

Definitions and Documentation Required for Personnel Actions in the Non-teaching Instructional Staff

Personnel Action	Definition	Reference	Documentation Required
Position Approval	Each position is a stand alone classification and subject to review upon being established or refilled. Approval of the full job description for a new or largely altered job is not required prior to selecting a candidate but is recommended.	HEO Guidelines, Section: V. B. 5	Pages 1 and 2 of Green Form plus a current organization chart that includes all payroll and functional titles in that unit of the college.
Reclassification	Movement of a position within the Non-teaching Instructional Staff, usually to a higher classification in the same series, based on an accretion of job functions; also the appointment of the incumbent, if eligible, to the higher position. (See also Reorganization.)	HEO Guidelines, Section: IV. B	Completed Green Form; old and new description; letter certifying change in duties over time; on request, a desk audit; justification if more than one employee eligible.
Appointment from a Search	Standard CUNY policies require a position search to fill vacancies or to fill on a regular basis positions occupied temporarily; searches may be internal to the University or a college in certain limited situations; colleges may not search externally unless the Personnel Vacancy Notice (PVN) has been approved by the University Personnel Office.	CUNY AA Policy HEO Guidelines, Section: III. A	Completed Green Forms, including sign off of search process by the College or University AAO; copy of the approved Personnel Vacancy Notice (PVN).
Reorganization (with Appointment or with Reclassification)	A significant rearrangement of functions within a major unit of the college or among several units, resulting in significant reallocation of job duties; usually involves staffing reductions or major new tasks without additional staffing; may require reassignment of staff; may include prospective reclassification of staff when only one employee in the unit is eligible.	HEO Guidelines, Section: IV. C	Extensive documentation of the reasons for the changes in functions; old and new organizational charts for each affected unit in reorganization; completed Green Forms for each personnel action; a presentation to the University, on request.
Merit Increases	The awarding of one or more steps in the pay scale at a time other than the dates for contractual increases, based on factors such as performance, significant new duties, etc.. Increases of more than 1 step require prior University approval; in a job series that has no salary steps, flat rate increases may be proposed, with justifications, for approval.	HEO Guidelines, Section: IV. A	Page 1 of the Green Form for increases of 1 step; a complete Green Form for all others, plus a letter describing employee's performance or a copy of the recent evaluation.
Substitute Appointments	Temporary appointments, made one semester at a time (to a lifetime maximum of 4 appointments in the University) and usually made: (1) to fill an urgent need while a full search is being conducted, (2) to backfill a position temporarily vacated by a leave, (3) to perform work of a temporary nature, or (4) to bridge a position during periods of budget uncertainty; movement from a Substitute to a regular position is by a search.	CUNY AA Policy HEO Guidelines, Section: III. C	Completed Green Form for each unique appointment, including a history of the employee's Substitute appointments with CUNY; page 1 of the Green Form for successive appointments to the same position; PVN must accompany the Green Form for the second appointment.
Functional Title Change	A significant realignment in duties, such as a reassignment or a change in assigned responsibilities which are not sufficient to affect the employees classification.	HEO Guidelines, Section: IV. D	Pages 1 and 2 of the Green Form

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 even 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.

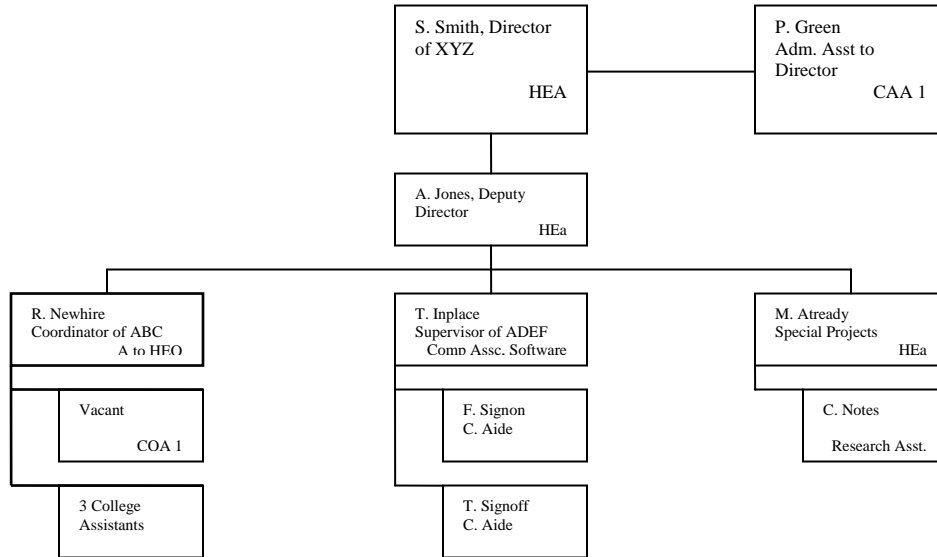
If the proposal is for an employee to receive a **merit increase** of more than one salary step, **provide on a separate page** the description of the all major job duties associated with **the current responsibility areas and associated tasks in the position, AND a description of the responsibility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

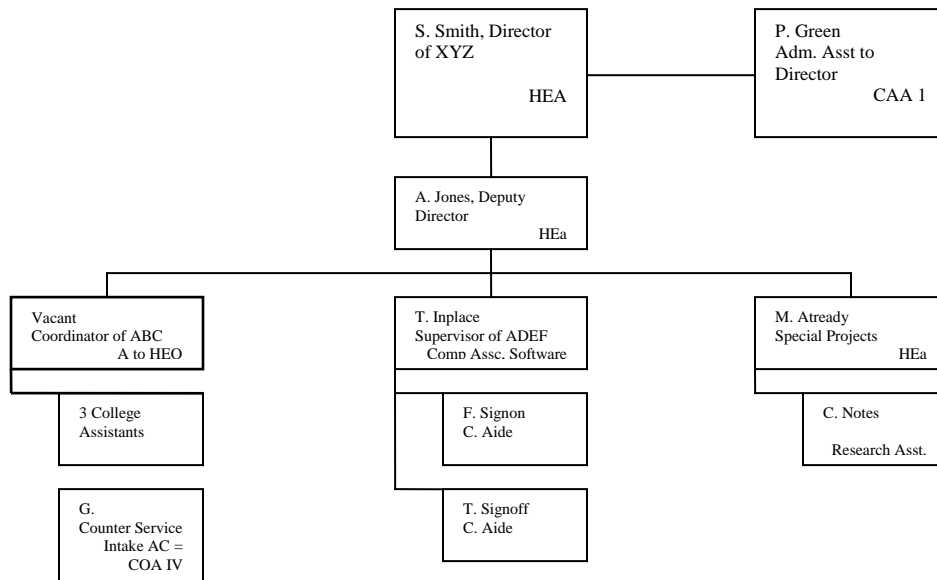
If the proposal relates to a **reorganization**, job descriptions for a number of positions may be required. A pre and post job description will be needed for each position affected by the reorganization, even if no title or salary change results. Please be sure that the changes or additions in duty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

Educational Background (most recent degree first):

Accredited Institution	City/State	Dates Attended From (M/Y) To (M/Y)	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
					\$ _____ _____ 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 (M/Y)	If PT, hours per week	If supervisory, # supervised	Final Pay Year/Hour
					\$ _____ _____ Yr _____ Hr
					\$ _____ _____ 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 the equal opportunity be afforded to all qualified persons when positions are available. Accordingly, good faith efforts must be made to encourage women, minorities 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

Chair/Director or Responsible College Director	of	Department/Office
for the position of _____		Personnel Vacancy Notice Number (When Issued)
Bylaw/Functional Title of Position		Date
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 I.

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

2. **TOTAL** number of applicants received: _____ Male: _____ Female: _____

Please indicate below the appropriate 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 that 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), list how many were interviewed:

	<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>
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.

**Name and Signature of Responsible College Officer
(Chairperson/Director/Dean)**

Department/Office

Date

Name and Signature of Affirmative Action Officer

Date

Signature of the President/Designee

Date

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