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 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 reviewed and approved the written recruitment plans submitted by

________________________________________________________ of ____________________________________

Search Committee Chair  Department/Division

For the position of

________________________________________________________  ____________________________________

Bylaw/Functional Title of Position  Job Opening Identification Number

(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 being submitted with all documents required for the appointment of the candidate.

PART I

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: _______  Unknown: _______

The ethnic breakdown of the applicant pool will be completed by the Affirmative Action Office:

<table>
<thead>
<tr>
<th>Race</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian/</th>
<th>Amer. Ind.</th>
<th>Alsk. Nat</th>
<th>Italian</th>
<th>American</th>
<th>Unknown</th>
<th>White</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
</tr>
</tbody>
</table>

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 I, item 2), indicate how many were interviewed?

<table>
<thead>
<tr>
<th>Race</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian/Amer. Ind.</th>
<th>Amer. Ind.</th>
<th>Italian American</th>
<th>Race</th>
<th>Unknown</th>
<th>White</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
<tr>
<td>Women</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
</tbody>
</table>

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

_________________________________________________________________________

3. Name of candidate selected:  
_________________________________________________________________________

4. Additional Candidate(s) offered the position:  
_________________________________________________________________________

Salary:  
_________________________________________________________________________

STATE 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.

Name and Signature of Dean/Vice President  Department/Office  Date

Name and Signature of Affirmative Action Officer  Date

Name and Signature of President/Designee  Date

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