%	N/A	No
Native American vs White	1	9	1	0	0 *	1	9	N/A	11.11%	N/A	No
Pacific Islander vs White	1	9	1	0	0 *	1	9	N/A	11.11%	N/A	No
Two or More vs White	1	9	1	0	0 *	1	9	N/A	11.11%	N/A	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

07A - Public Safety											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	8	32	4	4	25	4	7	16.00%	57.14%	2.22	Yes
Black vs White	5	15	2	1	6	4	9	16.67%	44.44%	1.12	No
Hispanic vs White	7	26	2	3	17	4	9	17.65%	44.44%	1.47	No
Asian vs White	4	11	2	0	2	4	9	0.00%	44.44%	1.18	No
Native American vs White	4	9	2	0	0 *	4	9	N/A	44.44%	N/A	No
Pacific Islander vs White	4	9	2	0	0 *	4	9	N/A	44.44%	N/A	No
Two or More vs White	4	9	2	0	0 *	4	9	N/A	44.44%	N/A	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.



# Disparity Analysis - Hires

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

07B - Maintenance/Service											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	24	103	14	16	85	8	18	18.82%	44.44%	2.34	Yes
Hispanic vs Black	21	71	5	18	61	3	10	29.51%	30.00%	0.03	No
Asian vs Black	3	11	5	0	1 *	3	10	0.00%	30.00%	0.64	No
Native American vs Black	3	10	5	0	0 *	3	10	N/A	30.00%	N/A	No
Pacific Islander vs Black	3	10	5	0	0 *	3	10	N/A	30.00%	N/A	No
Two or More vs Black	3	12	5	0	2 *	3	10	0.00%	30.00%	0.89	No
White vs Black	6	48	5	3	38	3	10	7.89%	30.00%	1.88	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

# Disparity Analysis - Promotions

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

02A - Faculty - Tenured/Tenure Track										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	4	173	1	89	3	84	1.12%	3.57%	1.07	No
Black vs Hispanic	1	25	0	9	1	16	0.00%	6.25%	0.77	No
Asian vs Hispanic	1	30	0	14	1	16	0.00%	6.25%	0.95	No
Native American vs Hispanic	1	16	0	0 *	1	16	N/A	6.25%	N/A	No
Pacific Islander vs Hispanic	1	16	0	0 *	1	16	N/A	6.25%	N/A	No
Two or More vs Hispanic	1	20	0	4	1	16	0.00%	6.25%	0.51	No
White vs Hispanic	4	146	3	130	1	16	2.31%	6.25%	0.91	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group  
The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Promotions

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

03 - Professional (Non-Faculty)										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	11	338	3	138	8	200	2.17%	4.00%	0.93	No
Black vs Asian	3	48	1	27	2	21	3.70%	9.52%	0.83	No
Hispanic vs Asian	3	69	1	48	2	21	2.08%	9.52%	1.39	No
Native American vs Asian	2	21	0	0 *	2	21	N/A	9.52%	N/A	No
Pacific Islander vs Asian	2	21	0	0 *	2	21	N/A	9.52%	N/A	No
Two or More vs Asian	2	31	0	10	2	21	0.00%	9.52%	1.01	No
White vs Asian	9	253	7	232	2	21	3.02%	9.52%	1.54	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group  
The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Promotions

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

05 - Technical/Paraprofessional										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	1	71	0	40	1	31	0.00%	3.23%	1.14	No
Black vs White	1	61	0	5	1	56	0.00%	1.79%	0.30	No
Hispanic vs White	1	59	0	3	1	56	0.00%	1.79%	0.23	No
Asian vs White	1	62	0	6	1	56	0.00%	1.79%	0.33	No
Native American vs White	1	56	0	0 *	1	56	N/A	1.79%	N/A	No
Pacific Islander vs White	1	56	0	0 *	1	56	N/A	1.79%	N/A	No
Two or More vs White	1	57	0	1 *	1	56	0.00%	1.79%	0.13	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group  
The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Promotions

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

07A - Public Safety										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	3	36	0	8	3	28	0.00%	10.71%	0.97	No
Hispanic vs Black	1	13	0	8	1	5	0.00%	20.00%	1.32	No
Asian vs Black	1	5	0	0 *	1	5	N/A	20.00%	N/A	No
Native American vs Black	1	5	0	0 *	1	5	N/A	20.00%	N/A	No
Pacific Islander vs Black	1	5	0	0 *	1	5	N/A	20.00%	N/A	No
Two or More vs Black	1	5	0	0 *	1	5	N/A	20.00%	N/A	No
White vs Black	3	28	2	23	1	5	8.70%	20.00%	0.74	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group  
The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Promotions

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

07B - Maintenance/Service										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	8	109	2	41	6	68	4.88%	8.82%	0.77	No
Black vs White	3	29	0	7	3	22	0.00%	13.64%	1.03	No
Hispanic vs White	8	102	5	80	3	22	6.25%	13.64%	1.14	No
Asian vs White	3	22	0	0 *	3	22	N/A	13.64%	N/A	No
Native American vs White	3	22	0	0 *	3	22	N/A	13.64%	N/A	No
Pacific Islander vs White	3	22	0	0 *	3	22	N/A	13.64%	N/A	No
Two or More vs White	3	22	0	0 *	3	22	N/A	13.64%	N/A	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group  
The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

01 - Executive/Administrative/Managerial											
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity	
Male vs Female	4	51	2	22	2	29	9.09%	6.90%	0.29	No	
Black vs Hispanic	0	9	0	6	0	3	0.00%	0.00%	N/A	No	
Asian vs Hispanic	0	4	0	1 *	0	3	0.00%	0.00%	N/A	No	
Native American vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No	
Pacific Islander vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No	
Two or More vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No	
White vs Hispanic	4	44	4	41	0	3	9.76%	0.00%	0.57	No	

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

02A - Faculty - Tenured/Tenure Track										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	8	173	6	89	2	84	6.74%	2.38%	1.36	No
Black vs Hispanic	2	25	2	9	0	16	22.22%	0.00%	1.97	No
Asian vs Hispanic	2	30	2	14	0	16	14.29%	0.00%	1.56	No
Native American vs Hispanic	0	16	0	0 *	0	16	N/A	0.00%	N/A	No
Pacific Islander vs Hispanic	0	16	0	0 *	0	16	N/A	0.00%	N/A	No
Two or More vs Hispanic	0	20	0	4	0	16	0.00%	0.00%	N/A	No
White vs Hispanic	4	146	4	130	0	16	3.08%	0.00%	0.71	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023



# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

02B - Faculty - Non-Tenure Faculty										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	362	370	181	183	181	187	98.91%	96.79%	1.40	No
Black vs White	299	315	32	31	267	284	103.23%	94.01%	2.22	Yes
Hispanic vs White	302	315	35	31	267	284	112.90%	94.01%	5.02	Yes
Asian vs White	278	295	11	11	267	284	100.00%	94.01%	0.84	No
Native American vs White	270	286	3	2 *	267	284	150.00%	94.01%	3.43	Yes
Pacific Islander vs White	267	284	0	0 *	267	284	N/A	94.01%	N/A	No
Two or More vs White	281	295	14	11	267	284	127.27%	94.01%	5.09	Yes

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

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The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

03 - Professional (Non-Faculty)										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	119	338	52	138	67	200	37.68%	33.50%	0.79	No
Black vs Asian	17	48	10	27	7	21	37.04%	33.33%	0.27	No
Hispanic vs Asian	23	69	16	48	7	21	33.33%	33.33%	0.00	No
Native American vs Asian	7	21	0	0 *	7	21	N/A	33.33%	N/A	No
Pacific Islander vs Asian	7	21	0	0 *	7	21	N/A	33.33%	N/A	No
Two or More vs Asian	13	31	6	10	7	21	60.00%	33.33%	1.41	No
White vs Asian	87	253	80	232	7	21	34.48%	33.33%	0.11	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

04 - Secretarial/Clerical										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	1	9	1	2	0	7	50.00%	0.00%	1.98	No
Black vs Hispanic	0	2	0	1	0	1	0.00%	0.00%	N/A	No
Asian vs Hispanic	0	2	0	1	0	1	0.00%	0.00%	N/A	No
Native American vs Hispanic	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Pacific Islander vs Hispanic	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Two or More vs Hispanic	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
White vs Hispanic	1	7	1	6	0	1	16.67%	0.00%	0.44	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

05 - Technical/Paraprofessional										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	92	71	43	31	49	40	138.71%	122.50%	67.75	Yes
Black vs White	66	61	7	5	59	56	140.00%	105.36%	74.22	Yes
Hispanic vs White	70	59	11	3	59	56	366.67%	105.36%	440.97	Yes
Asian vs White	71	62	12	6	59	56	200.00%	105.36%	220.33	Yes
Native American vs White	59	56	0	0 *	59	56	N/A	105.36%	N/A	No
Pacific Islander vs White	59	56	0	0 *	59	56	N/A	105.36%	N/A	No
Two or More vs White	62	57	3	1 *	59	56	300.00%	105.36%	192.94	Yes

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

06 - Skilled Crafts										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	1	35	0	0	1	35	N/A	2.86%	N/A	No
Black vs Pacific Islander	0	6	0	5	0	1	0.00%	0.00%	N/A	No
Hispanic vs Pacific Islander	0	15	0	14	0	1	0.00%	0.00%	N/A	No
Asian vs Pacific Islander	1	2	1	1	0	1	100.00%	0.00%	1.41	No
Native American vs Pacific Islander	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Two or More vs Pacific Islander	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
White vs Pacific Islander	0	15	0	14	0	1	0.00%	0.00%	N/A	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

State University of New York at Purchase  
Purchase, NY

Date Range: April 1, 2022 through March 31, 2023

07A - Public Safety										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	6	36	5	28	1	8	17.86%	12.50%	0.36	No
Hispanic vs Black	2	13	2	8	0	5	25.00%	0.00%	1.22	No
Asian vs Black	0	5	0	0 *	0	5	N/A	0.00%	N/A	No
Native American vs Black	0	5	0	0 *	0	5	N/A	0.00%	N/A	No
Pacific Islander vs Black	0	5	0	0 *	0	5	N/A	0.00%	N/A	No
Two or More vs Black	0	5	0	0 *	0	5	N/A	0.00%	N/A	No
White vs Black	4	28	4	23	0	5	17.39%	0.00%	1.01	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

# Disparity Analysis - Terminations

Date Range: April 1, 2022 through March 31, 2023

State University of New York at Purchase  
Purchase, NY

07B - Maintenance/Service										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	11	109	11	68	0	41	16.18%	0.00%	2.72	Yes
Black vs Hispanic	7	87	1	7	6	80	14.29%	7.50%	0.63	No
Asian vs Hispanic	6	80	0	0 *	6	80	N/A	7.50%	N/A	No
Native American vs Hispanic	6	80	0	0 *	6	80	N/A	7.50%	N/A	No
Pacific Islander vs Hispanic	6	80	0	0 *	6	80	N/A	7.50%	N/A	No
Two or More vs Hispanic	6	80	0	0 *	6	80	N/A	7.50%	N/A	No
White vs Hispanic	10	102	4	22	6	80	18.18%	7.50%	1.49	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

\* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 04/01/2022 plus hires and promotions made during the period April 1, 2022 through March 31, 2023

**Affirmative Action Program for  
Protected Veterans**



**State University of New York at Purchase**

**Purchase, NY**

**Affirmative Action Program  
For Protected Veterans**

**April 1, 2023 through March 31, 2024  
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), (6) and (7) 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**

**April 1, 2023 through March 31, 2024  
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 April 1, 2023 through March 31, 2024, 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. Lisa Miles-Boyce, 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. It is Purchase College’s policy not to discriminate because of a person’s relationship or association with a protected veteran. This includes spouses and other family members. Purchase College will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran. 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, Lisa Miles-Boyce 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, 1.79% 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.

# Protected Veterans Three Year Data Collection

State University of New York at Purchase  
Purchase, NY

Required Data	April 1, 2020 through March 31, 2021	April 1, 2021 through March 31, 2022	April 1, 2022 through March 31, 2023
Number of applicants who self-identify as protected veterans pre-offer	N/A	30	22
Total number of job openings	N/A	207	196
Total number of jobs filled	N/A	207	196
Total number of applicants for all jobs	N/A	1866	1232
Total number of protected veteran applicants hired	N/A	0	0
Total number of applicants hired	N/A	167	169

## **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 5.4%, which matches the national protected veteran benchmark.**

### **Protected Veteran Hiring Ratio**

Total Hires	<b>169</b>
Total Protected Veteran Hires	<b>0</b>
Percentage of Protected Veterans Hires	<b>0%</b>

**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**

**April 1, 2023 through March 31, 2024  
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), (6) and (7) 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**

**April 1, 2023 through March 31, 2024  
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 April 1, 2023 through March 31, 2024, 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. Lisa Miles-Boyce, 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](http://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](http://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](http://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, Lisa Miles-Boyce 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, 8.60% 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.



# ***Individuals with Disabilities Three Year Data Collection***

State University of New York at Purchase  
Purchase, NY

Required Data	April 1, 2020 through March 31, 2021	April 1, 2021 through March 31, 2022	April 1, 2022 through March 31, 2023
Number of applicants who self-identify as individuals with disabilities pre-offer	N/A	171	106
Total number of job openings	N/A	207	196
Total number of jobs filled	N/A	207	196
Total number of applicants for all jobs	N/A	1866	1232
Total number of applicants with disabilities hired	N/A	2	2
Total number of applicants hired	N/A	167	169

## **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)

State University of New York at Purchase  
Purchase, NY

Plan Date: 04/01/2023

Job Group	Group Size	IWD Employment Count	%	7% Goal Met?	Problem Areas (if any) and Action - Oriented Programs (where utilization goal not met)
01 - Executive/Administrative/Managerial	45	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
02A - Faculty - Tenured/Tenure Track	168	5	3	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
02B - Faculty - Non-Tenure Faculty	281	9	3	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
03 - Professional (Non-Faculty)	283	7	2	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
04 - Secretarial/Clerical	8	1	13	Yes	
05 - Technical/Paraprofessional	54	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
06 - Skilled Crafts	35	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
07A - Public Safety	26	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
07B - Maintenance/Service	92	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.