

The City University of New York

EDUCATIONAL ATTAINMENT AND OCCUPATIONAL ACHIEVEMENTS OF ITALIAN AMERICANS IN UNIVERSITIES AND COLLEGES ON LONG ISLAND

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The percentage of Italian Americans on Long Island is 24.3%--or approximately one out of four.

In Figure 1 the educational attainment levels of Long Island Italian Americans is shown to be higher than or equivalent to the educational attainment levels of Italian Americans in New York State as well as across the country. However, Long Island Italian Americans are not participating in the same employment opportunities in Long Island universities and colleges as are other populations. In fact, Figure 2 shows that the representation of Italian Americans within all occupations in Long Island universities and colleges is approximately 8 percentage points lower than their population distribution, whereas all other groups (Black, Hispanic, Asian, American Indian and other White) are at or greater than their population distribution.

Figure 3 shows that there is a large disparity for the percentage of Italian-American scholars (those with 8 or more years of college) employed in the universities compared to the other occupations. Scholars of Italian American, Black and American Indian descent are underrepresented in the university work force. Scholars in the other populations are distributed at or greater than the other university occupations.

In fact, Figure 4 shows that the distribution of Italian-American scholars in universities and colleges is approximately 3 percentage points lower than the labor pool of Italian-American scholars on Long Island; whereas the distribution of scholars in the universities and colleges in the other groups compared to their scholars' labor pool is about the same or greater.

In conclusion, these preliminary findings indicate an underrepresentation of Italian-Americans within Long Island's higher education institutions. It is therefore recommended that additional data be collected on this valuable human resource by The State University of New York (SUNY) for the purposes of monitoring this group's progress in the universities and colleges on Long Island as is currently being done, since 1977, at The City University of New York (CUNY). (Please see attached CUNY Affirmative Action directive dated 1976 and notification of policy posted in the New York Times, on September 16, 1990).

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Figure 2: Long Island: Percent in Population vs Percent Employed in Universities and Colleges.

Figure 3: Long Island: Percent of Population Employed in Universities and Colleges (excluding Scholars) vs Percent of Scholars in Universities and Colleges.

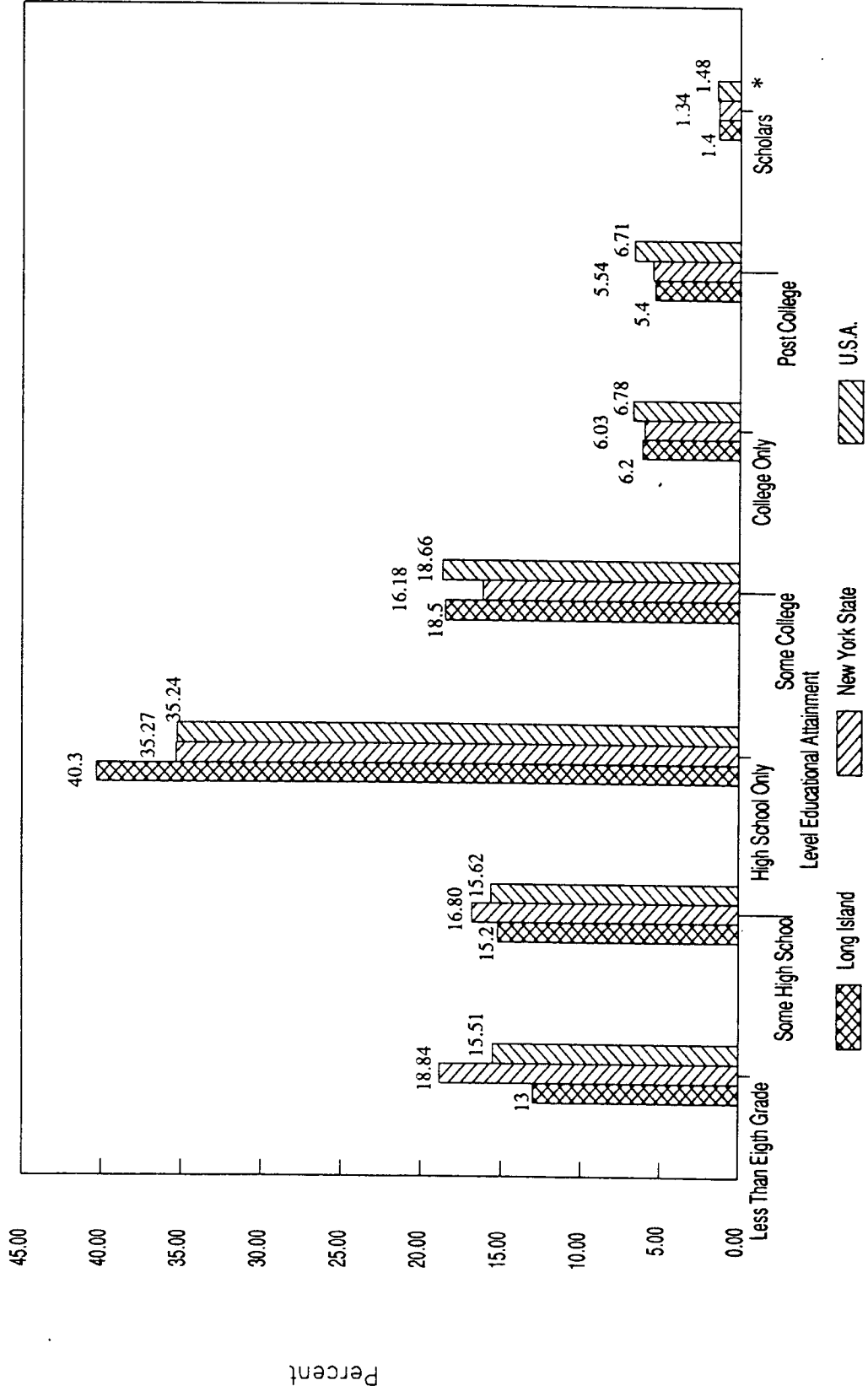
Figure 4: Long Island: Percent in Scholars Labor Pool vs Percent of Scholars Employed in Universities and Colleges.

Attachments

Attachment 1: CUNY Affirmative Action Directive for Italian-Americans, 1976.

Attachment 2: CUNY Affirmative Action Policy Statement for Italian-Americans, September 14, 1990.

Figure 1
Italian-American
Educational Attainment
in Long Island, New York State and the United States



*Scholars is defined as the highest level of Education reported in the Census Data of eight (8) years or more of college
 Reference: John D. Calandra Italian American Institute; 1980 Census Data

Figure 2
Long Island
Percent in Population
vs
Percent Employed in Universities and Colleges

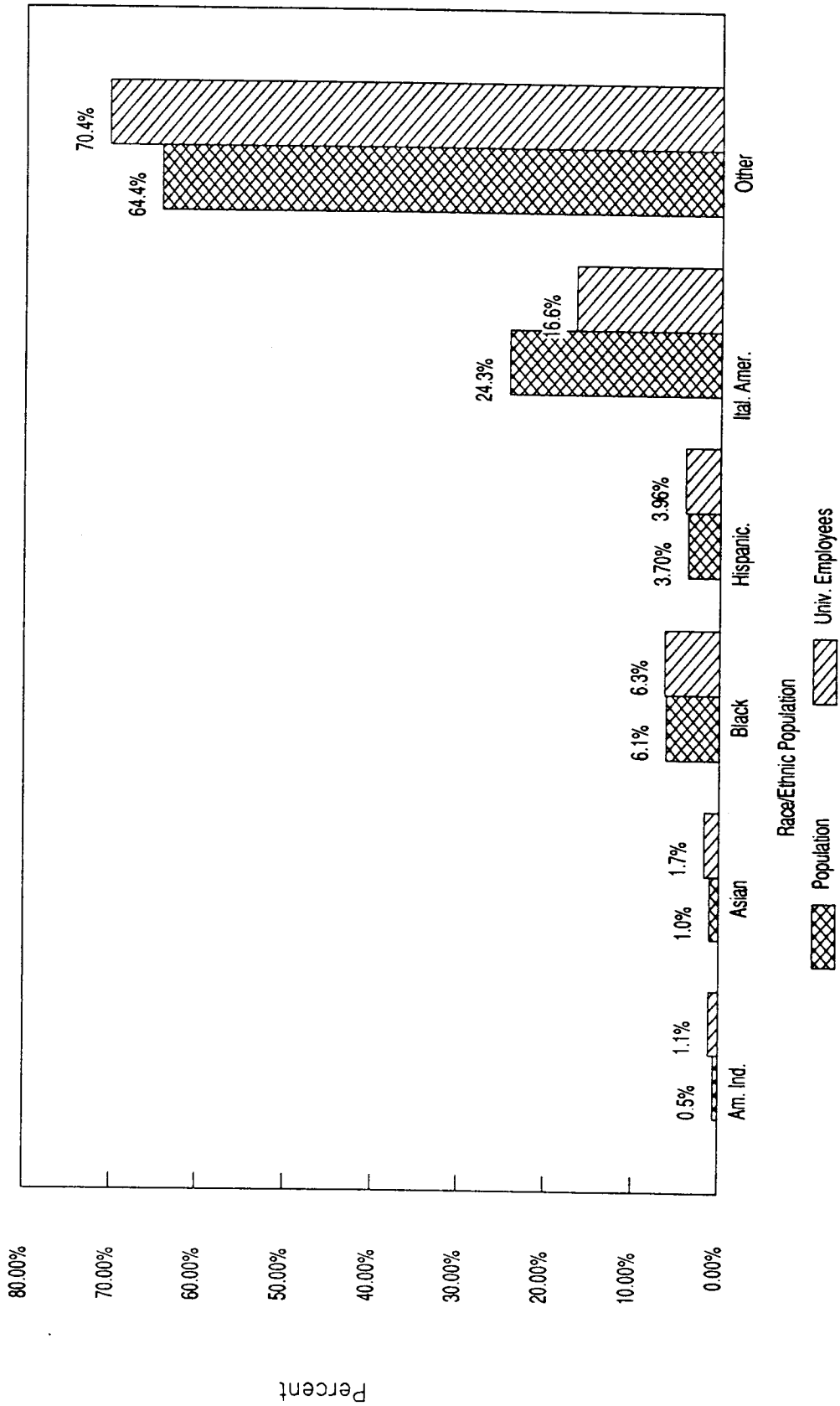
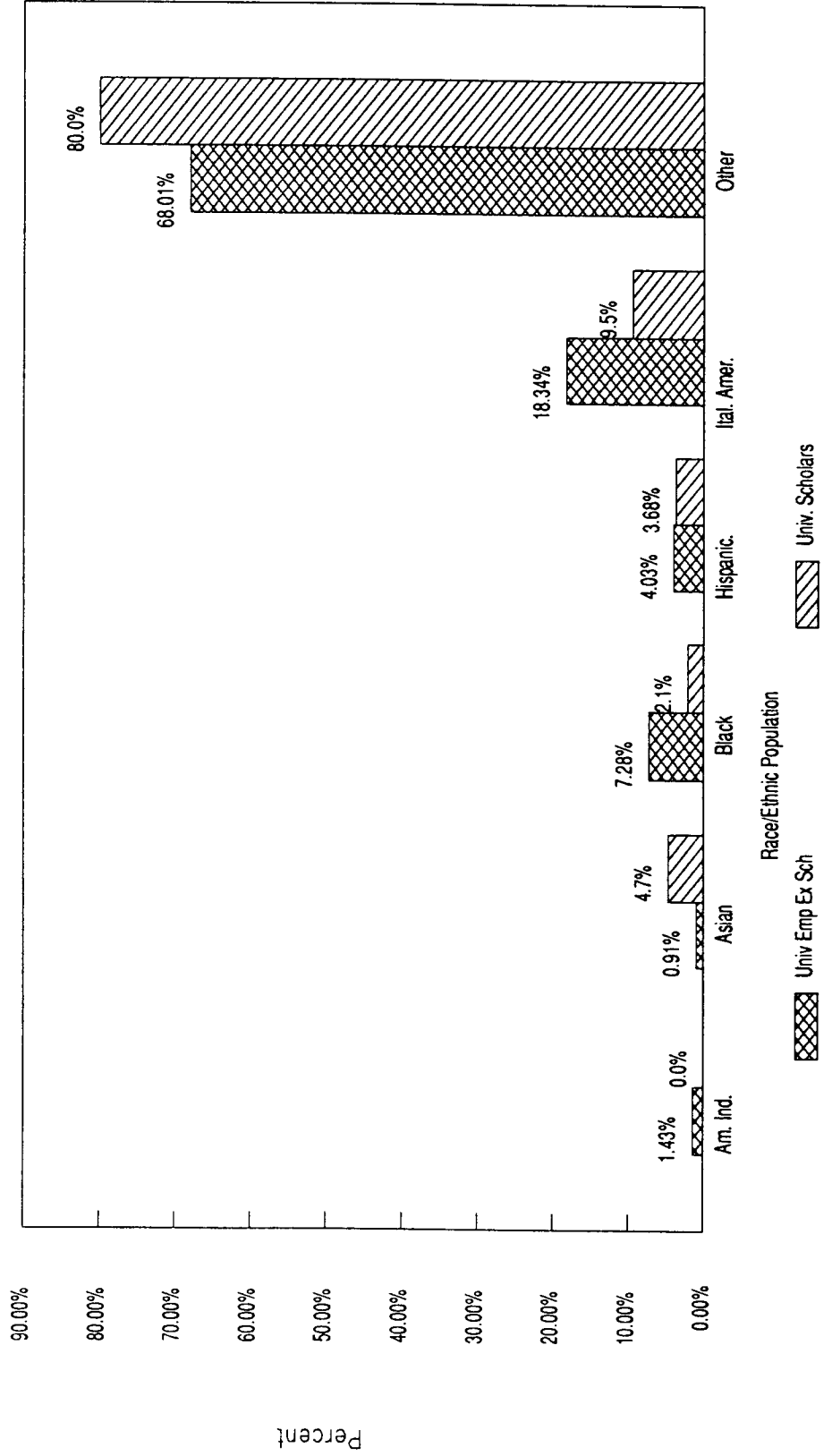
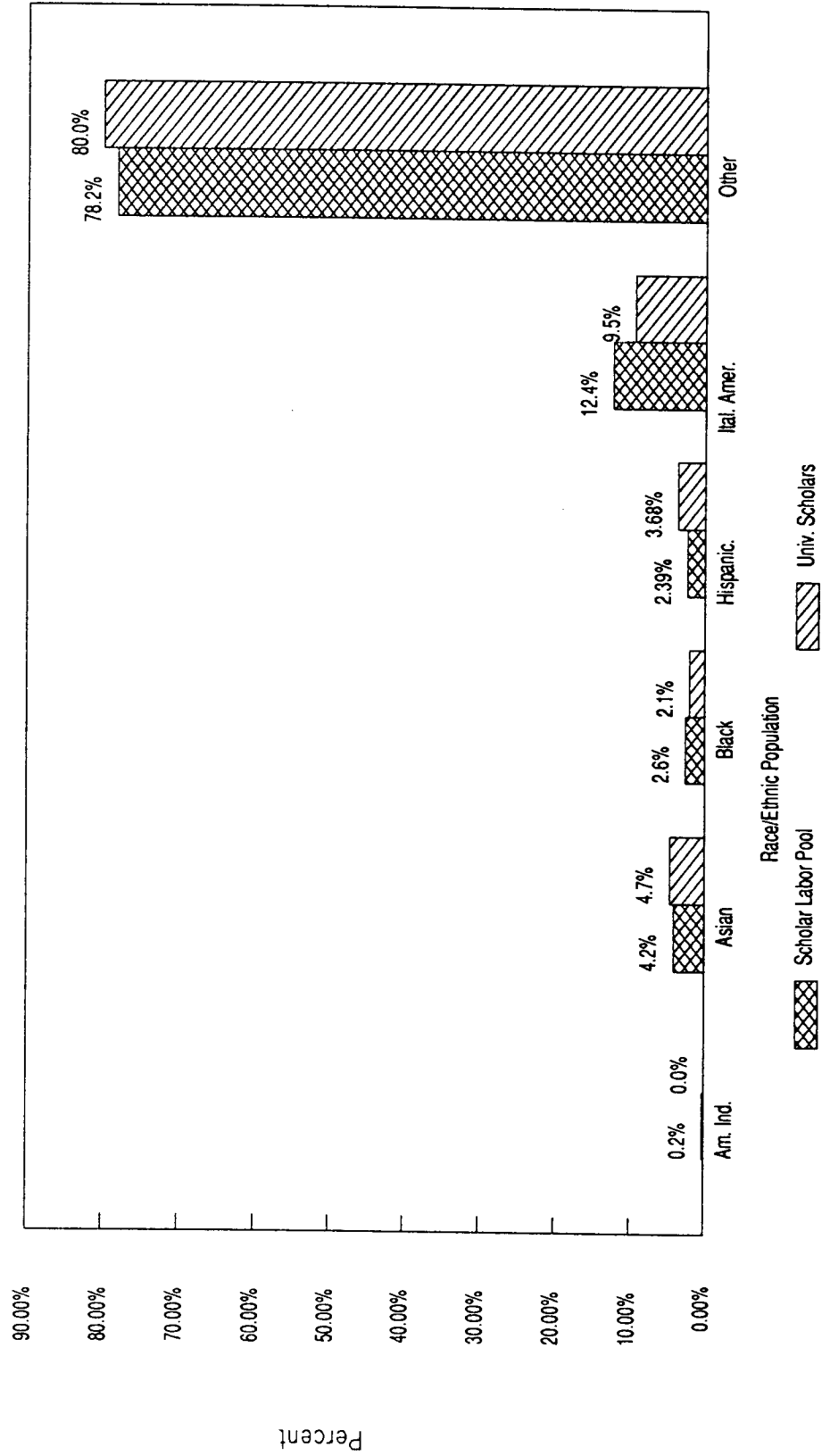


Figure 3
Long Island
Percent of Population Employed in Universities and Colleges(Excluding Scholars)
vs
Percent of Scholars* in Universities and Colleges



*Scholars is defined as the highest level of Education reported in the Census Data of eight (8) years or more of college
 Reference: John D. Calandra Italian American Institute; 1980 Census Data

Figure 4
Long Island
Percent in Scholars Labor Pool*
vs
Percent of Scholars Employed in Universities and Colleges



*Scholars is defined as the highest level of Education reported in the Census Data of eight (8) years or more of college
 Reference: John D. Calandra Italian American Institute; 1980 Census Data

ATTACHMENT I

The City University of New York Office of the Chancellor

535 East 80 Street, New York, N.Y. 10021

212/774-3311



December 9, 1976

TO: CUNY Council of Presidents

FROM: Robert J. Kibbee *RJK*

Last year I wrote to you at some length regarding the University's concern for the Italian-American community and for our many Italian-American students. The response of many of the Colleges to the concerns expressed in my letter was most encouraging and deeply appreciated by those representatives of the Italian-Americans with whom I shared them.

At that time, I did not speak to the question of Italian-American faculty and staff members at the University, about whom I have had numerous discussions over the past few years, with legislators and with others both within and outside the University. I have also had an opportunity to review and consider several studies dealing with the presence of Italian-Americans in the University staff.

It is my belief that the present situation requires the University to take positive action to assure that qualified persons of Italian-American ancestry are identified so that they can be considered fairly along with other candidates for positions that might become available at the University. 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 also have instructed the Affirmative Action Office to include Italian-Americans in the data collected for affirmative action purposes.

As you well know, the Italian-Americans constitute the largest single ethnic minority in the City of New York and one of the largest elements of the University's student population. They bring a rich heritage of learning and culture to our City and have contributed significantly to its growth and vitality. We must make every effort to assure that within our University, both students and faculty of Italian-American heritage are treated with fairness and sensitivity.

THE NEW YORK TIMES, SUNDAY, SEPTEMBER 16, 1990

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 sex, age, National Origin, color, religion, handicap, 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 of 1973, Section 402 of the Vietnam Veterans Readjustment Act of 1974, Title IX of the Education Amendments of 1972, and Executive Order 11246, as amended. 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 by The City University of New York, effective December 9, 1976, 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, 535 East 80th Street, New York, New York 10021. Inquiries may also be referred to the Affirmative Action Officers at each of the University's 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
 Lehman College
 Medgar Evers College
 New York City Technical College
 Queens College
 Queensborough Community College
 The College of Staten Island
 York College