

**The John D. Calandra
Italian American Institute
City University of New York**

***The City University of New York
Affirmative Action Summary Data
by College and Ethnicity for Instructional Staff
from 1978 to 1999***

*Executive Summary of
University, Senior and Community Colleges*

August, 2000



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

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Executive Summary of University, Senior and Community Colleges

Introduction

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

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

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

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

In December 1976, Chancellor Robert J. Kibbee established Italian Americans as an Affirmative Action category within The City University of New York, a decision

*I now affirm. The 1976 action represented a formal extension of the Federally defined protected classes for purposes of The University's Affirmative Action Program to include an additional group as a protected class.*³

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

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

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

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

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

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

- (f) *advising on an annual basis department principals and administrators that Italian-Americans are included within CUNY'S affirmative action categories.*

In addition

11. *CUNY agrees ...to identify appropriate actions and plans necessary to integrate programmatic and affirmative action goals relating to Italian-Americans in the same fashion, to the extent practicable, as procedures used for federally protected groups. CUNY further agrees to make available to the Director of the Institute and the IALDHEF its annual affirmative action reports, and the data underlying the utilization analysis*
.....⁶

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

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

The Calandra Italian American Institute graphically summarizes the annual Affirmative Action Data by College, Ethnicity, and Gender (Volume I: Instructional Staff) prepared by the University Affirmative Action Office, Office of Faculty and Staff Relations of The City University of New York.⁸ The attached graphs from 1978 to 1999 summarizes Italian Americans, federal protected classes, and white (non-Italian American) in the total instructional staff, faculty, higher education officers and executives and deans. These summaries are distributed to CUNY Trustees, College Presidents, Affirmative Action Officers and interested faculty and staff for ascertaining the progress of Italian American hiring and promotions in the University.

References

1. Francis N. Elmi, *The Invisible Minority: A History of the Italian American Struggle For Justice and Equality at The City University of New York* 1993/1994 Faculty Fellow Report The John D. Calandra Italian American Institute Queens College/The City of University of New York December 9, 1996
2. Robert J. Kibbee, *Memorandum sent to CUNY Council of Presidents*, Dec. 9 1976, Office of the Chancellor, The City University of New York.

3. Joseph S. Murphy, *Memorandum to The Council of Presidents, Italian-Americans at The City University of New York.*” Dec. 9 1986, Office of the Chancellor, The City university of New York.
4. *Notification of Policy*, New York Times, Careers in Education, Sunday December 18, 1994
5. Judge Constance Baker Motley, *Opinion on Motion for Preliminary Injunction Scelsa v. City University of New York*, 92 CIV6690 (NY Dist. Ct. 1992).
6. *Settlement Agreement*, Scelsa v. City University of New York 92 CIV6690 (7 Jan. 1994).
7. Mathew Goldstein, *Memorandum sent to College Presidents*, November 15, 1999
8. *Affirmative Action Summary Data by College, Sex and Ethnicity: Instructional Staff*, University Affirmative Action Office, The City University of New York 1978 to 1999

Acknowledgement

This directory was prepared Dr. Vincenzo Milione, Director for Research and Education. Dean Joseph V. Scelsa provided valuable oversight. Institute staff assisting with this report include of Itala Pelizzoli, Carmine Pizzirusso, Ana Lopez, Ullian Sassu, and Saverio Marsicano. We also appreciate Vice Chancellor Brenda Malone and Dean Gloriana Waters providing the Institute the data to make this report possible.

The City University of New York Affirmative Action Trends

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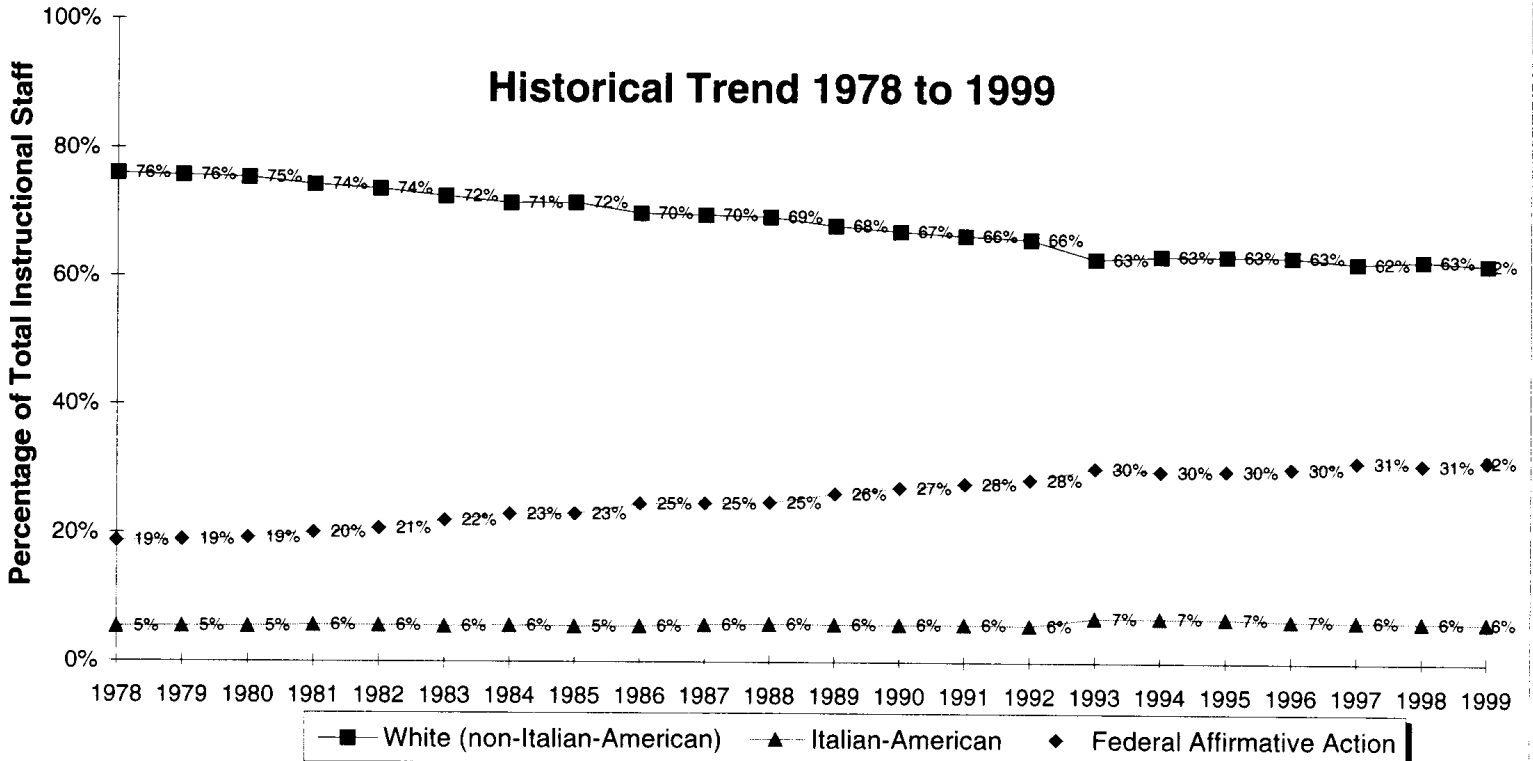
Senior Colleges' Summary

Community Colleges' Summary

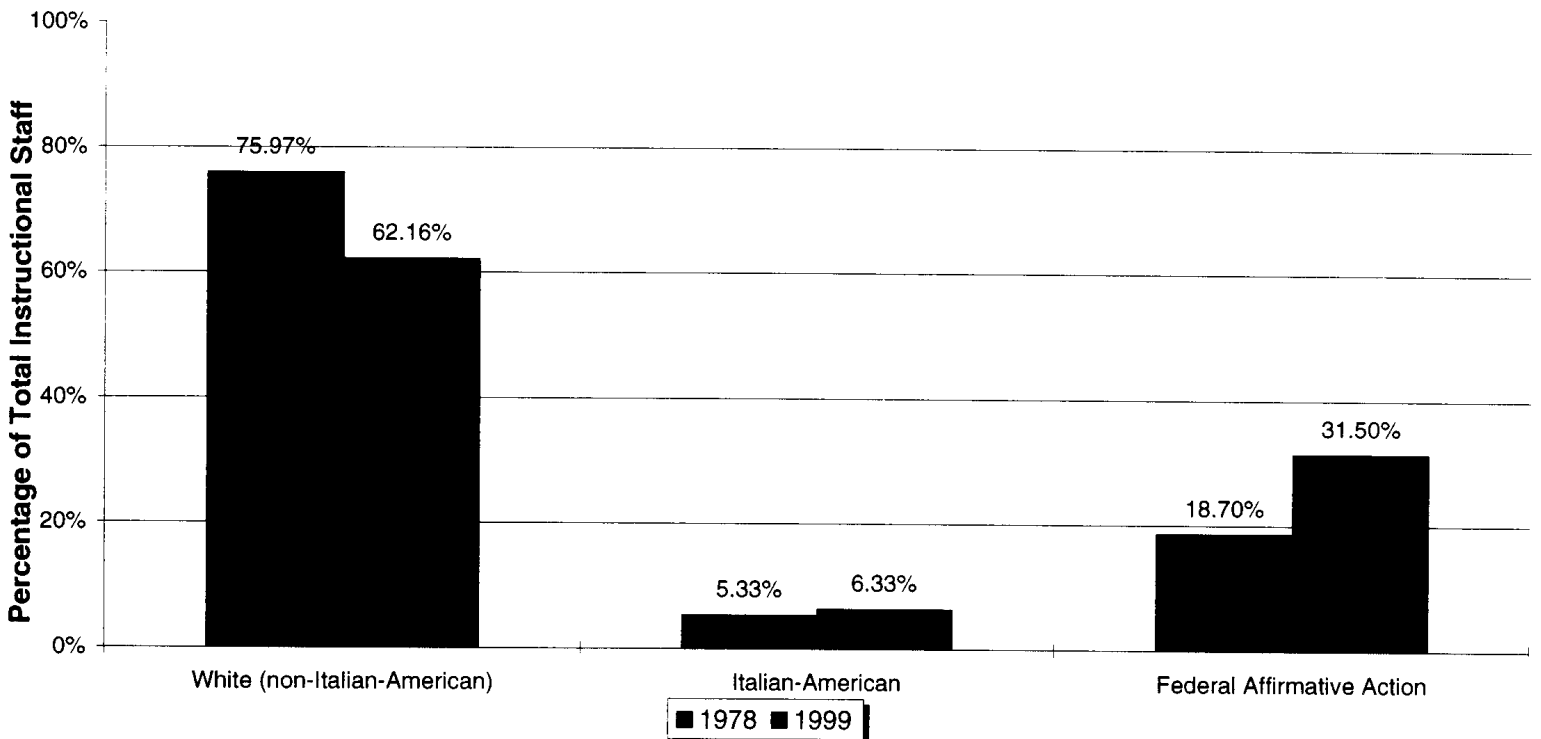
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City University of New York Total Instructional Staff

Historical Trend 1978 to 1999

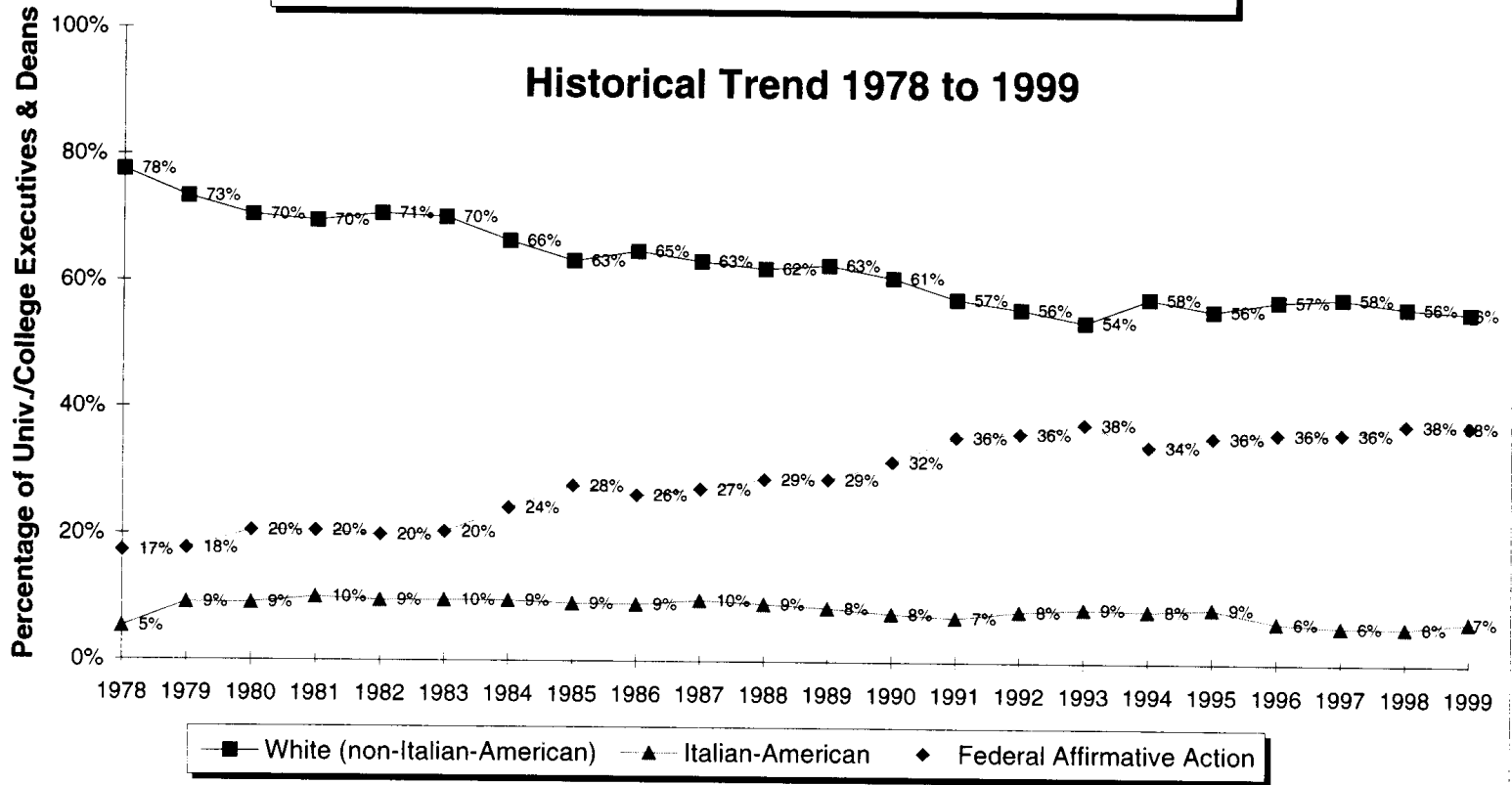


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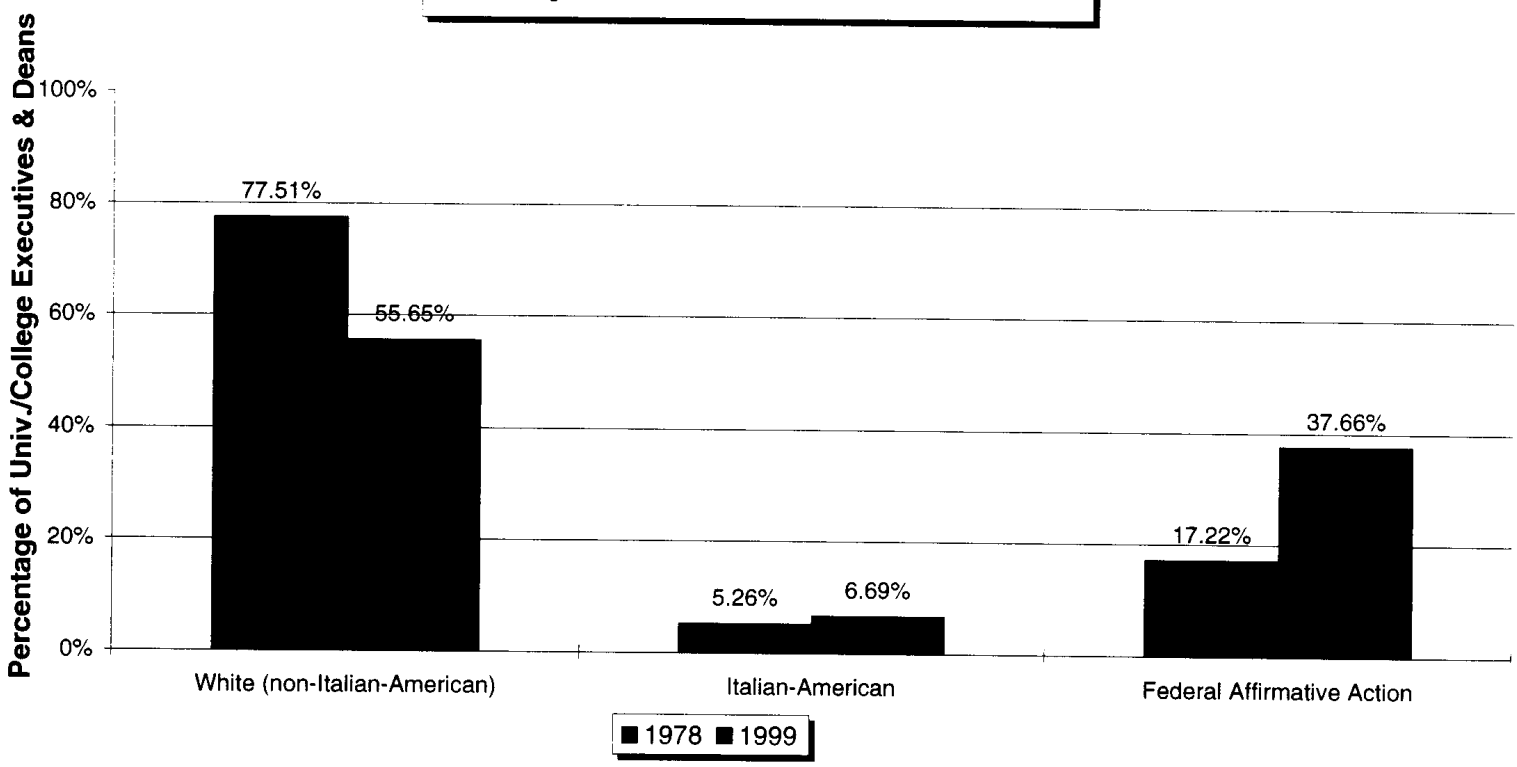


City University of New York University/College Executives & Deans

Historical Trend 1978 to 1999

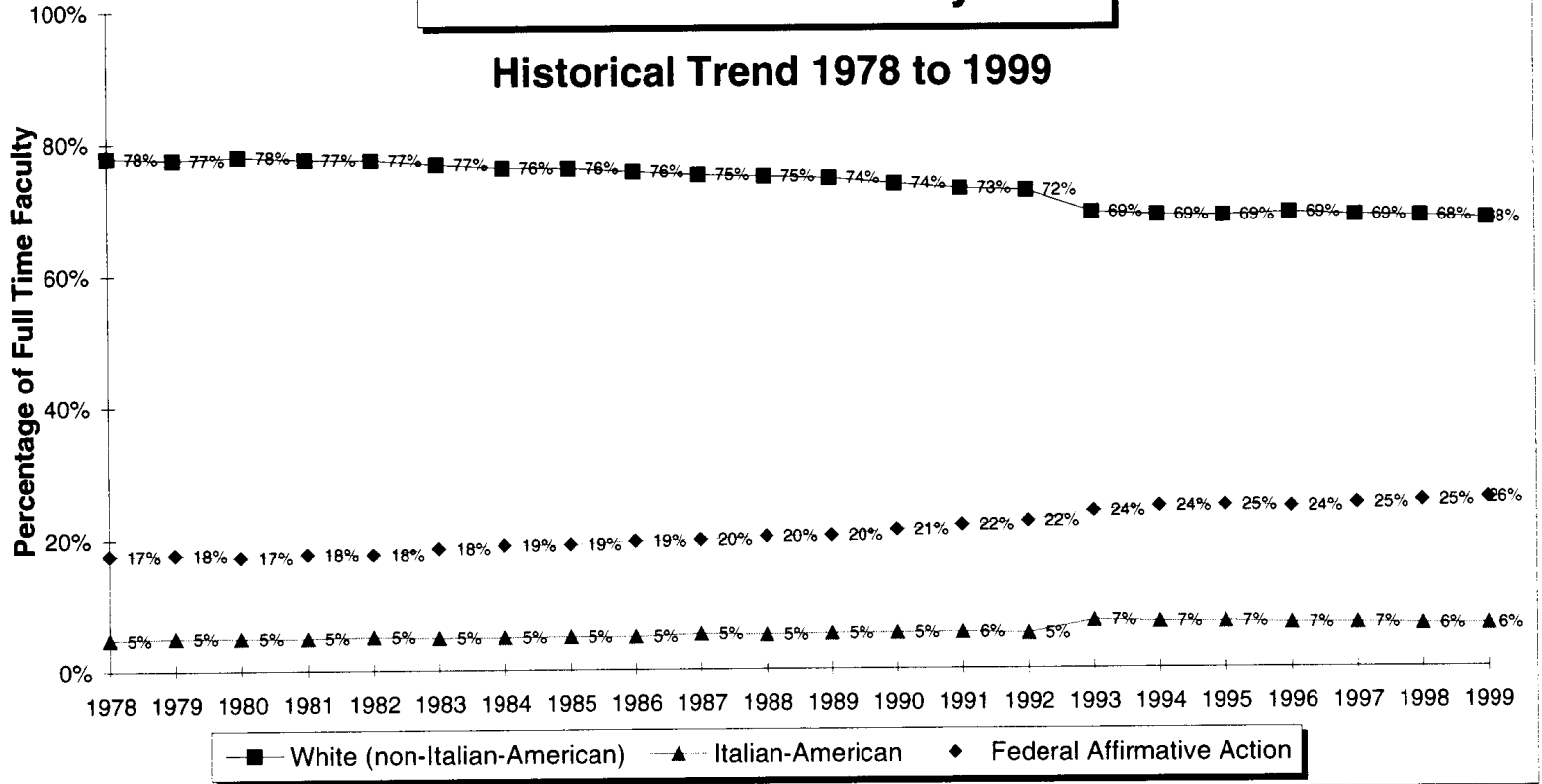


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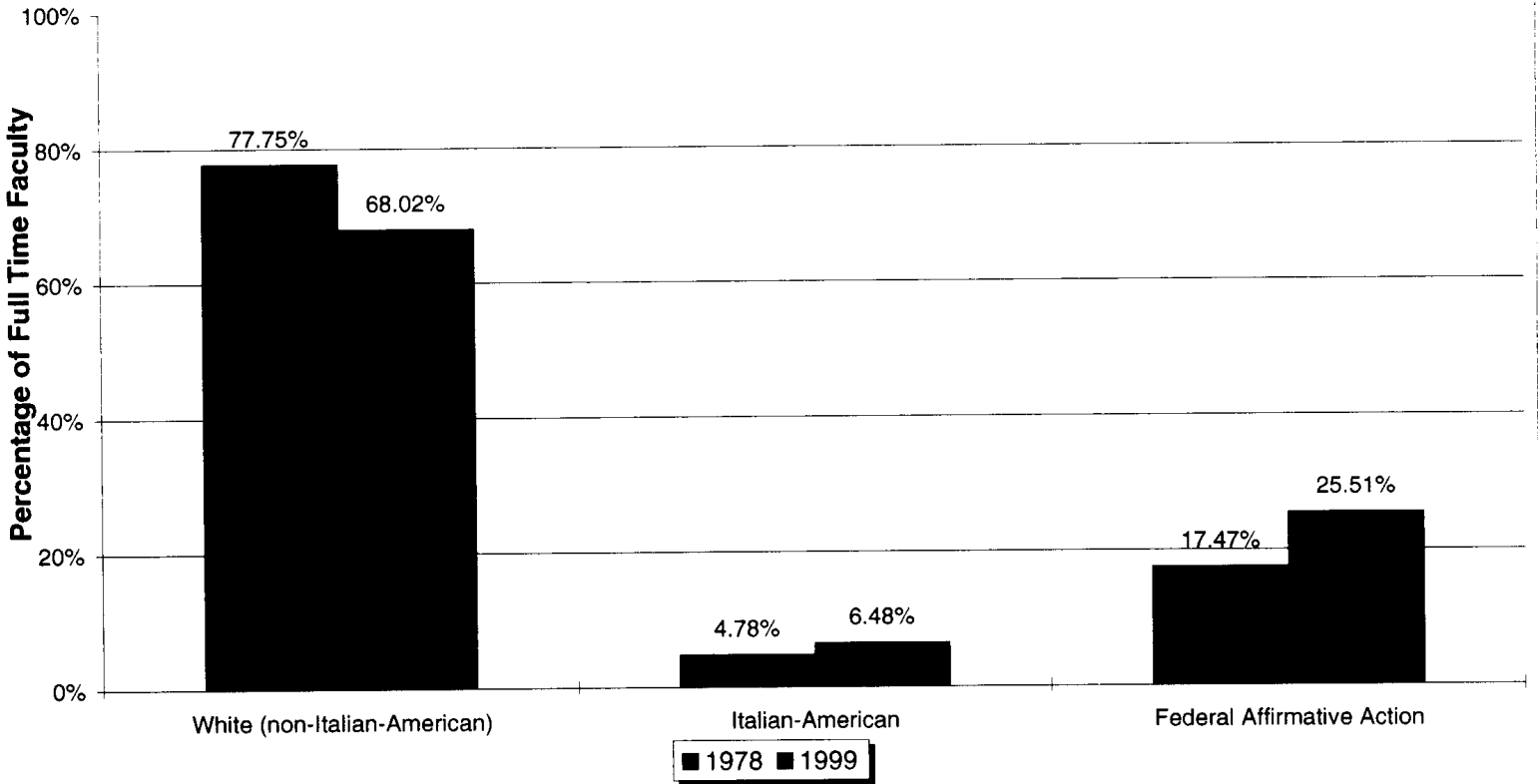


City University of New York Full Time Faculty

Historical Trend 1978 to 1999

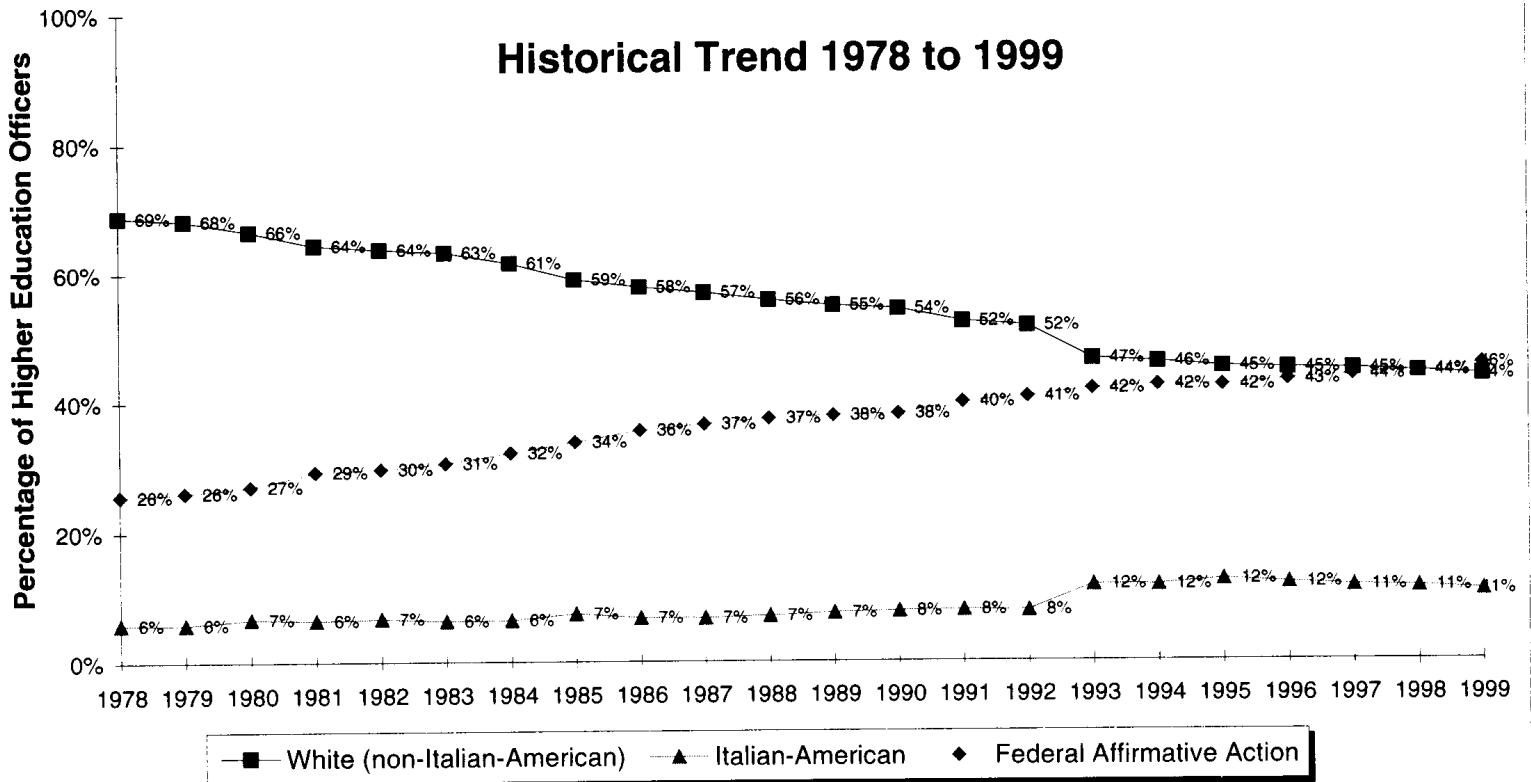


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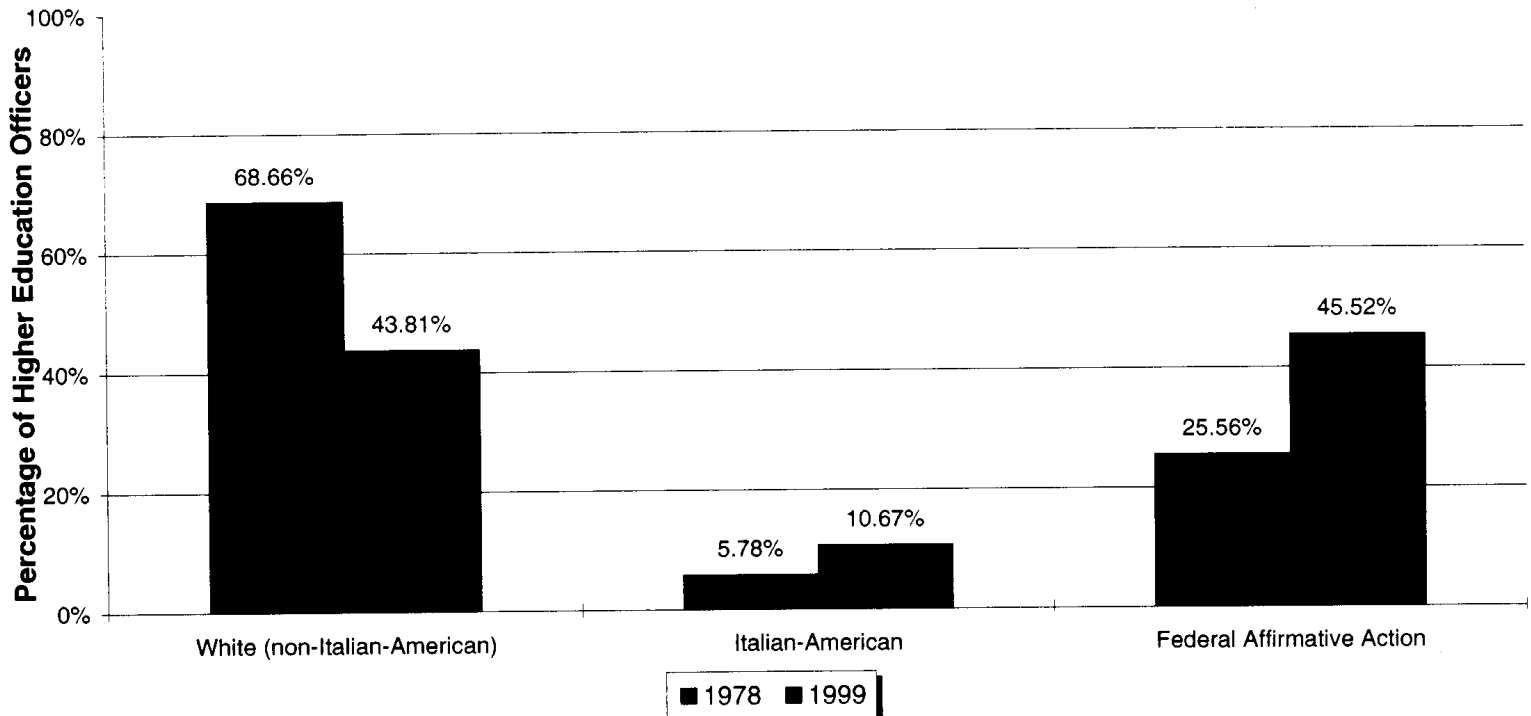


City University of New York Higher Education Officers

Historical Trend 1978 to 1999

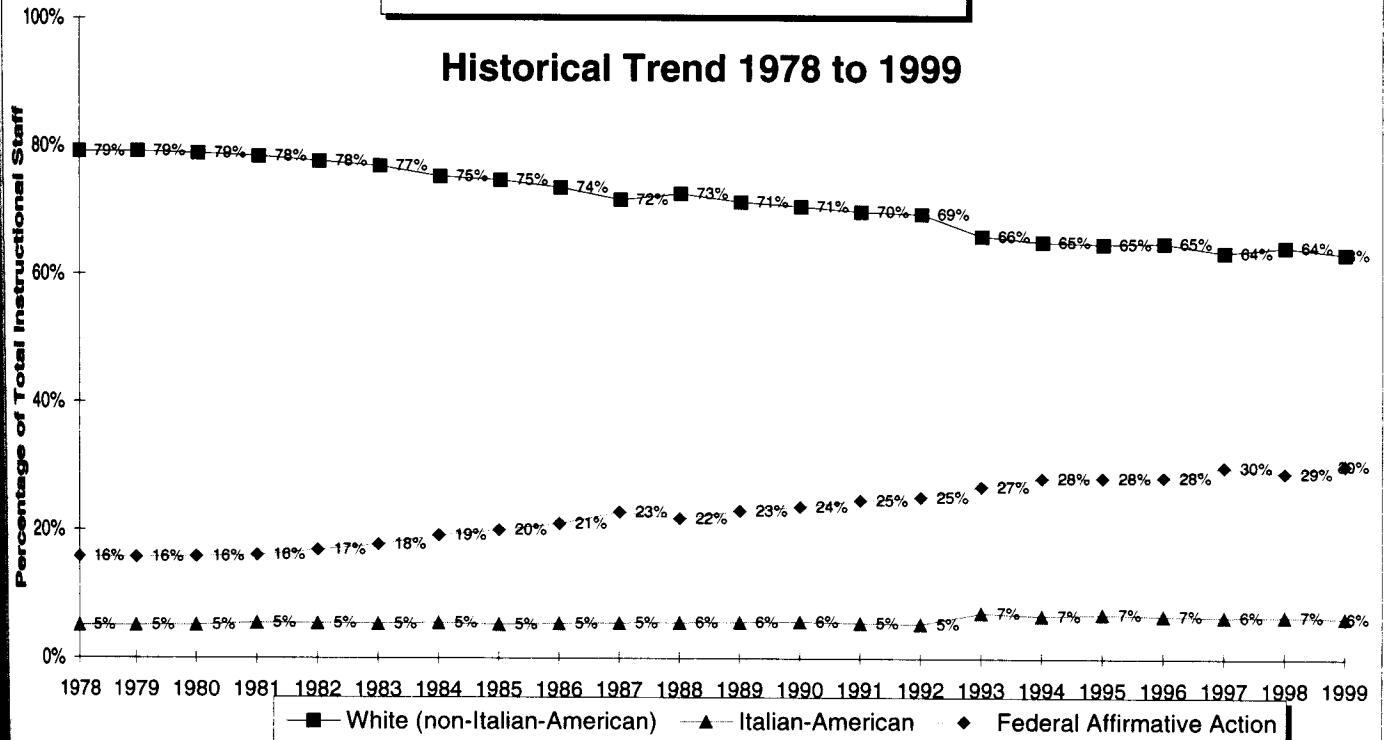


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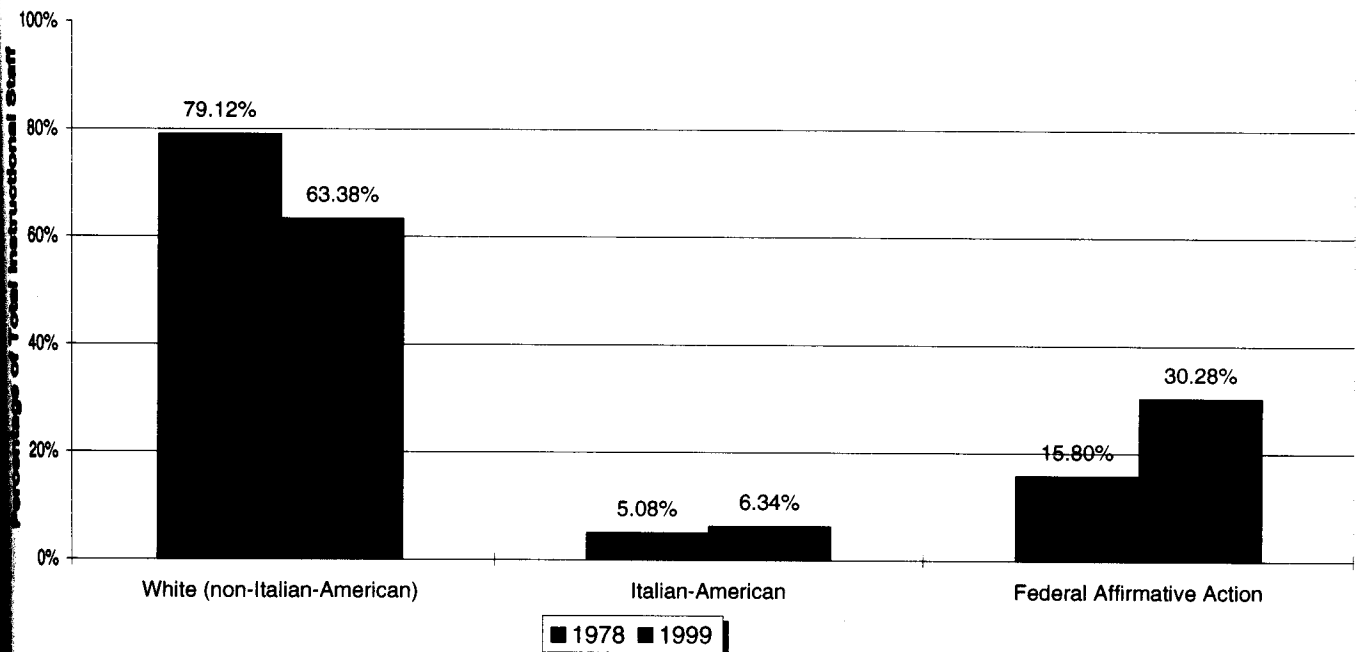


Senior College Summary Total Instructional Staff

Historical Trend 1978 to 1999

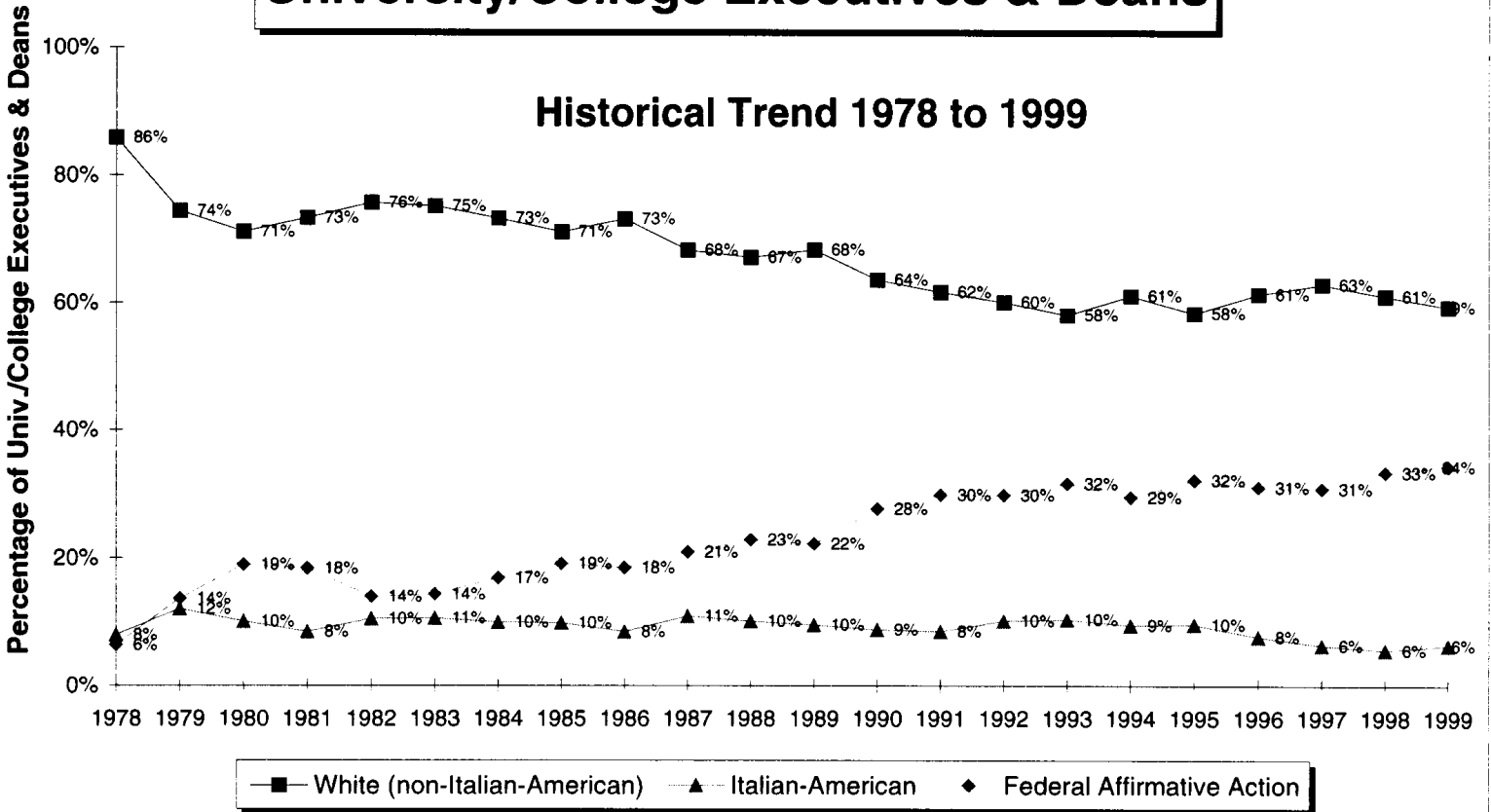


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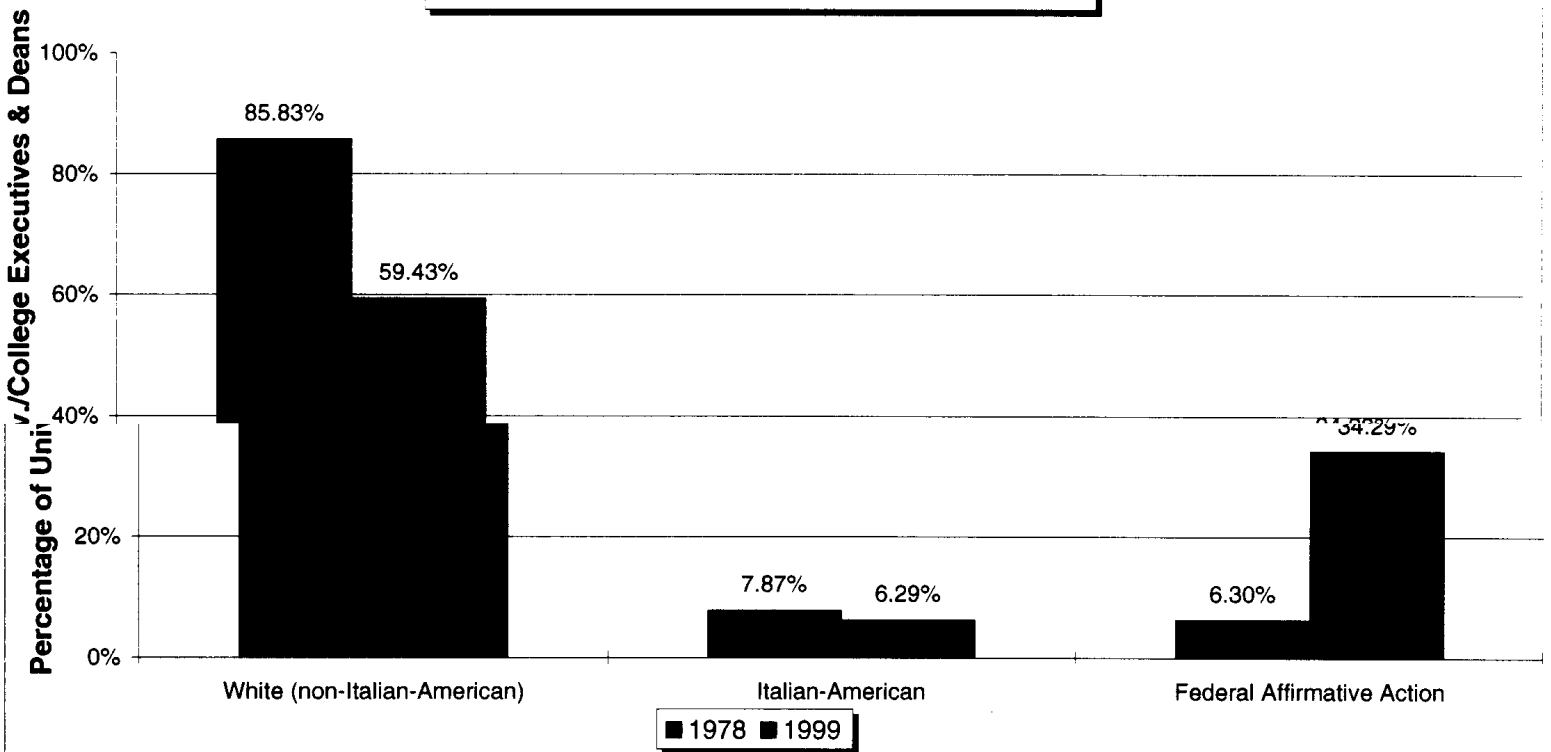


Reference: University Affirmative Action Office: City University of New York 1978 to 1999

Senior College Summary University/College Executives & Deans

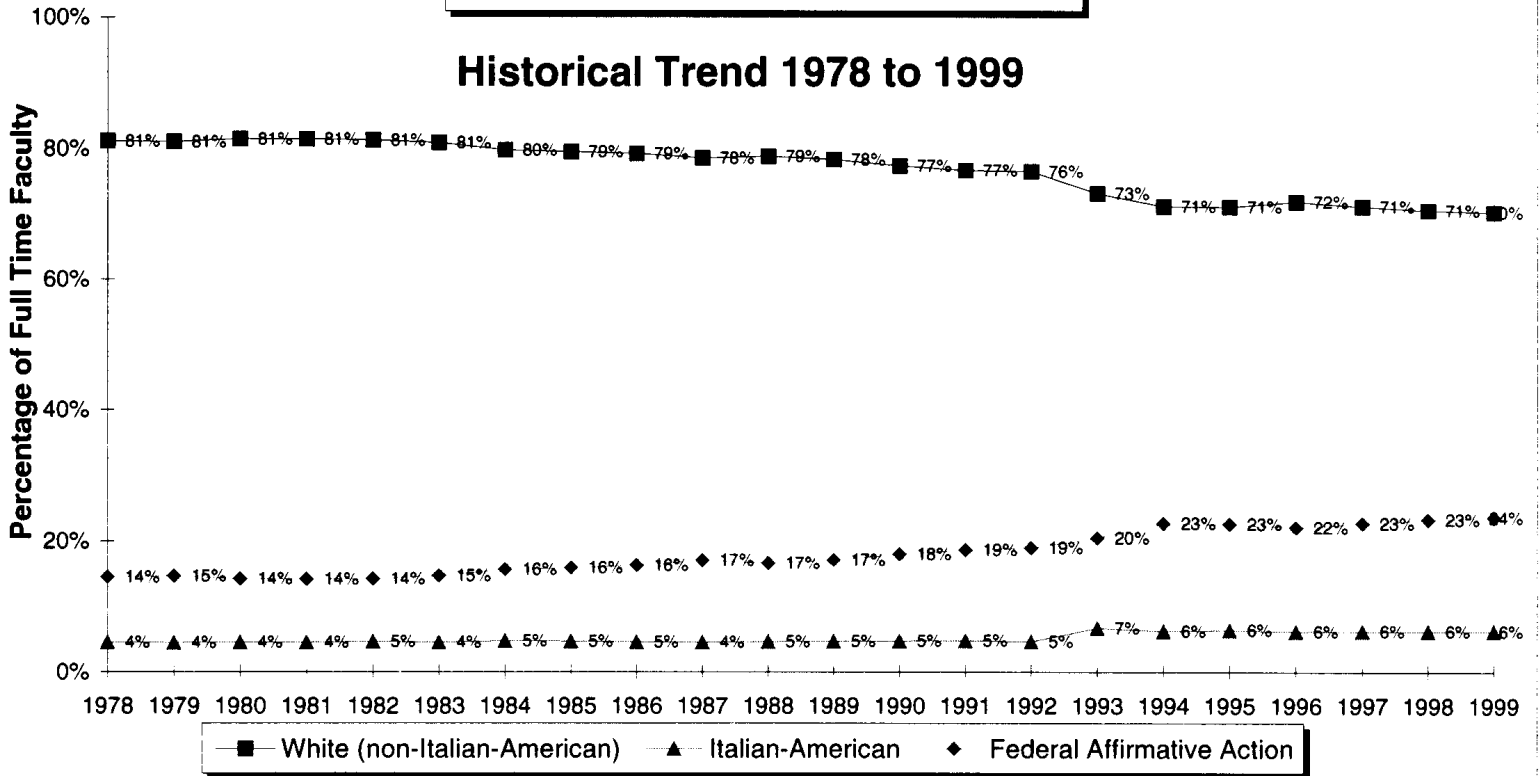


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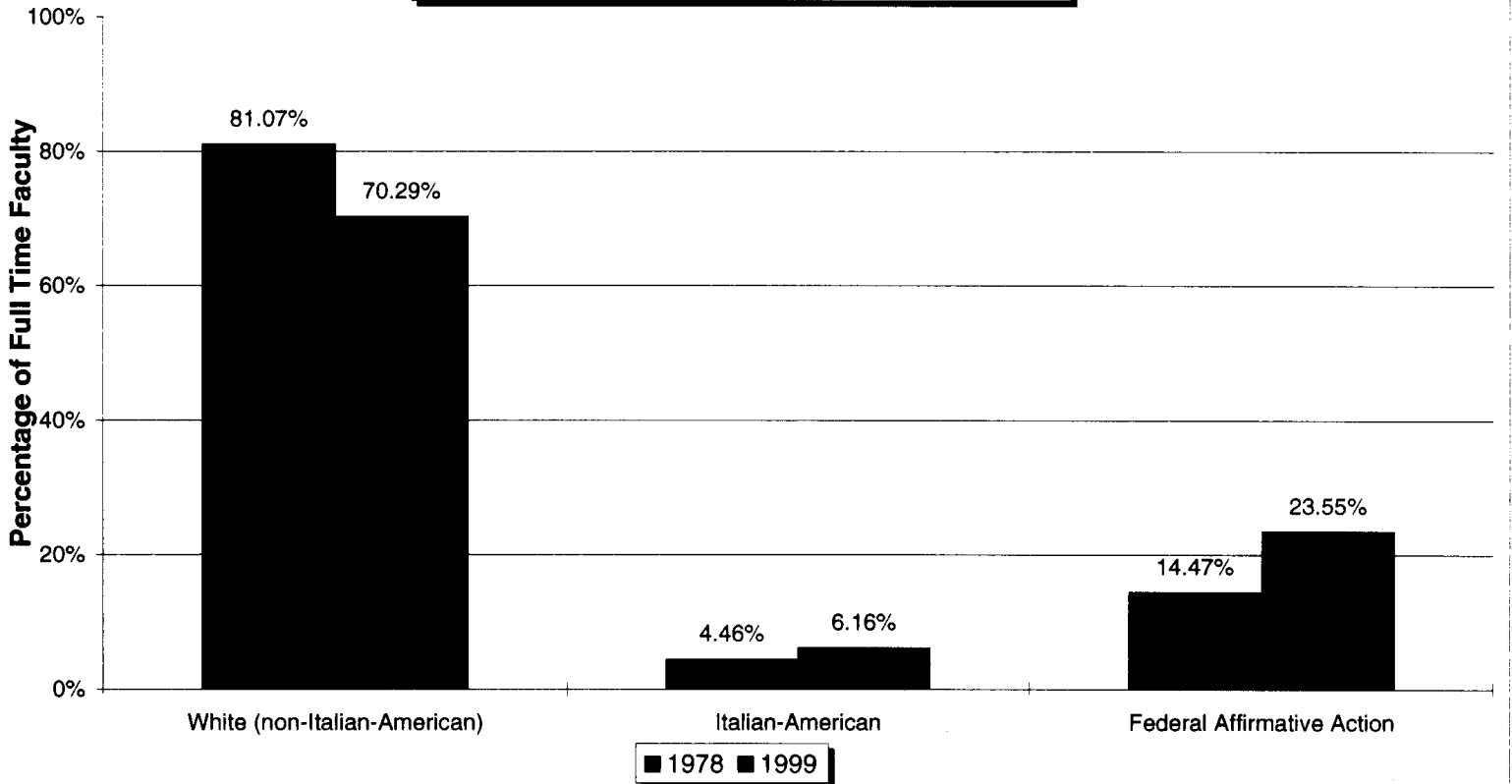


Senior College Summary Full Time Faculty

Historical Trend 1978 to 1999

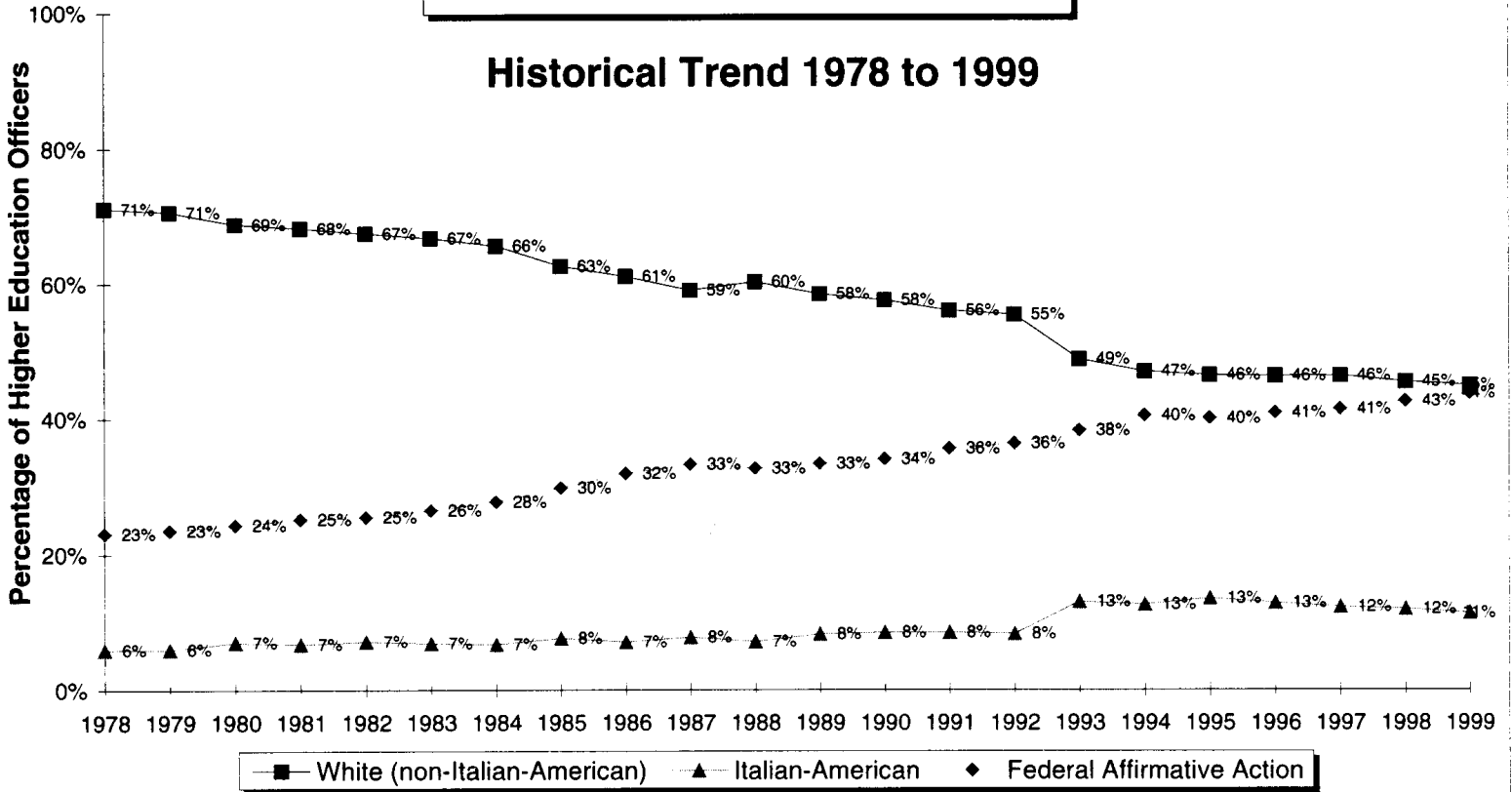


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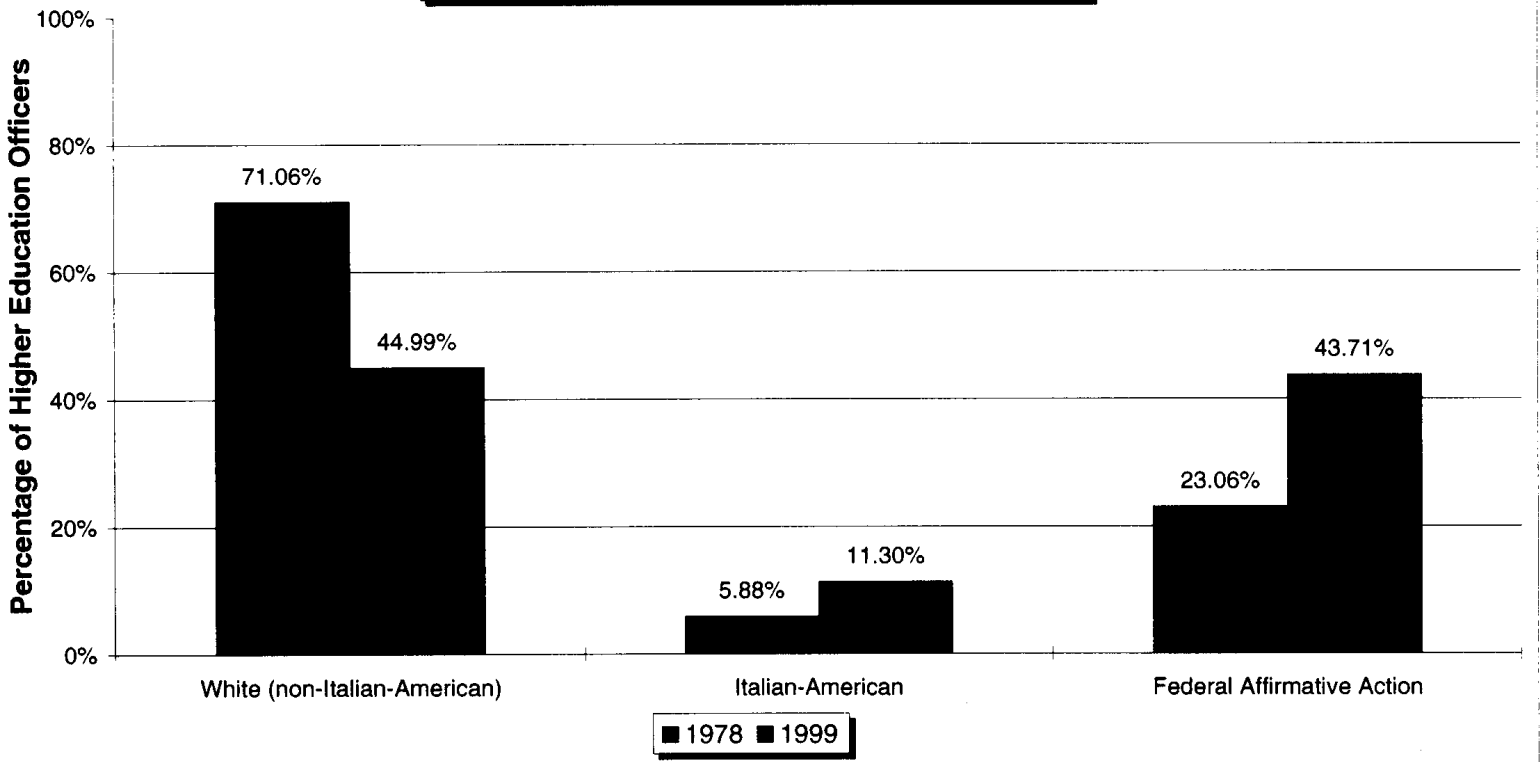


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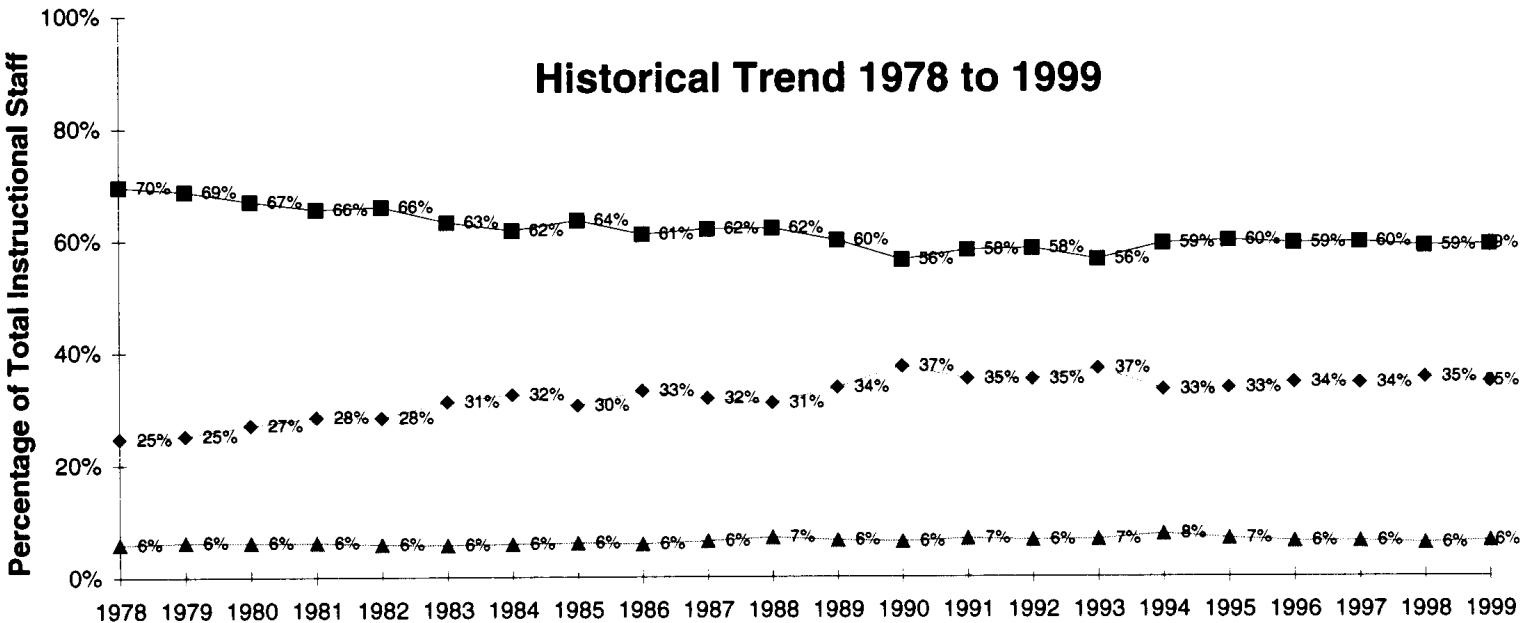


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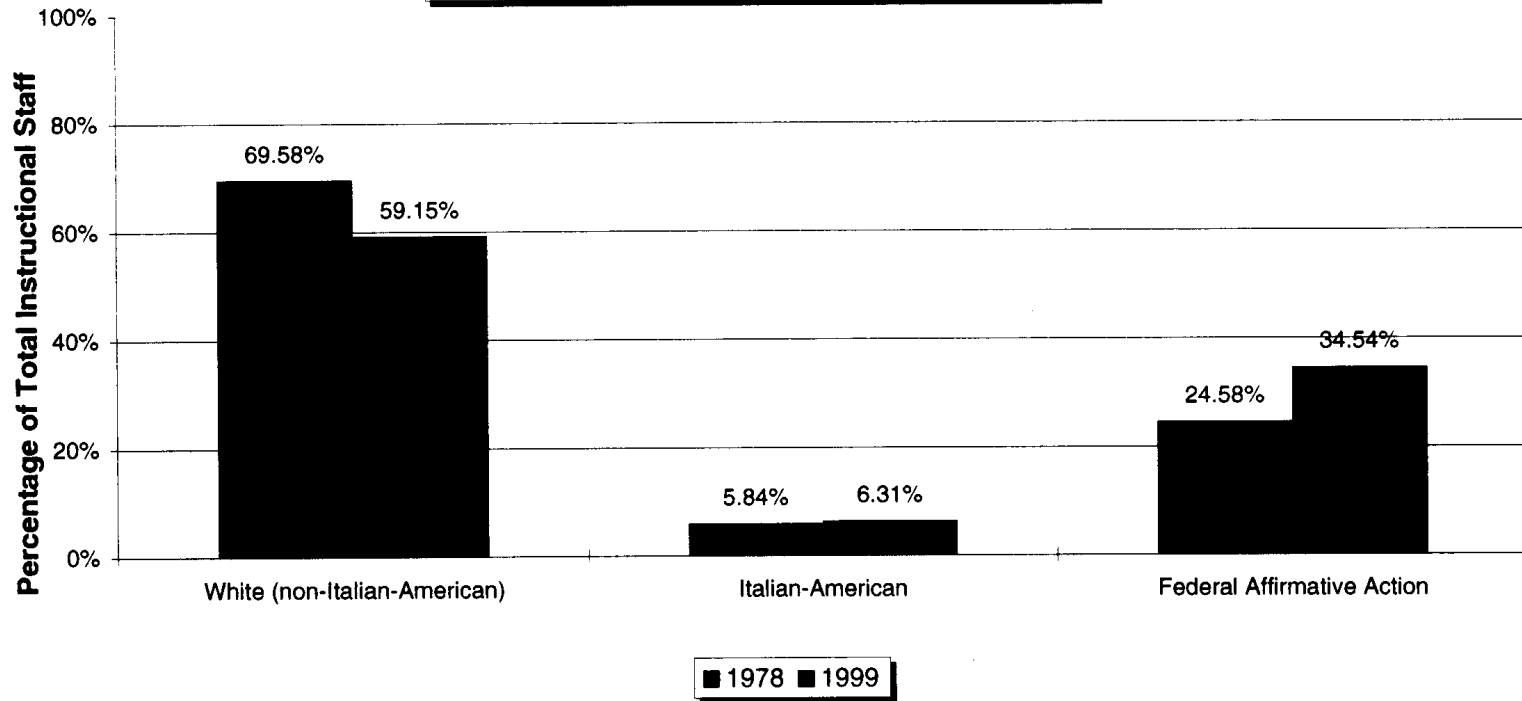
Community Colleges Summary Total Instructional Staff

Historical Trend 1978 to 1999



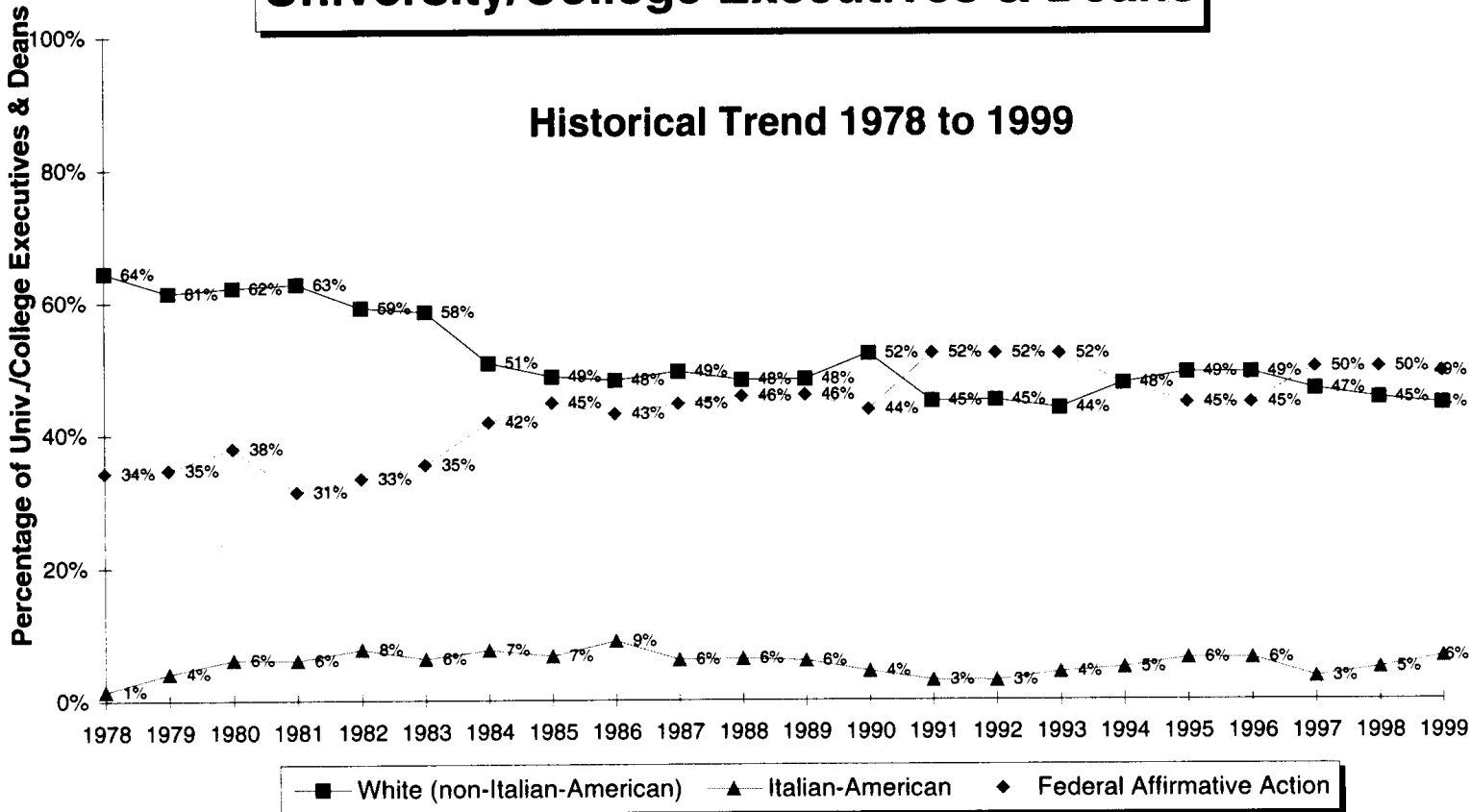
White (non-Italian-American)
 Italian-American
 Federal Affirmative Action

Comparison 1978 vs. 1999

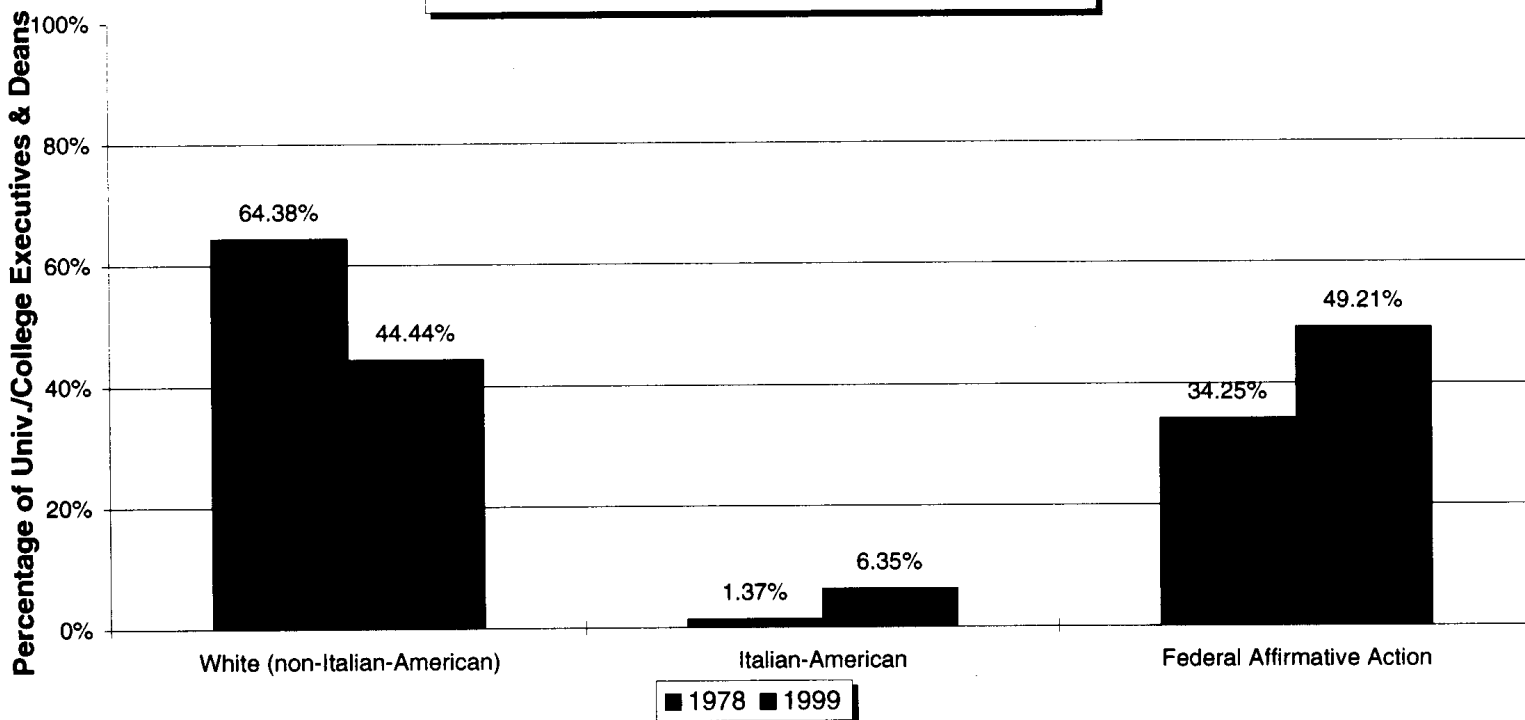


Community Colleges Summary University/College Executives & Deans

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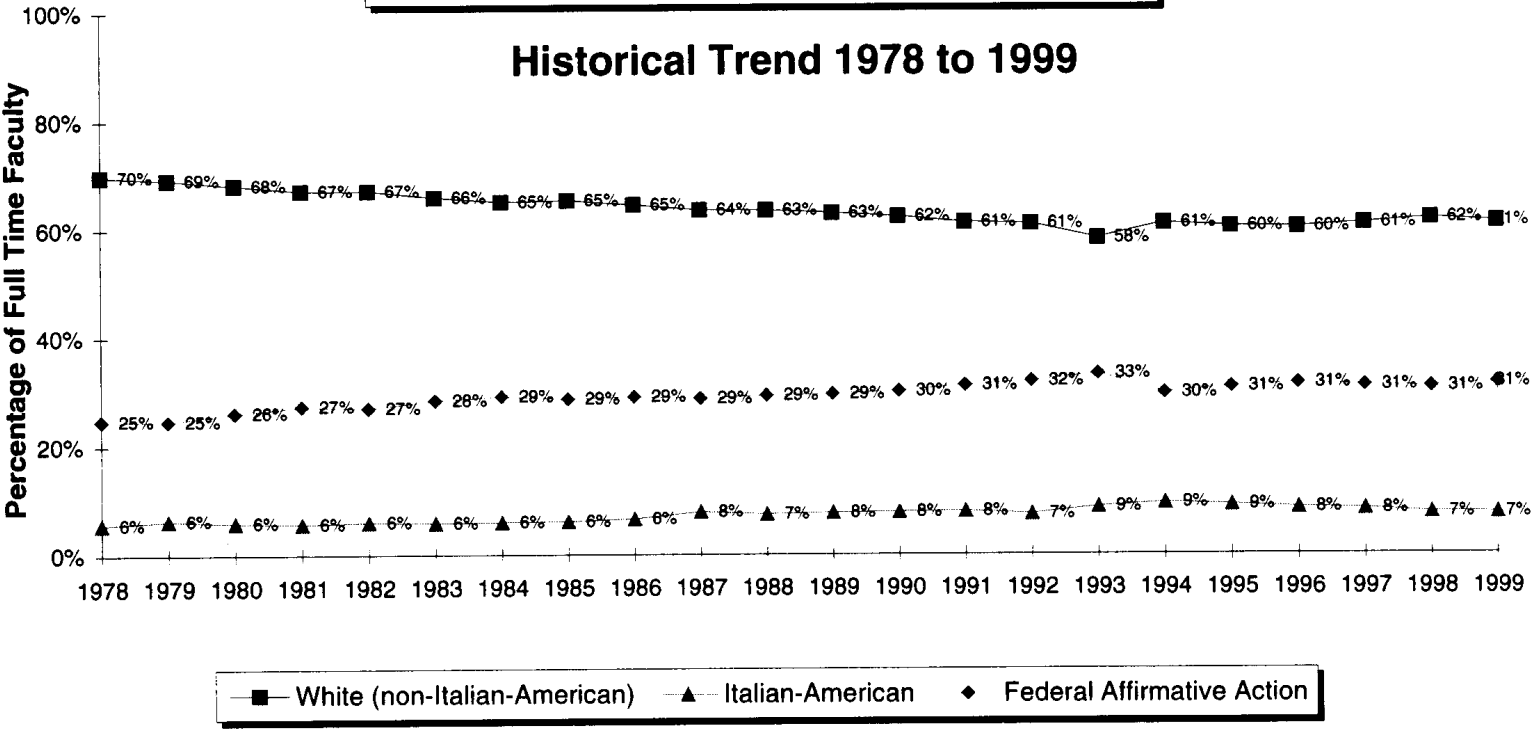


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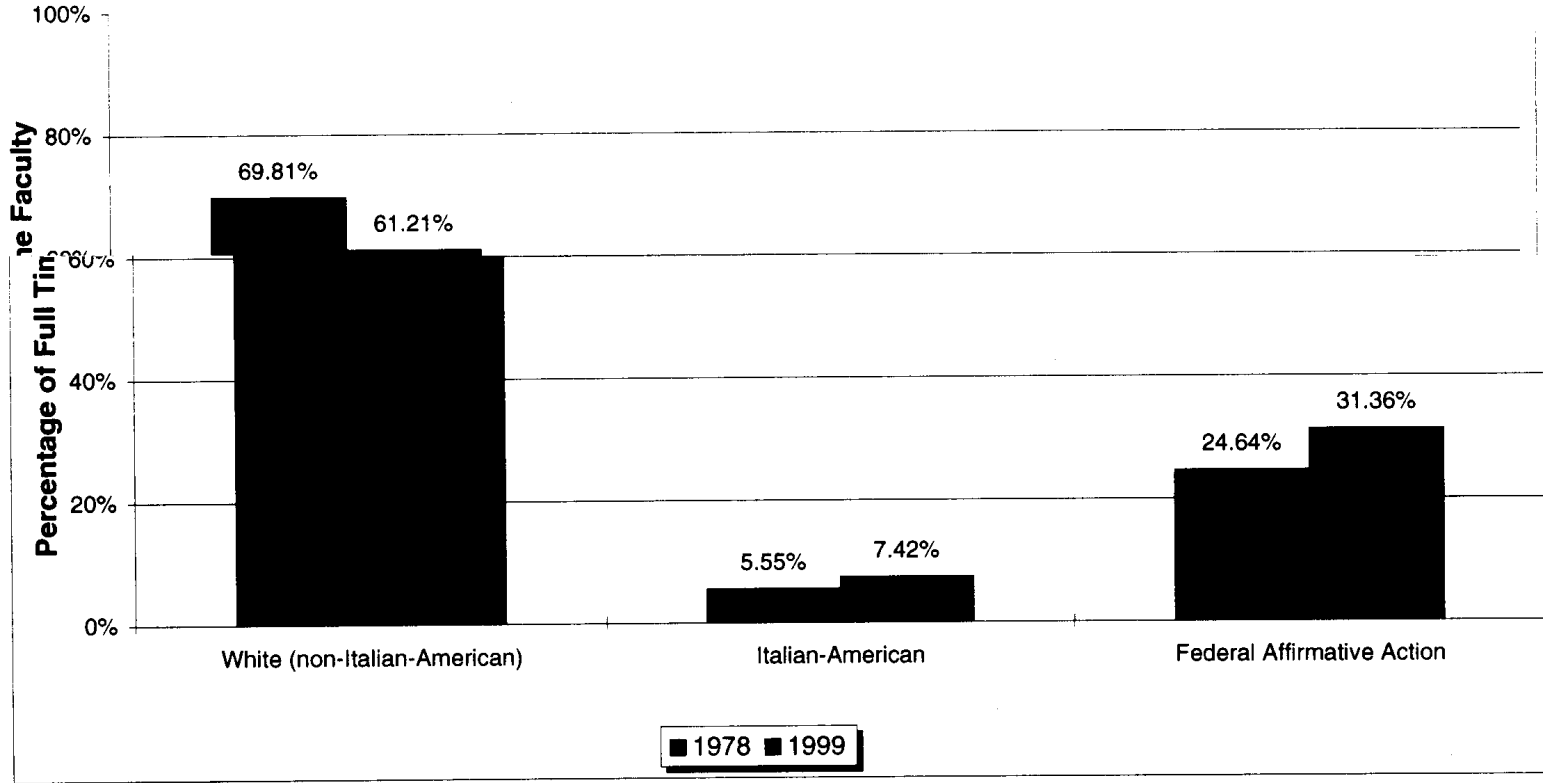


Community Colleges Summary Full Time Faculty

Historical Trend 1978 to 1999



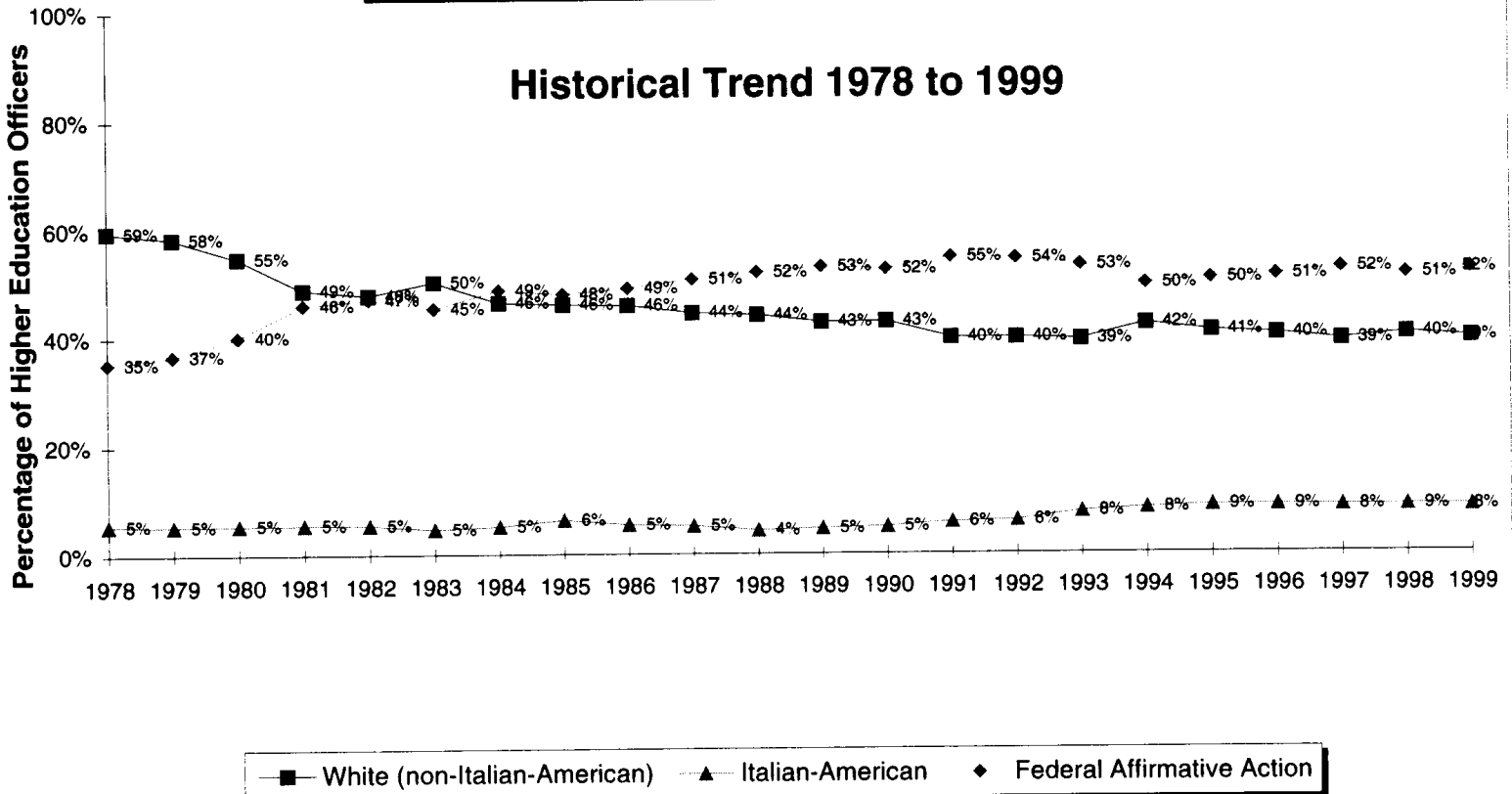
Comparison 1978 vs. 1999



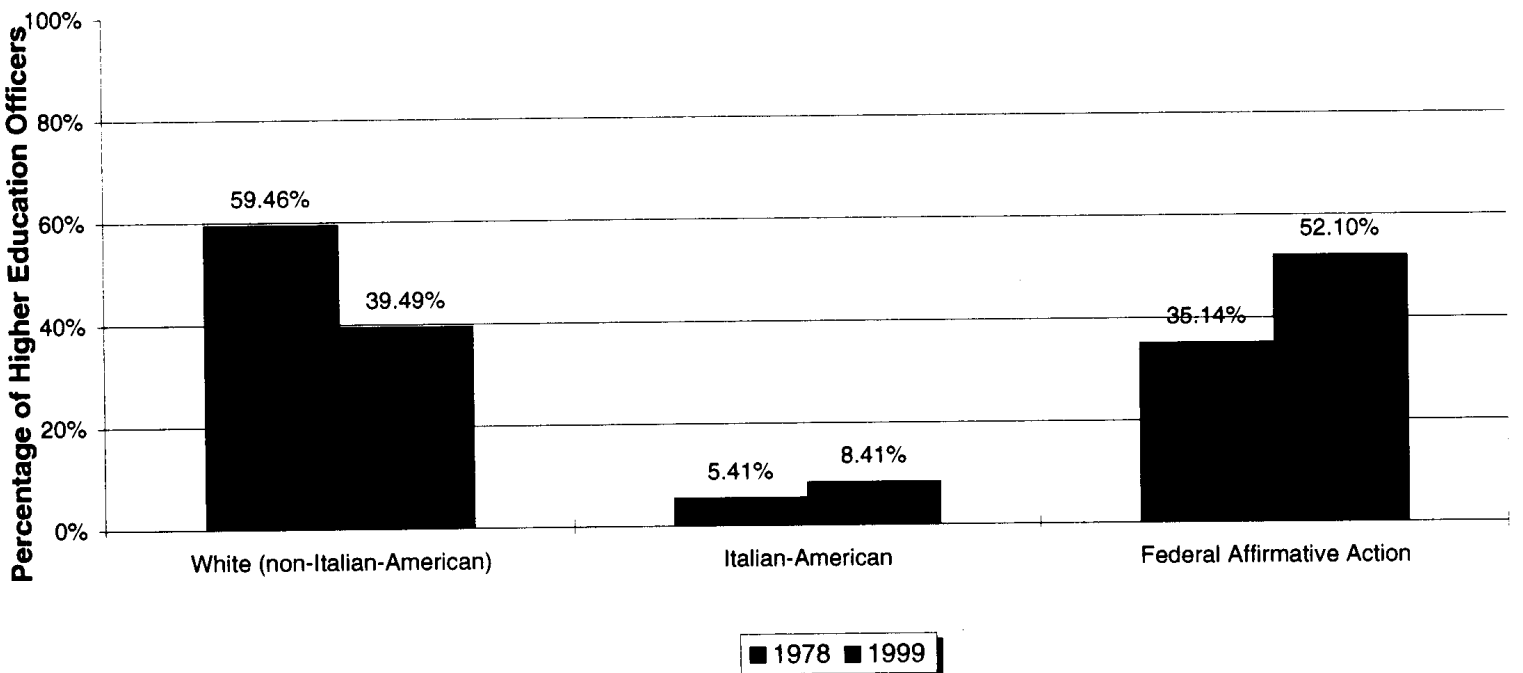
Reference: University Affirmative Action Office: City University of New York 1978 to 1999

Community Colleges Summary Higher Education Officers

Historical Trend 1978 to 1999



Comparison 1978 vs. 1999



CAREERS IN EDUCATION



NOTIFICATION OF POLICY

It is the policy of the Board of Trustees of The City University of New York and the constituent colleges and units of The City University of New York to recruit, employ, retain, and promote employees and to admit and provide services for students without regard to race, color, gender, age, national origin, religion, disability, veteran status and sexual orientation.

The City University of New York as a public university system, adheres to Federal, State, and City laws and regulations regarding non-discrimination and affirmative action in employment, including, among others, Title VII of the Civil Rights Act of 1964, Sections 503 and 504 of the Rehabilitation Act 1973, Section 402 of the Vietnam Veterans' Readjustment Act of 1974, Title IX of the Education Amendments of 1972, Executive Order 11246, as amended, and the Americans with Disabilities Act of 1990. The "protected classes", as delineated in the Federal Executive Order (Black, Hispanic (including Puerto Rican), Asian/Pacific Islander, American Indian/Alaskan Native and Women), were expanded on December 9, 1976 by the Chancellor of The City University of New York, to include Italian-Americans, and the University has and will continue to exercise affirmative action for the "protected classes", including Italian-Americans.

Inquiries concerning the application of the Federal laws and regulations, among others, to The City University of New York may be directed to the University Director of Affirmative Action, Office of the Vice Chancellor for Faculty and Staff Relations, The City University of New York, 335 East 80th Street, New York, NY 10021. Inquiries may also be referred to the Affirmative Action Officers at each of the University constituent colleges and units listed below:

Baruch College
Borough of Manhattan Community College
Bronx Community College
Brooklyn College
Central Office
The City College
The Graduate School and University Center
Hostos Community College
Hunter College
John Jay College of Criminal Justice
Kingsborough Community College
LaGuardia Community College
Lenman College
Medgar Evers College
New York City Technical College
Queens College
Queensborough Community College
The College of Staten Island
York College
CUNY Law School