

**Affirmative Action Availability Data
of
Post-Secondary Faculty and Administrators
in the United States**

Executive Summary

prepared by

**The Statistics Committee
The Italian-American Faculty and Staff Advisory Council
The City University of New York**

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**Lawrence V. Castiglione
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Focus of the Study

By analysing the 1980 Census Data on Italian-Americans, the study identifies the academic labor pools of faculty and administrators nationally, by individual state and by the tri-state area. The study includes availability estimates for twenty-eight different academic disciplines. These data represent a uniformly conservative estimate and consequently underestimate the size of the labor pool for Italian-Americans.

Major Result of the Investigation

Using the national and tri-state data one must conclude that Italian-Americans are substantially under-represented within CUNY among both administrators and faculty.

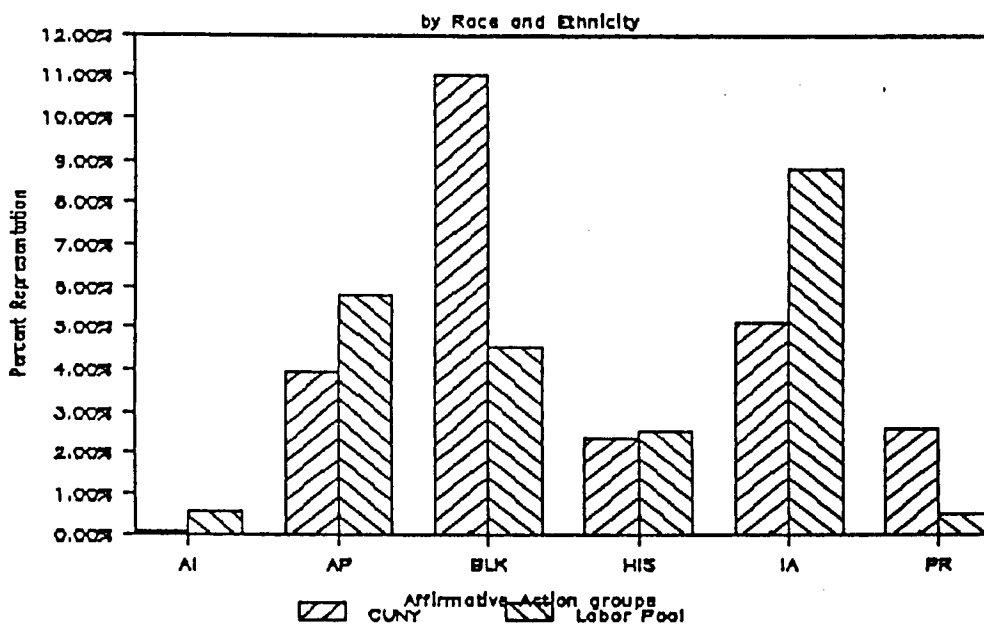
Significance

Though Italian-Americans have nominally been part of CUNY's Affirmative Action Plan since 1976, the failure of the CUNY administration to gather Labor Pool Data on Italian-Americans has precluded setting Goals and Timetables for hiring Italian-Americans. With this compilation Italian-Americans can now truly be protected by The City University of New York. CUNY's Deputy Chancellor Laurence Mucciolo has assured the New York State Italian-American Legislators' Club that,

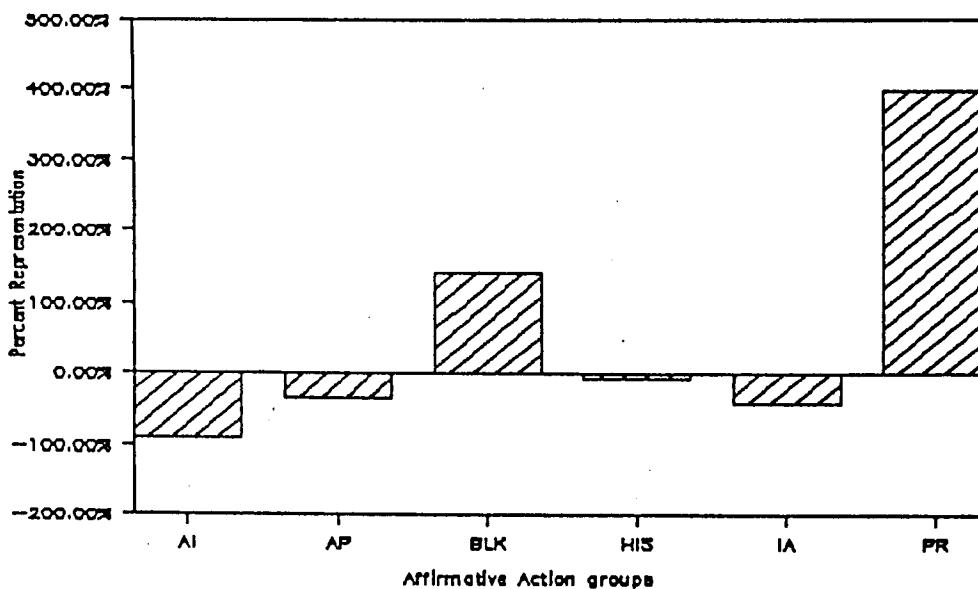
"... the University will use the availability to conduct a utilization analysis to enable each of its colleges to develop appropriate goals and timetables to remedy any underrepresentation in future hiring. College Affirmative Action plans would be adjusted during the 1989-90 academic year."

Thus, it now takes only the stroke of a pen to bring justice to Italian-Americans at The City University of New York.

CUNY Faculty vs. Faculty Labor Pool

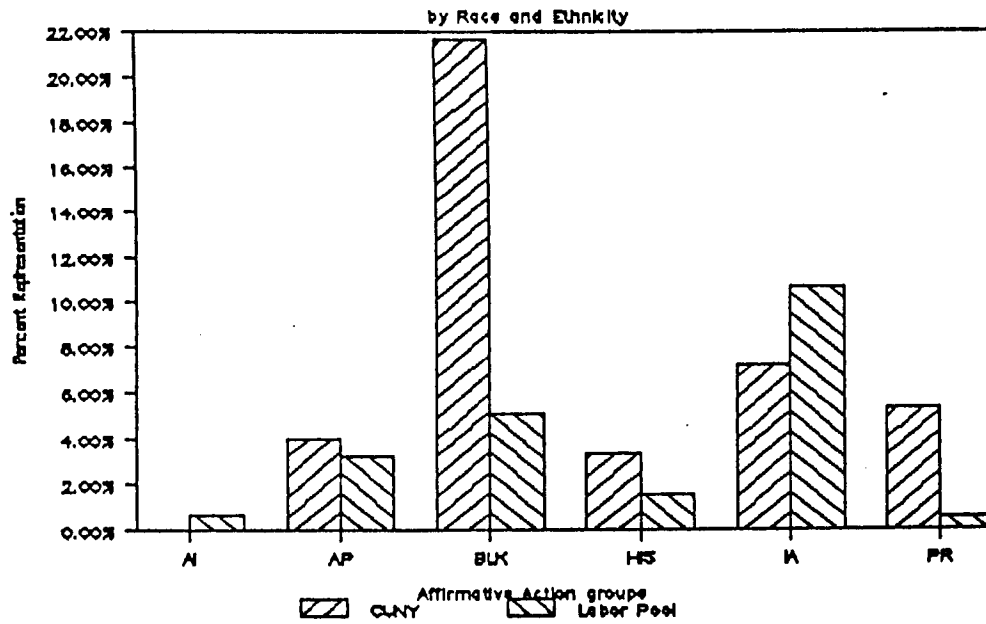


CUNY Faculty Relative to Faculty Labor Pool



CUNY

Administrators vs. Administrator Labor Pool



CUNY

Administrators Relative to Administrators Labor Pool

