

OFSR Use Only  
 Date Received \_\_\_\_\_  
 UPO Action \_\_\_\_\_  
 Committee Review \_\_\_\_\_  
 VC Review \_\_\_\_\_

**The City University of New York**  
 Non-teaching Instructional Staff Action Form: HEO, CLT, RA  
 \_\_\_\_\_ College  
 \_\_\_\_\_ Transmittal Date

**A. Action being requested: (indicate all that apply)**

- Position Approval ONLY  
 Appointment from a Search  
 Reorganization Plan: Related Appointment or Reclassification  
 Promotion (CLT Series only)  
 Substitute Appointment (to a position requiring a search)\*  
 Substitute Appointment (to a position of a temporary nature)\*  
 Functional Title Change (including Reassignment)  
 4. \_\_\_\_\_  
 Other: (specify) \_\_\_\_\_
- Reclassification  
 Merit Increase (one-step, in-title)  
 Merit Increase (exceeding one-step or Research Assc.)
- \* Complete CUNY Substitute Appt. History  
 Sub. Appt Period      Payroll Title  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_

(See page two for definitions and for a listing of required documentation for each action)

**B. Current Nature of Position: (indicate one only)**

New     Filled, on a Substitute basis     Vacant, previously filled     Reorganized functions     Accretion of functions

**C. Appointment Information:**

Proposed Payroll Title	Proposed Functional Title	Waiver Requested (Y/N)		Requested Effective Date
		Bylaw (Type)	Search	

Candidate's Name	Supervisor's Name/Title To Whom Will Report	Candidate's Prior CUNY Payroll Title, if any	Annual Base Salary Prior / Proposed
_____			\$_____/ \$_____

**D. College Approval:**

\_\_\_\_\_  
 College President/Designee

**E. College Certification:** Committee Meeting Date \_\_\_\_\_

\_\_\_\_\_  
 College Personnel Officer/Committee Liaison      Date

\_\_\_\_\_  
 Chair, College Non-Teaching Instructional Staff Screening Committee

## Description of Job Duties:

If the position is a vacant position, previously filled, indicate the previous incumbent: \_\_\_\_\_.

Provide on a separate page to be attached to this document a description of all major job duties associated with the **new position** to which the candidate is being (or will be) **appointed, promoted** (CLT only), or **reclassified**. Identify key responsibility areas (most significant first) and illustrate each with the major tasks. For example, if a major area of responsibility is coordinating recruitment presentations in area high schools, the associated tasks might include planning and arranging recruitment sessions, overseeing staff attending the sessions, obtaining and distributing recruitment materials, documenting expenses, insuring follow up with interested students, and so forth. Be specific whenever possible (e.g. “coordinates 150-200 recruitment presentations at 75 high schools in the metropolitan area” or “directs the work of 2 full-time and 3 part-time recruiters and a budget of \$xx million”). If the position is a supervisory or managerial position, tasks such as hiring, evaluating, training, assigning work, etc. can be subsumed in one responsibility area, or listed separately if the area is particularly significant. It is unnecessary to list every responsibility area or every associated task, though all major components of the job that would contribute to its proper classification should be included.

If the proposed appointment is (or is to be) the **result of a search**, **attach** the approved (or proposed) PVN.

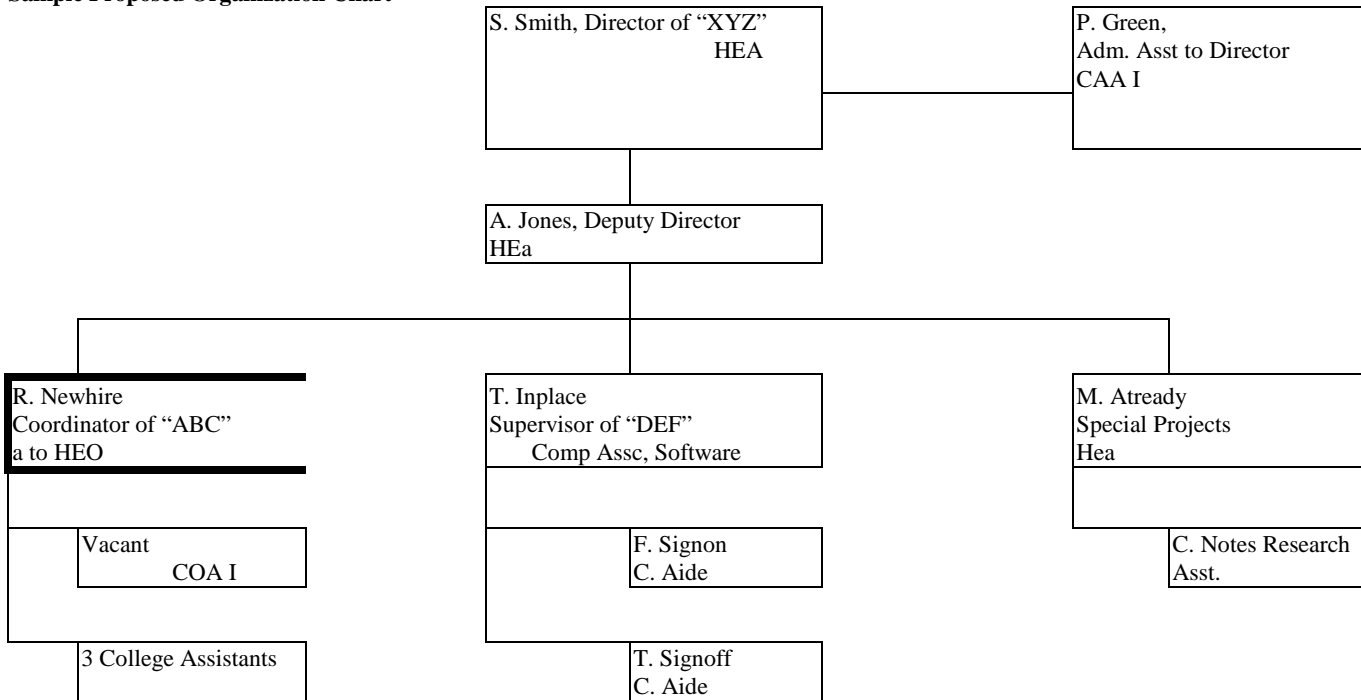
If the proposal is for an employee to receive a **merit increase** of more than one salary step, **provide on a separate page** the description of the all major job duties associated with **the current responsibility areas and associated tasks in the position**, **AND a description of the responsibility areas and associated tasks of the position when the original appointment was made**.

If the proposal is for the **reclassification** of an employee, provide two descriptions: one which details the responsibility areas and associated tasks that warrant the reclassification, AND the second which details the responsibility areas and associated tasks of the position before the new duties were assumed (usually the original appointment). Please be sure that the changes and additions in duty assignments are clearly indicated.

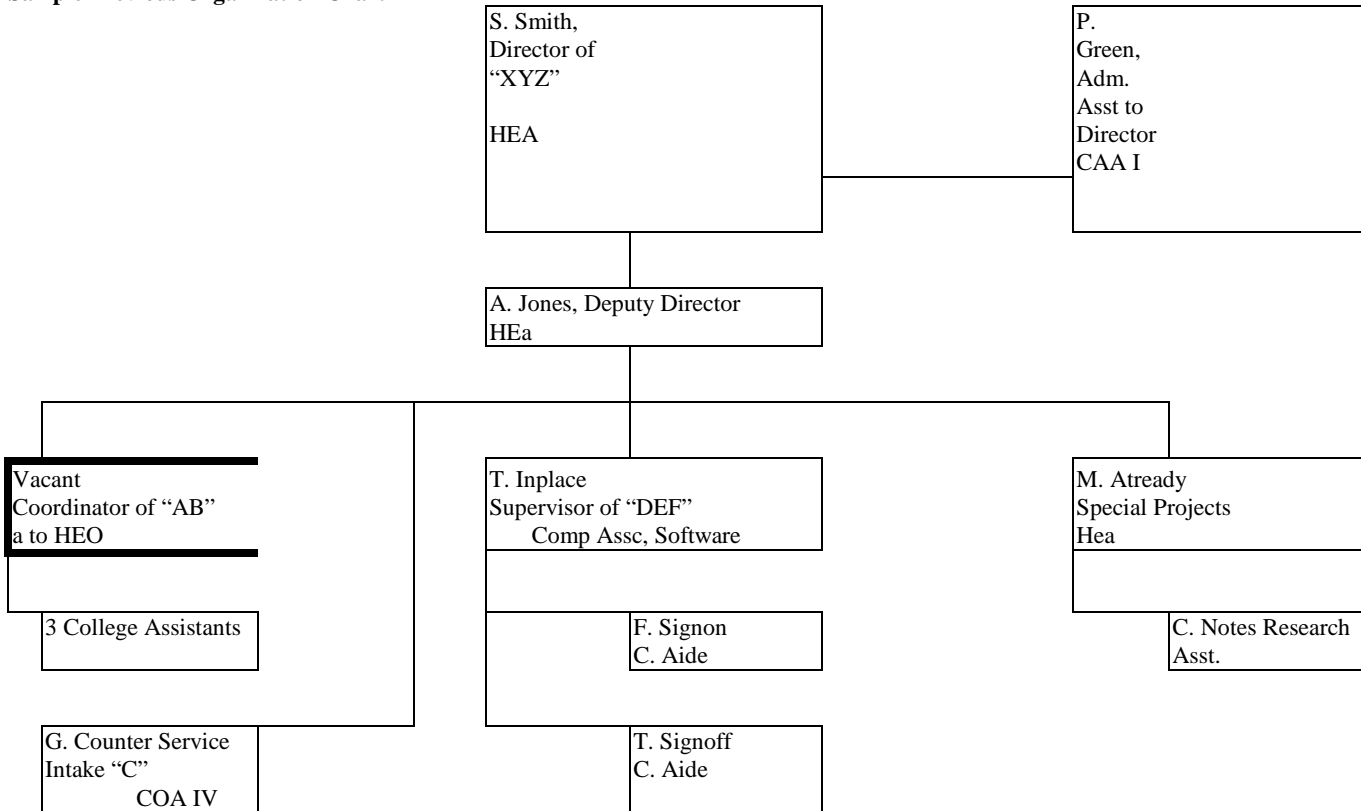
If the proposal relates to a **reorganization**, job descriptions for a number of positions may be required. A pre and post job description will be needed for each position affected by the reorganization, even if no title or salary change results. Please be sure that the changes or additions in duty assignments are clearly indicated.

**Organization Charts:** for the Office in which this position will be housed, provide as a separate attachment BOTH (1) the **Proposed Organization Chart** and (2) the **Previous Organization Chart** -- i.e. the one in effect immediately prior to this action. If the position being filled was previously filled and has been vacant for less than one year, indicate the previous incumbent on the Previous Chart. **Show on both charts all key classified and instructional staff personnel in the immediate organization, including names, payroll titles and functional titles.** Positions being filled through reclassification should have in the organization chart all positions of persons in the unit who might be regarded as eligible. At a minimum in all charts, show at least one level of the organization above the position being filled, preferably two levels. If the position being filled has a split reporting relationship or other unusual configuration, indicate this on the chart and provide footnotes for explanation. Incomplete charts will be returned for full reporting. An example follows:

**Sample Proposed Organization Chart**



**Sample Previous Organization Chart**



**Instructional Staff Data Form:** The information below is to be completed by the college based on information supplied by the candidate. If more space is required, use the reverse side of this page or attach another page. The candidate should attest to the college regarding the accuracy of the information on which the college bases the information provided below.

Name \_\_\_\_\_ Address \_\_\_\_\_ SSN \_\_\_\_\_

**Educational Background (most recent degree first):**

Accredited Institution	City/State	Dates Attended From (M/Y) To	Degree Conferred/Expected		
			Degree	Field	Date

**Recent (10 years, most recent first) paid (and unpaid, if relevant) work experience (other than with CUNY):**

Non-CUNY Employer	Job Title/Primary Responsibility	Dates Employed From (M/Y) : To (M/Y)	If PT, hours per week	If supervisory, # supervised	Final Pay Year/Hour
					\$ _____ __Yr__Hr
					\$ _____ __Yr__Hr
					\$ _____ __Yr__Hr
					\$ _____ __Yr__Hr

**Recent (10 years, most recent first) work experience with CUNY:**

CUNY College	Job Title/Primary Responsibility	Dates Employed From (M/Y) To	If PT, hours per week	If supervisory, # supervised	Final Pay Year/Hour
					\$ _____ __Yr__Hr
					\$ _____ __Yr__Hr
					\$ _____ __Yr__Hr

Notice to Appointing Officials: any offer of employment by an official of a college is contingent on successful completion of the **total** employment process, including the verification of references which the College official considers satisfactory. No manager or representative of CUNY has the authority to make an offer of employment or to represent a condition of employment which is in violation of the Bylaws, University or College policies, or collective bargaining agreements governing the administration of the Non-teaching Instructional Staff Service of the University. Any representations which are contrary to administrative policies of the University, including those made in writing, are unenforceable. Only the representations made by the President of the College or designee -- usually the College Personnel Officer -- made in writing prior to appointment constitute official representations. The City University reserves the right to revise without notice any personnel policy or practice at any time other than those set forth in the University Bylaws, applicable New York State Laws, and collectively bargained agreements.

**THE CITY UNIVERSITY OF NEW YORK**  
**AFFIRMATIVE ACTION CERTIFICATION**  
for  
**NON-TEACHING INSTRUCTIONAL STAFF**  
(HEO, CLT, RA)

\_\_\_\_\_ **COLLEGE**

The Affirmative Action Program of The City University of New York mandates that equal opportunity be afforded to all qualified persons when positions are available. Accordingly, good faith efforts must be made to encourage women, minorities, veterans and persons with disabilities to apply for available vacant positions.

**IF THE PROPOSED CANDIDATE IS BEING PRESENTED FOR RECLASSIFICATION OR A SUBSTITUTE POSITION, COMPLETE ONLY THE CERTIFICATION (SECTION C) .**

**SECTION A: RECRUITMENT PLAN CERTIFICATION**

A recruitment plan is to be submitted to the College Affirmative Action Officer for approval before a vacancy is announced.

I certify that I have reviewed and approved the written recruitment plans submitted by

\_\_\_\_\_ of \_\_\_\_\_  
**Chair/Director or Responsible College Officer** **Department/Office**

for the position of \_\_\_\_\_ **Personnel Vacancy Notice Number**  
**Bylaw/Functional Title of Position** **(When Issued)**

\_\_\_\_\_ **Affirmative Action Officer's Signature** **Date**

**SECTION B: SEARCH PROCEDURES DOCUMENTATION**

Federal and University regulations require documentation of recruitment efforts. The following information is to be submitted with all documents required for the appointment of a candidate.

**PART 1**

1. List sources (CUNY postings, newspapers, journals, organizations, etc.) that were used to recruit candidates for this position.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. **TOTAL** number of applications received: \_\_\_\_\_ Male: \_\_\_\_\_ Female: \_\_\_\_\_

Please indicate below the approximate ethnic breakdown of the applicant pool:

<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pacif. Isl.</u>	<u>Amer. Ind./ Alsk. Nat.</u>	<u>Italian American</u>	<u>White</u>	<u>TOTAL</u>
_____ %	_____ %	_____ %	_____ %	_____ %	_____ %	_____ %

**Prior to interviewing candidates for the position, the Affirmative Action Officer must review the applicant pool to assure that the pool is appropriate regarding the representation of protected groups.**

**I certify the applicant pool for this position is found to be adequate.**

**Affirmative Action Officer's Initials**  
**PART II**

1. Of the above candidates (Part 1, item 2), indicate how many were interviewed:

	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac. Isl.</u>	<u>Amer. Ind./ Alsk. Nat.</u>	<u>Italian American</u>	<u>White</u>	<u>TOTAL</u>
Men	_____	_____	_____	_____	_____	_____	_____
Women	_____	_____	_____	_____	_____	_____	_____

2. From what specific source was the selected candidate recruited?

\_\_\_\_\_

\_\_\_\_\_

3. Name of candidate selected: \_\_\_\_\_

4. Additional candidate (s) offered the position: \_\_\_\_\_

Salary: \_\_\_\_\_

STATED REASON OFFER REFUSED: \_\_\_\_\_

\_\_\_\_\_

5. Names of other candidates interviewed but not offered the position:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SECTION C: AFFIRMATIVE ACTION CERTIFICATION**

Prior to an offer being made, appropriate college officers shall certify that affirmative action procedures have been followed. In the case of reclassification, college officers must attest that the proposal conforms with all equal opportunity policies.

Substitute positions may be for a maximum of four (4) semesters only. Appointment of a candidate currently holding a substitute title must conform with the University's affirmative action policies for subsequent substitute appointments.

I certify that the affirmative action procedures have been followed and that the above is true to the best of my knowledge and belief.

_____	_____	_____
<b>Name and Signature of Responsible College Officer (Chairperson/Director/Dean)</b>	<b>Department/Office</b>	<b>Date</b>

_____	_____
<b>Name and Signature of Affirmative Action Officer</b>	<b>Date</b>

_____	_____
<b>Signature of the President/Designee</b>	<b>Date</b>

**REGULATIONS REQUIRE THE RETENTION OF ALL SUPPORTING DOCUMENTS, INCLUDING RESUMES OF APPLICANTS, FOR AT LEAST THREE (3) YEARS.**