

## DOCUMENT RESUME

ED 074 259

VT 019 640

TITLE Annual Report on the Occupations, Job Status and Ethnic Characteristics of Employees in New York State Agencies, 1971 (Fifth).

INSTITUTION New York State Dept. of Civil Service, Albany, N.Y.,

PUB DATE 71

NOTE 46p.

EDRS PRICE MF-\$0.65 HC-\$3.29

DESCRIPTORS Annual Reports; Comparative Analysis; Employment Level; \*Ethnic Distribution; \*Government Employees; \*Minority Groups; \*Occupational Surveys; \*State Agencies

IDENTIFIERS \*New York

## ABSTRACT

This report presents the results of the fifth annual ethnic survey of New York State Civil Service employees by ethnic group, occupational group, Civil Service jurisdictional class, sex, and salary grade. As this survey marks the midpoint of a 10-year authorization by the Governor, a comparison is made of the 1971 figures with the situation in 1967, the year of the first survey. Minority employment increased during the 5-year period both absolutely and as a proportion of the total work force. Minority representation in State employment closely approximates minority group representation of 16.7 percent in the State population as of the 1970 census. The report is published to provide direction in the continuing effort to assure equal employment opportunity for all groups. (MF)

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1971

**FIFTH ANNUAL REPORT**  
**on the**  
**OCCUPATIONS, JOB STATUS AND**  
**ETHNIC CHARACTERISTICS**  
**OF EMPLOYEES**  
**in**  
**NEW YORK STATE AGENCIES**

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The New York State Department of Civil Service

Albany, New York

1971  
State of New York

Nelson A. Rockefeller  
Governor

New York State Civil Service Commission

ERSA H. POSTON, PRESIDENT

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## FOREWORD

This report presents the results of the fifth annual ethnic survey conducted by the New York State Department of Civil Service. The survey represents the mid-point of a ten-year authorization given to the Department of Civil Service by Governor Nelson A. Rockefeller.

The report presents the ~~situation~~ as of the end of 1971, and a comparison with the situation in 1967, the year of the first survey. The report is published to help provide direction in what remains to be done in the continuing effort to assure equality of employment opportunity for all.

  
President  
New York State Civil Service Commission

## INTRODUCTION

The 1971 Ethnic Survey covers 53 State Agencies, and over 168,000 employees.

It is a sight survey; that is, agency personnel, supervised by an agency coordinator, observed employees or their records, coded and tallied them in the Survey categories, and reported the tally sums to the Civil Service Department. The agency reporters and coordinators made every effort to assure the completeness and accuracy of their reports. However, no attempt was made to gather records on individual employees.

The survey categories used were: ethnic group (White, Black, Puerto Rican, and Other Minorities); occupational group (see definitions); jurisdictional class (as defined in the Civil Service Law); sex and salary grade. Agency and county location were produced automatically by the reporting method.

Most of the tables in this report present data for 1967 (the first survey), and for the survey periods in 1970 and 1971. The 1968 and 1969 figures do not affect the comparisons. The comparison of the 1971 with the 1970 figures is of more than usual interest because of the cutback in the State work force in the interval.

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## HIGHLIGHTS

Minority representation increased, both in absolute numbers and as a percentage of the total, for the period 1967 through 1970. There was, however, a slight decrease in the number of minority employees in 1971, due no doubt to the general State budget cutback in operations.

**Total State Employment and Distribution — by Ethnic Category  
1967 — 1971**

Category	1967		1968		1969		1970		1971	
	Number	%	Number	%	Number	%	Number	%	Number	%
Total	145,082	100.0	155,576	100.0	161,410	100.0	176,815	100.0	168,110	100.0
White	125,629	86.6	133,822	86.0	136,465	84.5	147,805	83.7	141,149	84.0
Black	16,319	11.4	18,714	12.0	21,122	13.1	24,081	13.6	22,381	13.3
Puerto Rican	1,777	1.2	1,977	1.3	2,525	1.6	3,251	1.8	2,892	1.7
Other Minorities	1,557	0.8	1,061	0.7	1,298	0.8	1,678	0.9	1,688	1.0

The net increase in State jobs for the period covered by the five surveys, 1967-1971, was 23,028. Of this increase, 67.4% was attributable to increase in the White category, 25.5% to the Black, 4.8% to the increase in Puerto Rican and 2.3% to the increase in Other Minorities. The net decrease in jobs from 1970-1971 was 8,705. Of this decrease, 76.5% was attributable to the White category, 19.5% to the Black, and 4.1% to the Puerto Rican, while the Other Minorities category increased 0.1% over its 1970 complement.

On balance, then, the 1967-1971 period shows an overall increase in minority employment both absolutely and as a proportion of the total work force. The data also indicates that the reduction in work force of 1971 did not significantly affect the relative overall minority employment picture in the State service.

Minority representation in State employment closely approximates minority groups representation of 16.7% in the State population, as of the 1970 census.

While the overall picture was improved steadily, minority employees differ from White employees in most of the characteristics covered by the survey, and these differences have persisted since 1967. Within the minority classifications, Other Minorities differ systematically from Blacks or Puerto Ricans.

SEX: A higher proportion of minority employees than of White employees are female. The proportions female for 1967 and 1971 are:

	1967	1971
All employees	42.3	44.0
White	39.9	40.6
Black	59.9	65.6
Puerto Rican	40.7	47.2
Other	44.0	36.3

The increase in total State employment during the period covered by the surveys, by sex and ethnic group, is:

		Increase	% of 1967 Total
Male:	Total	10,335	12.3
	W	8,363	11.1
	B	1,070	16.2
	PR	474	45.0
	O	428	66.0
Female:	Total	12,693	20.7
	W	7,157	14.3
	B	4,792	48.4
	PR	641	88.5
	O	103	20.2

Of the 5,862 increase in Black employees between 1967 and 1971, 81.7% were female, and of the 1,115 increase in Puerto Ricans, 57.5% were female.

It is apparent that conditions tending to concentrate minority employees, particularly Blacks, in occupations traditionally staffed by women, have operated throughout the period of the survey. For example, 62% of Service Workers, compared to 44% of all workers, are female; well over half of Black and Puerto Rican employees are Service Workers.

AGENCY: Most agencies have increased their minority representation. Only two small agencies report no minority employees.

However, minority employees were highly concentrated in a few agencies in 1967, and continue so in 1971. In 1971, four large agencies, Mental Hygiene, Labor Department, Narcotic Addiction Control Commission, and SUNY, who together account for approximately 59% of total State employment, employed 83% of minority employees. The comparable figures for 1967 are 56% and 81%.

While SUNY is a large employer of minorities in absolute terms, these employees make up only 10% of their work force; removing them from the calculation produces 1971 percentages of 43 and 75.

In general, the differences among agencies in minority representation are related largely to the occupational makeup of the agency's work force, as illustrated in Table 3.



**OCCUPATION:** While minorities have improved their representation in nearly every occupation, they are still highly concentrated in a few, and particularly in the Service Worker category. Minorities make up 35% of State Service Workers; well over half of all Black and Puerto Rican employees work in this occupational grouping.

Substantial gains were made by Blacks and Puerto Ricans in the Protective Service category. The bulk of this increase was in the Narcotic Addiction Control Commission program. This agency increased its complement in the occupation by a thousand, while maintaining a better than 60% minority representation.

In general, Blacks and Puerto Ricans are still underrepresented in every occupation except Service Worker, but some progress is being made in eliminating the imbalance.

**SALARY GRADE:** Black and Puerto Rican employees are concentrated in the lower salary grades, a corollary of their occupational distribution.

Blacks and Puerto Ricans increased as a percentage of all employees in the lower grades 1 through 13, but the greater percentage increases were in grades 14 through 38. There was some movement up the salary grade ladder for all employees, but minorities are making some progress in closing the gap at the higher levels.

**JURISDICTIONAL CLASS:** In most jurisdictional classes, minority employees have been increasing, since 1967, faster than overall employment. In two categories, Non-Competitive and Exempt, the net change in the number of minority employees resulted in an increase in the percentage of minority employees from 10.2% to 16.0%, and from 6.3% to 16.5%, respectively.

The poorest minority representation occurs in the Unclassified and Other categories. The former are appointive positions; the latter are largely State Troopers and Service Workers in Military and Naval Affairs. Neither group is covered by the Civil Service Law.

The great number of State employees are in the Competitive class. In 1971, 76.5% were in this category; however, 80.4% of minority employees were Competitive. The respective figures for 1967 are 77.0 and 85.7%. While the difference in representation by jurisdictional class still exists, substantial minority increases in several categories have narrowed it.

**LOCATION:** Most minority employees are concentrated in New York City and the immediately surrounding area (Long Island, Rockland and Westchester). This area, which contains 34% of State positions, accounts for 27% of White, 74% of Black, 91% of Puerto Rican, and 50% of Other Minority employees. There has been little change in this pattern since 1967. Of the net increase in minority employees since 1967, 69% of the Black, 87% of the Puerto Rican, and 45% of Other Minority increases have been in the same area.

Excluding this geographical area, the State work force is 94% White, and in the Albany area it is 96% White. However, in every area other than Albany, minorities make up a larger proportion of the State work force than of the area population.

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TABLE 1. DISTRIBUTION OF STATE EMPLOYEES, BY ETHNIC GROUP AND BY SEX

MALE

	1967		1970		1971	
	NUMBER	%	NUMBER	%	NUMBER	%
TOTAL	83,750	100.0	98,653	100.0	94,085	100.0
White	75,427	90.0	87,273	88.4	83,790	89.1
Black	6,622	7.9	8,585	8.7	7,692	8.2
Puerto Rican	1,053	1.3	1,734	1.8	1,527	1.6
Other Minorities	648	0.8	1,061	1.1	1,076	1.1

FEMALE

	1967		1970		1971	
	NUMBER	%	NUMBER	%	NUMBER	%
TOTAL	61,332	100.0	78,162	100.0	74,025	100.0
White	50,202	81.9	60,532	77.5	57,359	77.5
Black	9,897	16.1	15,496	19.8	14,689	19.9
Puerto Rican	724	1.2	1,517	1.9	1,365	1.8
Other Minorities	509	0.8	617	0.8	612	0.8

TABLE 2  
NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AND AGENCY IN 1967, 1970 AND 1971

AGENCY	ALL ETHNIC GROUPS			WHITE			BLACK			PUERTO RICAN			"OTHER" MINORITIES		
	1967	1970	1971	1967	1970	1971	1967	1970	1971	1967	1970	1971	1967	1970	1971
All Agency Total	145,082	176,815	168,110	125,629	147,805	141,149	16,519	24,081	22,381	1,777	3,251	2,892	1,157	1,678	1,688
Agriculture & Markets	981	997	1,002	971	950	955	9	45	41	1	2	5	0	0	1
Audit & Control	1,759	1,971	2,002	1,713	1,884	1,916	43	77	76	3	3	4	0	7	6
Banking	415	444	438	396	418	409	14	13	18	5	8	10	0	5	1
Civil Service	747	944	873	707	839	817	37	94	49	3	9	7	0	2	0
Public Employment Relations Board	--	59	56	--	57	54	--	2	2	--	0	0	--	0	0
Commerce	397	424	391	387	391	363	10	22	19	0	8	7	0	3	2
Correctional Services <sup>1</sup>	6,574	6,884	7,436	6,280	6,525	6,979	290	329	415	3	24	34	1	6	8
Education	2,529	3,688	3,448	2,323	3,393	3,191	178	256	224	8	21	16	20	18	17
Environmental Conservation	4,101	2,877	2,719	4,023	2,540	2,681	72	16	15	1	2	1	5	19	22
Executive															
Executive Chamber	167	210	209	141	179	176	26	30	32	0	1	1	0	0	0
Aging, Office for	13	23	18	13	20	15	0	3	3	0	0	0	0	0	0
Alcoholic Beverage Control, Div. of	570	688	643	496	597	563	59	75	66	15	16	14	0	0	0
Arts, Council on the	25	75	73	23	57	56	2	13	16	0	5	1	0	0	0
Budget, Div. of	197	258	257	195	254	252	2	4	5	0	0	0	0	0	0
Crime Victims Comp. F.d.	12	25	27	11	19	21	1	4	5	0	2	1	0	0	0
General Services, Office of	1,930	2,738	2,655	1,569	2,321	2,307	344	389	322	17	26	21	0	2	5
Housing & Community Renewal, Div. of	390	414	372	327	347	311	53	55	51	8	10	9	2	2	1
Human Rights, Div. of	217	277	248	133	153	143	73	90	75	11	32	27	0	2	2
NYS Identification and Intelligence System	498	727	704	472	639	614	26	87	83	0	0	0	0	1	1
Local Government, Office for <sup>2</sup>	341	414	442	335	405	423	6	8	15	0	0	2	0	1	2
Military & Naval Affairs, Div. of	1,022	998	958	946	904	871	56	71	67	20	23	20	0	0	0
Parks & Recreation, Office of	--	3,027	2,996	--	2,885	2,836	--	113	137	--	7	5	--	22	18
Probation, Div. of <sup>3</sup>	--	--	40	--	--	39	--	--	1	--	--	0	--	--	0
Planning Services, Office of <sup>4</sup>	113	206	207	105	183	179	3	6	19	0	1	2	4	16	7

“OTHER”  
MINORITIES

PUERTO RICAN

BLACK

WHITE

ALL ETHNIC GROUPS

	ALL ETHNIC GROUPS			WHITE			BLACK			PUERTO RICAN			“OTHER” MINORITIES		
	1967	1970	1971	1967	1970	1971	1967	1970	1971	1967	1970	1971	1967	1970	1971
Police, Div. of	3,345	3,782	3,798	3,325	3,756	3,765	13	16	19	2	2	4	5	8	10
Community Affairs, Div. of	182	189	183	175	181	176	5	5	5	2	3	2	0	0	0
Probation, Div. of	321	471	2,388	257	351	1,898	57	101	433	5	16	44	2	3	13
State, Div. of	4,336	4,618	4,175	3,797	4,063	3,654	399	422	384	23	41	38	117	92	99
State Dept. of Education	647	750	693	616	701	654	24	39	35	7	8	2	0	2	2
Total	12,170	12,351	13,516	10,488	10,277	11,405	1,574	1,878	1,887	91	168	201	28	28	23
State (Main)	1,352	1,248	1,131	1,256	1,145	1,050	83	80	68	6	17	8	6	6	5
State of Employment	7,565	8,040	9,346	6,741	6,862	8,112	781	1,079	1,101	39	85	123	10	10	10
State Relations Bd.	92	86	80	79	72	67	11	11	10	2	3	3	0	0	0
Insurance Fund	1,588	1,396	1,395	1,165	983	963	396	377	393	22	30	33	3	3	6
State's Comp. Bd.	1,573	1,581	1,564	1,247	1,215	1,213	303	331	315	22	33	34	2	2	2
Hygiene	825	983	997	785	927	907	34	43	64	6	10	22	4	4	4
State Addiction Control Commission	47,479	59,503	54,181	35,573	42,401	38,513	10,088	14,177	13,108	1,274	2,149	1,817	544	776	743
State	975	4,560	3,947	489	2,504	2,228	423	1,757	1,444	63	278	253	0	21	22
State Vehicles	3,142	3,700	3,378	2,868	3,323	3,050	264	354	307	6	20	17	4	3	4
State Service	542	650	517	519	615	486	21	26	18	2	5	7	0	4	6
State Services	3,375	4,013	1,453	2,793	3,324	1,252	530	603	165	42	73	27	10	13	9
State University of New York	539	581	512	509	536	472	20	37	34	9	8	5	1	0	1
State & Finance	20,790	26,829	26,784	19,191	24,113	23,898	1,124	2,000	2,092	96	164	187	379	552	607
State Station	5,397	6,079	5,613	5,039	5,624	5,201	315	389	357	35	59	50	8	7	5
State Authority	14,098	14,619	14,204	13,895	14,368	13,971	160	181	169	8	19	23	35	51	41
State Authority	111	110	109	111	110	109	0	0	0	0	0	0	0	0	0
State Parkway Authority	--	292	296	--	269	273	--	21	23	--	0	0	--	2	0
State Finance Agency	18	38	39	15	33	35	1	5	3	2	0	1	0	0	0
State, Temp. Comm. of	35	31	31	34	30	30	1	1	1	0	0	0	0	0	0
State Development Authority	10	9	9	10	9	9	0	0	0	0	0	0	0	0	0
State Mental Hygiene	134	224	208	127	201	191	5	16	9	0	2	3	2	5	5
State Facilities Improvement Corp.	126	127	164	124	127	161	2	0	3	0	0	0	0	0	0
State for Education	175	263	266	173	259	262	2	3	3	0	0	0	0	1	1
State Finance Corp.	2,391	2,431	2,435	2,328	2,371	2,378	59	56	55	4	4	2	0	0	0

Division of Parole included in Correctional Services.  
 Office of Community Affairs employees transferred to the Office for Local Government.  
 Division of Probation reported previously in the Division of Parole.  
 Office of Planning Coordination changed to the Office of Planning Services.

5. July 1, 1971 responsibility for services to institutionalized children transferred from the Social Services Agency to the Division for Youth.

6. "All Agency Total" for 1967 and 1970 reflect the total number of employees in those years, even though agencies since abolished or consolidated are not listed separately in this table, and the agency totals listed for 1967 and 1970 will not sum to the "All Agency Total."

TABLE 3. AGENCIES BY PERCENT MINORITY OF ALL EMPLOYEES; AND TOTAL NUMBER OF EMPLOYEES AND PERCENT MINORITY BY OCCUPATION

AGENCY	ALL OCCUPATIONS NO. %	LABORERS NO. %	DATA PROCESSORS NO. %	SERVICE WORKERS NO. %	PROTECTIVE SERVICE WORKERS NO. %	OPERATIVES NO. %
Narcotic Addiction Control Commission	3,947 43.0	94 50.0	9 0.0	157 58.0	1,470 60.7	103 54.4
Human Rights, Div. of	248 42.0	1 100.0				1 0.0
State Insurance Fund	1,395 30.0		14 7.1			
Mental Hygiene	54,181 28.0	501 30.5	29 0.0	34,062 37.2	594 16.8	2,685 26.2
Arts, Council on the	73 23.0					
Workmen's Comp. Bd.	1,564 22.0	25 60.0	2 0.0	5 20.0	11 27.3	1 100.0
Crime Victims Comp. Bd.	27 22.0					
Youth, Div. for	2,388 20.0	26 3.8		672 25.4	168 32.1	169 3.0
Aging, Office for	18 16.0					
Labor Relations Bd.	80 16.0	1 0.0				
Housing & Community Renewal, Div. of	372 16.0	1 100.0				1 100.0
Executive Chamber	209 15.0	2 50.0				
General Services, Office of	2,655 13.0	54 16.7	50 4.0	811 31.3	179 16.2	169 7.1
Social Services	1,453 13.0	3 66.7	22 0.0	2 50.0		1 0.0
Planning Services, Office of	207 13.0		8 12.5			1 0.0
Div. of Employment	9,346 13.0	8 25.0	53 0.0	3 33.3	69 49.3	33 15.2
NYS Identification and Intelligence System	704 12.0		65 1.5			
Alcoholic Beverage Control, Div. of	643 12.0	2 0.0				
Health	4,175 12.0	115 17.4	28 0.0	819 28.6	20 0.0	6 33.3
State University of New York	26,784 10.0	564 23.4	371 5.9	3,701 23.1	422 15.6	136 14.0
Housing Finance Agency	39 10.0					536 7.1
Law	997 9.0	1 0.0				
Motor Vehicles	3,378 9.0	48 8.3	87 2.3		14 35.7	7 28.6
Military & Naval Affairs, Div. of	958 9.0		2 0.0	781 10.8		1 0.0
Health & Mental Hygiene	208 8.0		4 0.0			
Facilities Improvement Corp.	391 7.0	7 0.0	4 0.0			
Commerce	3,448 7.0	53 13.2	46 0.0	180 10.0	26 3.8	2 0.0
Education	1,131 7.0	4 50.0	4 50.0			26 7.7
Labor (Main)	512 7.0	7 42.9	3 0.0			
State	5,613 7.0	103 24.3	76 3.9	1 0.0		2 0.0
Taxation & Finance	296 7.0	36 2.8	2 0.0		2 0.0	27 3.7
East Hudson Parkway Authority	438 6.0		1 0.0			145 8.3
Banking	873 6.0	1 100.0				1 100.0
Civil Service	1,002 5.0	14 7.1	14 0.0			9 22.2
Agriculture & Markets						3 0.0

TABLE 3. AGENCIES cont.

AGENCY	ALL OCCUPATIONS NO. %	LABORERS NO. %	DATA PROCESSORS NO. %	SERVICE WORKERS NO. %	PROTECTIVE SERVICES NO. %	OPERATIVES NO. %
Correctional Services	7,743 6.0	35 2.9	3 0.0	141 10.6	4,653 6.3	232 3.4
Parks & Recreation, Office of	2,996 5.0	896 10.6		105 2.9	469 4.7	459 1.3
Insurance	693 5.0		5 0.0			
Public Service	517 5.0	3 66.7	65 0.0			2 50.0
Audit & Control	2,002 4.0					
Local Government, Office for	442 4.0	3 0.0	32 0.0		14 0.0	3 0.0
Public Employment Relations Board	56 3.0					
Veterans' Affairs, Div. of	183 3.0					
Investigation, Temp. Comm. of	31 3.0					1 0.0
Probation	40 2.0					
Thruway	2,435 2.0	171 2.3	11 0.0	1 100.0		499 1.2
Environmental Conservation	2,719 1.0	546 0.2	5 0.0	21 4.8	378 0.0	78 2.6
Budget, Div. of	257 1.0		6 0.0			
Transportation	14,204 1.0	3,234 3.1	125 4.0	51 0.0		2,369 1.8
NY Higher Education Assistance Corp.	164 1.0		11 0.0			
Teacher's Retirement System	266 1.0		29 3.4	14 7.1		
State Police, Div. of	3,798 1.0	10 10.0	22 0.0	14 0.0		
Bridge Authority	109 0.0	29 0.0			3,185 0.7	
Job Development Authority	9 0.0					40 0.0
<b>Total</b>	<b>168,110 16.0</b>	<b>6,594 9.6</b>	<b>1,208 3.3</b>	<b>41,541 34.8</b>	<b>11,674 13.0</b>	<b>7,748 12.0</b>

TABLE 3. OCCUPATIONS cont.

AGENCY	CLERICALS NO. %	CRAFTSMEN NO. %	TECHNICIANS NO. %	INVESTIGATORS & INSPECTORS NO. %	ADMINISTRATORS & PROFESSIONALS NO. %	BUSINESS MANAGERS NO. %
Narcotic Addiction Control Commission	610 38.4	145 26.9	77 57.1	25 36.0	1,218 24.8	39 12.8
Human Rights, Div. of	101 51.5			1 0.0	144 36.1	
State Insurance Fund	850 42.1			71 21.1	455 12.7	5 0.0
Mental Hygiene	3,505 10.3	2,288 6.4	445 24.5	11 72.7	9,771 14.1	290 7.9
Arts, Council on the	24 50.0				43 11.6	6 0.0
Workmen's Comp Bd	938 25.1			42 23.8	540 15.9	
Crime Victims Comp. Bd.	13 39.5			10 10.0	4 0.0	
Youth, Div. for	318 12.3	129 6.2	4 0.0		888 24.9	14 0.0
Aging, Office for	9 22.2				8 12.5	1 0.0
Labor Relations Bd.	47 27.7				32 0.0	
Housing & Community Renewal, Div. of	115 33.9		1 0.0	25 4.0	229 8.3	
Executive Chamber	149 16.1				58 13.8	
General Services	470 5.1	154 5.2	10 0.0	12 0.0	744 1.3	2 0.0
Social Services	634 22.6			3 0.0	781 7.0	7 0.0
Planning Services, Office of	62 16.1		4 0.0		128 13.3	4 0.0
Div. of Employment	4,154 13.0	8 0.0	1 0.0	71 9.9	4,929 10.7	17 0.0
NYS Identification and Intelligence System	433 13.9		162 17.9		44 0.0	
Alcoholic Beverage Control Div. of	281 24.5	1 0.0	2 0.0	183 4.9	168 1.8	
Health	977 6.3	109 9.0	360 14.2	57 1.8	1,505 8.9	49 0.0
State University of New York Housing Finance Agency	5,454 5.7	973 4.8	1,197 12.9	19 0.0	12,298 9.5	249 0.4
Law	14 28.6				24 0.0	1 0.0
Motor Vehicles	400 17.7	2 0.0	4 0.0	58 3.4	532 3.2	
Military & Naval Affairs, Div. of	2,759 10.9		8 0.0	223 4.0	203 3.0	29 0.0
Health & Mental Hygiene Facilities Improvement Corp.	117 1.7		8 0.0	2 50.0	47 0.0	
Commerce	64 15.6				140 5.0	
Education	193 9.8				185 4.9	
Labor (Main)	1,615 10.0	78 2.6	45 6.7	38 0.0	1,336 4.7	5 0.0
State	333 17.6		1 0.0	599 2.5	189 3.2	5 0.0
Taxation & Finance	281 8.5			110 8.2	107 3.7	2 0.0
East Hudson Parkway Authority	3,079 8.0	25 8.0	5 60.0	322 12.1	1,977 4.8	24 0.0
Banking	68 11.8		3 0.0		11 0.0	3 0.0
Civil Service	90 25.6		4 0.0		346 2.4	
Agriculture & Markets	452 3.3	13 7.7	15 6.7	573 6.6	392 9.7	1 0.0
	195 3.1				156 0.0	33 0.0



TABLE 3, OCCUPATIONS cont.

AGENCY	CLERICALS NO. %	CRAFTSMEN NO. %	TECHNICIANS NO. %	INVESTIGATORS & INSPECTORS NO. %	ADMINISTRATORS & PROFESSIONALS NO. %	BUSINESS MANAGERS NO. %
Correctional Services	824 6.4	306 1.0	26 0.0	4 0.0	1,135 7.4	77 1.3
Parks & Recreation, Office of	433 4.2	372 3.8	38 0.0	2 0.0	218 0.9	4 0.0
Insurance	219 11.4	6 0.0	6 0.0		453 3.1	10 0.0
Public Service	140 7.9	29 20.7	40 7.5	40 7.5	304 3.0	1 0.0
Audit & Control	1,388 5.0		1 0.0	1 0.0	546 2.9	
Local Government						
Office for	156 7.7	2 0.0	2 0.0		222 3.2	10 0.0
Public Employment						
Relations Board	24 4.2				32 3.1	
Veterans' Affairs, Div. of	83 4.8				98 3.1	1 0.0
Investigation, Temp. Comm. of	7 0.0			11 9.1	13 0.0	
Probation	18 0.0				22 4.5	
Thruway	1,097 3.5	386 1.6	35 0.0	13 0.0	177 1.1	45 0.0
Environmental Conservation	435 1.1	85 0.0	400 1.5	33 3.0	732 3.0	6 0.0
Budget, Div. of	76 3.9				175 1.1	
Transportation	1,303 1.5	1,883 0.9	2,148 1.2	133 3.8	2,922 0.6	36 2.8
NY Higher Education						
Assistance Corp.	149 2.0				4 0.0	
Teacher's Retirement System	174 1.1	2 0.0			40 0.0	7 0.0
State Police, Div. of	420 2.4	5 0.0	10 0.0		132 0.0	
Bridge Authority	40 0.0					
Job Development Authority	4 0.0				5 0.0	
<b>Total</b>	<b>35,794 10.8</b>	<b>6,964 4.1</b>	<b>5,050 8.6</b>	<b>2,692 6.8</b>	<b>47,862 9.6</b>	<b>983 3.2</b>
All Agencies						

TABLE 4. DISTRIBUTION OF STATE EMPLOYEES BY OCCUPATIONAL GROUP

	1967		1970		1971	
	NUMBER	%	NUMBER	%	NUMBER	%
<b>TOTAL</b>	<b>145,082</b>	<b>100.0</b>	<b>176,815</b>	<b>100.0</b>	<b>168,110</b>	<b>100.0</b>
Laborers	6,667	4.6	8,567	4.8	6,594	3.9
Service Workers	39,536	27.3	45,884	26.1	41,541	24.8
Protective Service Workers	9,291	6.4	12,225	6.9	11,674	6.9
Operatives	5,112	3.5	8,108	4.6	7,748	4.6
Craftsmen	5,915	4.1	6,066	3.4	6,964	4.1
Clericals	31,263	21.5	37,368	21.1	35,794	21.3
Technicians	3,898	2.7	5,802	3.3	5,050	3.0
Investigators & Inspectors	2,940	2.0	2,573	1.5	2,692	1.6
Data Processors	431	0.3	1,094	0.6	1,208	0.7
Business Managers	0	*	965	0.5	983	0.6
Administrators & Professionals	40,029	27.6	48,163	27.2	47,862	28.5

\*Included in Administrators & Professionals Category in 1967.

TABLE 5. DISTRIBUTION OF FILLED POSITIONS BY ETHNIC GROUP WITHIN OCCUPATIONS

LABORERS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	6,667	100.0	8,567	100.0	6,594	100.0
W	6,075	91.2	7,720	90.2	5,964	90.4
B	448	6.7	645	7.5	489	7.4
PR	124	6.8	89	1.0	104	1.6
O	20	0.3	113	1.3	37	0.6

TECHNICIANS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	3,898	100.0	5,802	100.0	5,050	100.0
W	3,586	92.1	5,307	91.5	4,618	91.4
B	169	4.3	425	7.3	364	7.2
PR	25	0.6	37	0.6	34	0.7
O	118	3.0	33	0.6	37	0.7

SERVICE WORKERS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	39,536	100.0	45,884	100.0	41,541	100.0
W	28,540	72.3	29,947	65.3	27,127	65.2
B	9,776	24.7	13,850	30.2	12,610	30.4
PR	1,004	2.5	1,792	3.9	1,517	3.7
O	216	0.5	295	0.6	287	0.7

INVESTIGATORS AND INSPECTORS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	2,940	100.0	2,573	100.0	2,692	100.0
W	2,787	94.8	2,400	93.3	2,508	93.2
B	132	4.5	146	5.7	153	5.7
PR	18	0.6	21	0.8	27	1.0
O	3	0.1	6	0.2	4	0.1

PROTECTIVE SERVICE WORKERS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	9,281	100.0	12,225	100.0	11,674	100.0
W	8,656	93.2	10,384	84.9	10,152	87.0
B	594	6.4	1,640	13.4	1,335	11.4
PR	36	0.4	182	1.5	169	1.4
O	5	--	19	0.2	18	0.2

DATA PROCESSERS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	431	100.0	1,094	100.0	1,208	100.0
W	419	97.3	1,049	95.9	1,168	96.7
B	11	2.5	36	3.3	34	2.8
PR	--	--	1	0.1	2	0.2
O	1	0.2	8	0.7	4	0.3

OPERATIVES

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	5,112	100.0	8,108	100.0	7,748	100.0
W	4,644	91.0	7,216	89.0	6,823	88.0
B	354	6.9	575	7.1	625	8.1
PR	100	1.9	282	3.5	201	2.6
O	14	0.2	35	0.4	99	1.3

BUSINESS MANAGERS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	*	--	965	100.0	983	100.0
W	--	--	935	96.9	951	96.8
B	--	--	27	2.8	27	2.7
PR	--	--	2	0.2	4	0.4
O	--	--	1	0.1	1	0.1

CRAFTSMEN

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	5,915	100.0	6,066	100.0	6,964	100.0
W	5,643	95.6	5,827	96.1	6,671	95.9
B	192	3.2	177	2.9	221	3.1
PR	75	1.2	52	0.8	56	0.8
O	5	--	10	0.2	16	0.2

ADMINISTRATORS AND PROFESSIONALS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	40,029	100.0	48,163	100.0	47,862	100.0
W	36,878	92.0	43,864	91.1	43,231	90.4
B	2,266	5.7	2,891	6.0	3,159	6.6
PR	173	0.4	346	0.7	363	0.7
O	712	1.9	1,062	2.2	1,109	2.3

CLERICALS

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	31,263	100.0	37,368	100.0	35,794	100.0
W	28,401	90.9	33,156	88.7	31,936	89.2
B	2,577	8.2	3,669	9.8	3,364	9.4
PR	222	0.7	447	1.2	415	1.2
O	63	0.2	96	0.3	79	0.2

GRAND TOTAL

	1967		1970		1971	
	NO.	%	NO.	%	NO.	%
T	145,082	100.0	176,815	100.0	168,110	100.0
W	125,629	86.6	147,805	83.7	141,149	84.0
B	16,519	11.4	24,081	13.6	22,381	13.3
PR	1,777	1.2	3,251	1.8	2,892	1.7
O	1,157	0.8	1,678	0.9	1,688	1.0

\*In 1967 Business Managers were included in Administrators and Professionals Category.

TABLE 6. OCCUPATIONAL DISTRIBUTION OF ETHNIC GROUPS IN 1967 and 1971

ETHNIC GROUP	LABORERS		DATA PROCESSORS		SERVICE WORKERS		PROTECTIVE SERVICE WORKERS		OPERATIVES	
	No.	%	No.	%	No.	%	No.	%	No.	%
WHITE	5,964	4.2	1,168	0.8	27,127	19.2	10,152	7.2	6,822	4.8
	6,075	4.8	419	0.3	28,540	22.7	8,656	6.9	4,644	3.7
BLACK	489	2.2	34	0.2	12,610	56.3	1,335	6.0	625	2.8
	448	2.7	11	0.1	9,776	59.2	594	3.6	354	2.1
PUERTO RICAN	104	3.6	2	0.1	1,517	52.5	169	5.8	201	7.0
	124	7.0	-	-	1,004	56.6	36	2.0	100	5.6
OTHER MINORITIES	37	2.2	4	0.2	287	17.0	18	1.1	99	5.9
	20	1.7	1	0.1	216	18.7	5	0.4	14	1.7
TOTAL	6,594	3.9	1,208	0.7	41,541	24.8	11,674	6.9	7,748	4.6
	6,667	4.6	431	0.3	39,536	27.3	9,291	6.4	5,112	3.5

TABLE 6. OCCUPATIONAL DISTRIBUTION OF ETHNIC GROUPS IN 1967 and 1971 cont.

ETHNIC GROUP	CLERICALS		CRAFTSMEN		TECH- NICIANS		INVESTORS & INSPECTORS		ADMIN. & PROF.		BUSINESS MANAGERS		TOTAL	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
1971 WHITE	31,936	22.6	6,671	4.7	4,618	3.3	2,508	1.8	43,231	30.7	951	0.7	141,149	100
1967	28,401	22.6	5,643	4.5	3,586	2.9	2,787	2.2	36,878	29.4	*	—	125,629	100
1971 BLACK	3,364	15.0	221	1.0	364	1.6	153	0.7	3,159	14.1	27	0.1	22,381	100
1967	2,577	15.6	192	1.2	169	1.0	132	0.8	2,266	13.7	*	—	16,519	100
1971 PUERTO RICAN	415	14.3	56	1.9	34	1.2	27	0.9	363	12.6	4	0.1	2,892	100
1967	222	12.5	75	4.2	25	1.4	18	1.0	173	9.7	*	—	1,777	100
1971 OTHER MINORITIES	79	4.7	16	0.9	34	2.0	4	0.2	1,109	65.7	1	0.1	1,688	100
1967	63	5.4	5	0.4	118	10.2	3	0.3	712	61.6	*	—	1,157	100
1971 TOTAL	35,794	21.3	6,964	4.1	5,050	3.0	2,692	1.6	47,862	28.5	983	0.6	168,110	100
1967	31,263	21.5	5,915	4.1	3,898	2.7	2,940	2.0	40,029	27.6	*	—	145,082	100

\*In 1967 Business Management personnel were included in Administrative and Professional Categories.

TABLE 7. DISTRIBUTION BY ETHNIC GROUP WITHIN SALARY GRADE

SG	WHITE		BLACK		PUERTO RICAN		OTHER MINORITIES	
	NO.	%	NO.	%	NO.	%	NO.	%
1-6	59,096	78.8	10,872	18.4	1,295	2.2	353	0.6
7-13	43,434	89.6	4,006	9.2	349	0.8	169	0.4
14-20	28,918	94.2	1,368	4.7	97	0.3	242	0.8
21-30	11,551	94.5	244	2.1	34	0.3	353	3.1
31-38	2,083	96.6	29	1.4	2	0.1	40	1.9
TOTAL	145,082	86.6	16,519	11.4	1,777	1.2	1,157	0.8

1967

TOTAL	145,082	125,629	86.6	16,519	11.4	1,777	1.2	1,157	0.8
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1-6	69,886	52,267	74.8	15,031	21.5	2,141	3.1	447	0.6
7-13	52,402	45,089	86.1	6,314	12.0	786	1.5	213	0.4
14-20	35,378	32,675	92.3	2,107	6.0	221	0.6	375	1.1
21-30	14,914	13,952	93.6	513	3.4	66	0.4	383	2.6
31-38	4,235	3,822	90.3	116	2.7	37	0.9	260	6.1
TOTAL	176,815	147,805	83.7	24,081	13.6	3,251	1.8	1,678	0.9

1970

1-6	62,027	47,013	74.5	13,672	21.7	1,928	3.1	414	0.7
7-13	51,139	44,224	86.5	6,041	11.8	655	1.3	219	0.4
14-20	36,031	33,359	92.7	2,057	5.7	228	0.6	387	1.0
21-30	13,931	12,978	93.2	492	3.5	59	0.4	402	2.9
31-38	3,982	3,575	89.8	119	3.0	22	0.6	266	6.6
TOTAL	168,110	141,149	84.0	22,381	13.3	2,892	1.7	1,688	1.0

1971

TABLE 8. DISTRIBUTION BY SALARY GRADE WITHIN ETHNIC GROUP

SG	TOTAL NO.	WHITE NO.	WHITE %	BLACK NO.	BLACK %	PUERTO RICAN NO.	PUERTO RICAN %	OTHER MINORITIES NO.	OTHER MINORITIES %
1-6	59,096	46,576	37.0	10,872	65.7	1,295	72.9	353	30.5
7-13	43,434	38,910	31.0	4,006	24.3	349	19.6	169	14.6
14-20	28,918	27,211	21.7	1,368	8.3	97	5.5	242	20.9
21-30	11,551	10,920	8.7	244	1.5	34	1.9	353	30.5
31-38	2,083	2,012	1.6	29	0.2	2	0.1	40	3.5
TOTAL	145,082	125,629	100.0	16,519	100.0	1,777	100.0	1,157	100.0

1967

1-6	69,886	52,267	35.4	15,031	62.5	2,141	65.9	447	26.6
7-13	52,402	45,089	30.5	6,314	26.3	786	24.2	213	12.8
14-20	35,378	32,675	22.1	2,107	8.7	221	6.8	375	22.3
21-30	14,914	13,952	9.4	513	2.1	66	2.0	383	22.8
31-38	4,235	3,822	2.6	116	0.4	37	1.1	260	15.5
TOTAL	176,815	147,805	100.0	24,081	100.0	3,251	100.0	1,678	100.0

1971

1-6	63,027	47,013	33.3	13,672	61.1	1,928	66.7	414	24.5
7-13	51,139	44,224	31.4	6,041	27.0	655	22.6	219	13.0
14-20	36,031	33,359	23.6	2,057	9.2	228	7.9	387	22.9
21-30	13,931	12,978	9.2	492	2.2	59	2.0	402	23.8
31-38	3,982	3,575	2.5	119	0.5	22	0.8	266	15.8
TOTAL	168,110	141,149	100.0	22,381	100.0	2,892	100.0	1,688	100.0



TABLE 9. DISTRIBUTION OF STATE EMPLOYEES (EXCLUDING SUNY\*) BY JURISDICTIONAL CLASS

	1967		1970		1971	
	NUMBER	%	NUMBER	%	NUMBER	%
<b>TOTAL</b>	<b>124,292</b>	<b>100.0</b>	<b>149,986</b>	<b>100.0</b>	<b>141,326</b>	<b>100.0</b>
Competitive Permanent	90,185	72.5	101,507	67.7	98,259	69.5
Competitive Other	5,552	4.5	4,945	3.3	3,129	2.2
Provisional	<i>Included in Comp. Other in '67</i>		8,051	5.4	6,719	4.8
Non-Competitive	17,077	13.7	21,244	14.2	19,051	13.5
Exempt	2,093	1.7	2,203	1.5	1,376	1.0
Labor	5,724	4.6	7,567	5.0	6,983	4.9
Unclassified	64	0.1	269	0.2	302	0.2
Other	3,597	2.9	4,110	2.7	5,507	3.9

\*Jurisdictional classes for SUNY are not directly comparable, and are covered in the SUNY section, Appendix A of this report.

TABLE 10. DISTRIBUTION OF ETHNIC GROUPS WITHIN JURISDICTIONAL CLASS (Excludes SUNY)

	1967		1970		1971		Change 67-71		Change 70-71	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
COMP-PERM	90,185	100.0	101,507	100.0	98,259	100.0	+ 8,074	+ 9.0	- 3,248	- 3.2
White	75,740	84.0	83,500	82.2	81,127	82.6	+ 5,387	+ 7.1	- 2,373	- 2.8
Black	12,625	14.0	15,795	15.6	14,566	15.2	+ 2,341	+ 18.5	- 829	- 5.2
Puerto Rican	1,244	1.4	1,647	1.6	1,600	1.6	+ 356	+ 28.6	- 47	- 2.8
Other Minorities	575	0.6	565	0.6	566	0.6	- 10	- 1.7	+ 1	+ 1.7
COMP-OTHER	5,552	100.0	4,945	100.0	3,129	100.0	+ 4,296	+ 77.4	- 1,816	- 32.7
White	4,694	84.6	3,823	77.3	2,596	83.0	+ 2,308	+ 62.0	- 1,227	- 32.1
Black	763	13.7	938	19.0	447	14.3	+ 1,139	+149.3	- 491	- 52.3
Puerto Rican	76	1.4	138	2.8	58	1.9	+ 175	+230.3	- 80	- 58.0
Other Minorities	19	0.3	46	0.9	28	0.8	+ 74	+389.5	- 18	- 39.1
PROVISIONAL	---	---	8,051	100.0	6,719	100.0	<i>Comp.-other incs.</i>		- 1,332	- 16.5
White	---	---	5,903	73.4	5,006	74.5	<i>Prov. in 1967</i>		- 897	- 15.2
Black	---	---	1,764	21.9	1,455	21.7	<i>Above change figs.</i>		- 309	- 17.5
Puerto Rican	---	---	291	3.6	193	2.9	<i>are on composite.</i>		- 98	- 33.7
Other Minorities	---	---	93	1.1	65	0.9			- 28	- 30.1
NON-COMP	17,077	100.0	21,244	100.0	19,051	100.0	+ 1,974	+ 11.6	- 2,193	- 10.3
White	15,331	89.8	17,838	84.0	15,995	84.0	+ 664	+ 4.3	- 1,843	- 10.3
Black	1,317	7.7	2,385	11.2	2,158	11.3	+ 841	+ 63.8	- 227	- 9.5
Puerto Rican	292	1.7	665	3.1	554	2.9	+ 262	+ 89.7	- 111	- 16.7
Other Minorities	137	0.8	356	1.7	344	1.8	+ 207	+151.1	- 12	- 3.4
EXEMPT	1,072	100.0	1,296	100.0	1,376	100.0	+ 304	+ 28.4	+ 80	+ 6.2
White	1,005	93.7	1,202	92.7	1,150	83.5	+ 145	+ 14.4	- 52	- 4.3
Black	63	5.9	86	6.6	177	13.0	+ 114	+181.0	+ 91	+105.8
Puerto Rican	4	0.4	6	0.5	30	2.1	+ 26	+650.0	+ 24	+400
Other Minorities	0	---	2	0.2	19	1.4	+ 19	---	+ 17	+850.0
LABOR	5,724	100.0	7,567	100.0	6,983	100.0	+ 1,259	+ 21.9	- 584	- 7.7
White	5,135	89.7	6,427	84.9	5,930	84.9	+ 795	+ 15.5	- 497	- 7.7
Black	537	9.4	845	11.2	819	11.7	+ 282	+ 52.5	- 26	- 3.1
Puerto Rican	42	0.7	262	3.5	209	3.0	+ 167	+397.6	- 53	- 20.2
Other Minorities	10	0.2	33	0.4	25	0.4	+ 15	+150.0	- 8	- 24.2
UNCLASSIFIED	64	100.0	269	100.0	302	100.0	+ 238	+371.9	+ 33	+ 12.3
White	58	90.6	261	97.0	288	95.4	+ 230	+396.6	+ 27	+ 10.3
Black	6	9.4	6	2.2	9	3.0	+ 3	+ 50.0	+ 3	+ 50.0
Puerto Rican	0	---	1	0.4	0	---	0	---	- 1	- 100.0
Other Minorities	0	---	1	0.4	5	1.6	+ 5	---	+ 4	+400.0

TABLE 10. DISTRIBUTION OF ETHNIC GROUPS WITHIN JURISDICTIONAL CLASS (Excludes SUNY) cont.

	1967		1970		1971		Change 67-71		Change 70-71	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
OTHER	4,618	100.0	5,108	100.0	5,507	100.0	+ 889	+ 19.3	+ 399	+ 7.8
White	4,475	96.9	4,738	92.8	5,159	93.7	+ 684	+ 15.3	+ 421	+ 8.9
Black	94	1.8	262	5.1	258	4.7	+ 174	+207.1	- 4	- 1.5
Puerto Rican	35	0.5	77	1.5	61	1.1	+ 38	+165.2	- 16	- 20.7
Other Minorities	33	0.8	31	0.6	29	0.5	- 7	- 19.4	- 2	- 6.5
TOTAL	124,292	100.0	149,987	100.0	141,326	100.0	+17,034	+ 13.7	- 8,661	- 5.8
White	106,438	85.6	123,692	82.5	117,251	83.0	+10,813	+ 10.2	- 6,441	- 5.2
Black	15,395	12.4	22,081	14.7	20,289	14.4	+ 4,894	+ 31.8	- 1,792	- 8.8
Puerto Rican	1,681	1.4	3,087	2.1	2,705	1.9	+ 1,024	+ 60.9	- 382	- 12.4
Other Minorities	778	0.6	1,127	0.7	1,081	0.7	+ 303	+ 38.5	- 46	- 4.1

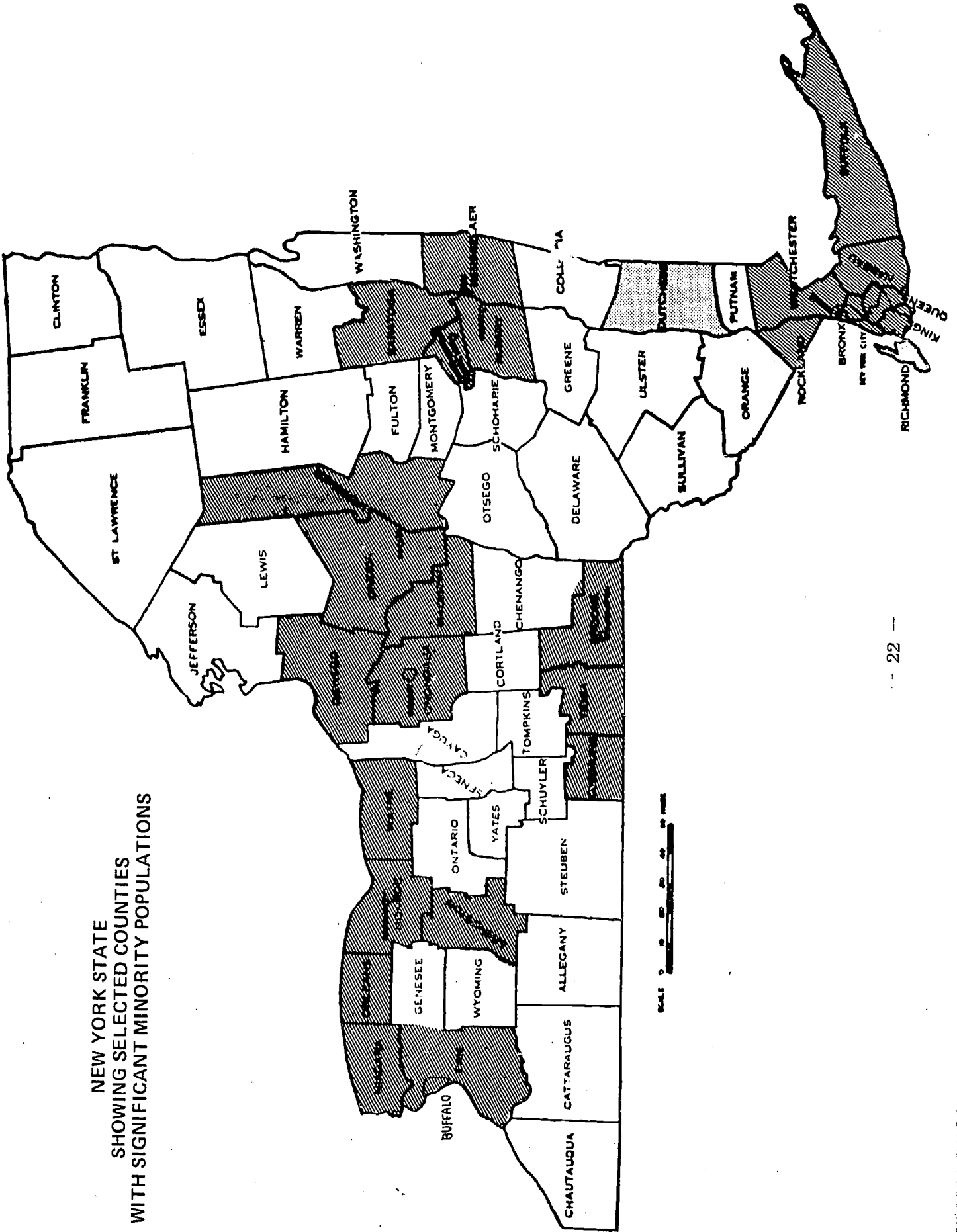
Table 11

## STATE EMPLOYEES BY ETHNIC GROUP WITHIN SELECTED COUNTIES

1971

	Minority % of 1970 Population Census	Total No.	WHITE		BLACK		PUERTO RICAN		OTHER MINORITIES	
			No.	%	No.	%	No.	%	No.	%
STATE TOTAL	13.1	168,110	141,149	84.0	22,381	13.3	2,892	1.7	1,688	1.0
TOTAL	5.2	36,065	34,613	96.0	1,278	3.5	32	0.1	142	0.4
Albany	9.7	34,854	33,410	95.9	1,271	3.6	31	0.1	142	0.4
Rensselaer	2.8	216	216	100.0	0	---	0	---	0	---
Saratoga	1.1	849	841	99.3	5	0.6	1	0.1	0	---
Schenectady	2.6	146	144	98.6	2	1.4	0	---	0	---
TOTAL	25.4	30,714	17,504	57.3	11,144	36.3	1,516	4.9	450	1.5
New York	29.5	16,076	10,853	67.6	4,264	26.5	857	5.3	102	0.6
Queens	14.8	3,955	1,594	40.3	2,163	54.7	119	3.0	79	2.0
Bronx	26.6	2,368	1,085	45.8	971	41.0	289	12.2	23	1.0
Kings	26.7	5,148	2,640	51.3	2,138	41.5	143	2.8	227	4.4
Richmond	6.0	3,167	1,432	45.2	1,608	50.8	108	3.4	19	0.6
TOTAL	5.1	18,297	14,115	77.2	3,043	16.6	861	4.7	278	1.5
Nassau	5.0	2,454	2,191	89.3	244	9.9	17	0.7	2	0.1
Suffolk	5.2	15,843	11,924	75.3	2,799	17.7	844	5.3	276	1.7
TOTAL	9.3	8,591	5,755	67.0	2,476	28.8	245	2.9	115	1.3
Rockland	6.2	5,575	3,368	60.4	1,896	34.0	201	3.6	110	2.0
Westchester	10.2	3,016	2,387	79.1	580	19.2	44	1.5	5	0.2
TOTAL Dutchess	7.2	7,924	6,990	88.3	881	11.1	19	0.2	34	0.4
TOTAL	1.9	4,456	4,338	97.3	67	1.5	13	0.3	38	0.9
Broome	1.4	3,679	3,575	97.2	53	1.4	13	0.4	38	1.0
Chemung	3.6	696	682	98.0	14	2.0	0	---	0	---
Tioga	0.9	81	81	100.0	0	---	0	---	0	---
TOTAL	8.0	22,917	20,309	88.5	2,167	9.5	82	0.4	359	1.6
Erie	9.6	13,811	12,048	87.2	1,409	10.2	53	0.4	301	2.2
Livingston	2.3	2,150	2,113	98.3	16	0.7	6	0.3	15	0.7
Monroe	7.9	4,440	3,722	83.8	666	15.0	18	0.4	34	0.8
Niagara	5.0	741	718	96.9	22	3.0	0	---	1	0.1
Orleans	5.5	192	185	96.4	7	3.6	0	---	0	---
Wayne	0.6	1,583	1,523	96.2	47	3.0	5	0.3	8	0.5
TOTAL	3.7	13,939	13,212	94.8	605	4.3	23	0.2	99	0.7
Herkimer	0.2	144	144	100.0	0	---	0	---	0	---
Madison	0.9	501	499	99.6	1	0.2	0	---	1	0.2
Oneida	3.1	6,312	6,135	97.2	150	2.4	3	---	24	0.4
Onondaga	5.7	5,754	5,227	90.8	441	7.7	17	0.3	69	1.2
Oswego	0.5	1,228	1,207	98.3	13	1.1	3	0.2	5	0.4
TOTAL—Remain- ing Counties	2.4	25,207	24,213	96.1	720	2.9	101	0.4	173	0.6

NEW YORK STATE  
SHOWING SELECTED COUNTIES  
WITH SIGNIFICANT MINORITY POPULATIONS



SCALE 0 10 20 30 40 50 MILES



APPENDIX  
THE STATE UNIVERSITY SECTION  
1971

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1971  
STATE UNIVERSITY OF NEW YORK  
BACKGROUND

The State University of New York was created by act of the 1948 Legislature as a corporate entity within the State Education Department to develop and administer a state-supported system of higher education for the youth of the State.

General provisions require that the State University shall include such geographically distributed and expanded facilities as will, in conjunction with existing public and private institutions, provide a comprehensive and adequate program of higher education.

The State University of New York is headed by the Chancellor of the State University. He is appointed by the Board of Trustees. The Board, in turn, is made up of fifteen members who are appointed by the Governor with the advice and consent of the Senate. The Board of Trustees is charged with the responsibility of governing the State University system. On broad questions, such as Master Planning, Trustees work in conjunction with the Board of Regents.

The State University today is made up of 72 colleges and centers, including five Statutory Colleges at which the administration is shared with private Universities, and 38 Community Colleges which are locally sponsored.

This survey includes only those 29 institutions which are directly subject to the University Trustees; excluded are institutions governed by local boards of control, namely: the Community Colleges, the Urban Centers operated through those colleges, and the Statutory Colleges.

The University Centers and Colleges which are included in this survey are as follows:

**UNIVERSITY CENTERS**

Albany  
Buffalo  
Binghamton  
Stony Brook

**COLLEGES**

Brockport  
Buffalo  
Cortland  
Empire State  
Fredonia  
Geneseo  
Herkimer-Rome-Utica  
New Paltz  
Old Westbury  
Oneonta  
Oswego  
Plattsburgh  
Potsdam  
Purchase

**MEDICAL CENTERS**

Downstate Medical Center — Brooklyn  
Upstate Medical Center — Syracuse

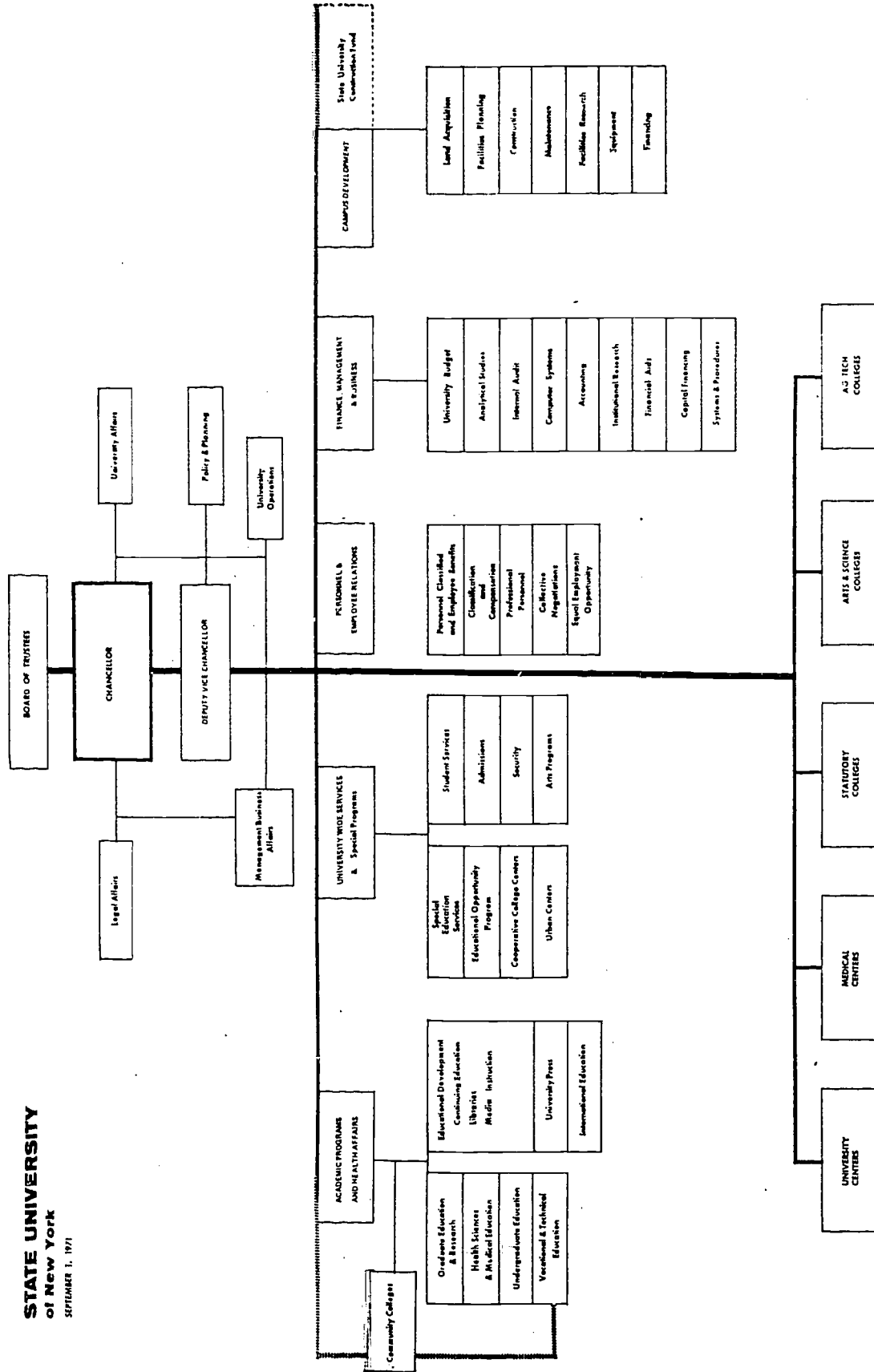
**SPECIALIZED COLLEGES**

College of Forestry — Syracuse  
College of Maritime — Bronx  
College of Optometry — Manhattan

**AGRICULTURAL AND TECHNICAL COLLEGES**

Alfred  
Canton  
Cobleskill  
Delhi  
Farmingdale  
Morrisville

**STATE UNIVERSITY  
of New York**  
SEPTEMBER 1, 1971





STATE UNIVERSITY OF NEW YORK

DISTRIBUTION OF POSITIONS BY ETHNIC GROUP -- 1967-1971

TABLE #1

YEAR	TOTAL NUMBER EMPLOYEES (All Classes)		WHITE		BLACK		PUERTO RICANS		OTHER	
	No.	%	No.	%	No.	%	No.	%	No.	%
1967	20,790	100.	19,191	92.3	1,124	5.4	96	.4	379	1.9
1970	26,829	100.	24,113	89.9	2,000	7.5	164	.6	552	2.1
1971	26,784	100.	23,898	89.2	2,092	7.8	187	.7	607	2.3

DISTRIBUTION OF POSITIONS IN JURISDICTIONAL CLASSES BY ETHNIC GROUP -- 1971

TABLE #1-A

	TOTALS		WHITE		BLACK		PUERTO RICANS		OTHER	
	No.	%	No.	%	No.	%	No.	%	No.	%
Classified	12,373	46.2	10,724	44.9	1,456	69.6	120	64.2	73	12.0
Unclassified	3,131	11.7	2,904	12.1	177	8.5	14	7.5	36	5.9
Non-Statutory	11,280	42.1	10,270	43.0	459	21.9	53	28.3	498	82.0
TOTAL	26,784	100.0	23,898	100.0	2,092	100.0	187	100.0	607	100.0

**ETHNIC GROUP TOTALS — 1967-1971 (Table #1)**

The Black percentage of the SUNY work force increased from 5.4% in 1967 to 7.8% in 1971; the Puerto Rican percentage increased from .4% to .7%. These percentages remain lower than the proportion of these groups in the State population at large; however, the increase reflects an 86% increase for Blacks and a 95% increase for Puerto Ricans, as opposed to a 25% increase for Whites. Moreover, between 1970 and 1971, a period of hudgetary cutbacks, the numbers of both Blacks and Puerto Ricans continued to increase (Blacks by 5%, Puerto Ricans by 14%), whereas the number of Whites decreased by .9%.

Viewed another way, of the total increase between 1967 and 1971 of 5,994 employees, Blacks accounted for 16%, Puerto Ricans 1.5%, Whites 79%, and Others 4%. This may be compared with the approximate proportions of the New York State population for these groups which are, respectively 10%, 5%, 84% and 1%.

**ETHNIC GROUP AND JURISDICTIONAL CLASSIFICATION — 1971 (Table #1-A)**

For purposes of reporting positions for this survey, three jurisdictional classifications were used by the University. These classifications are the Classified Service, the Unclassified Service and Non-Statutory positions. For the definition of these classifications see the explanatory note on page 36 of this Appendix.

Blacks and Puerto Ricans are employed predominantly in the Classified category (69.6% of Blacks, 64.2% of Puerto Ricans), which includes mainly the non-professional service. Whites are employed fairly evenly in the Classified and the Non-statutory categories (the latter of which includes about 95% professional and 5% non-professional positions), with a smaller percentage in the Unclassified category (which includes only professional positions).

**MALE/FEMALE RATIOS — 1967-1971 (Table #2)**

The survey conducted in 1971 shows no substantial change in the distribution of positions between the Sexes for Whites. The distribution ratio among White employees is still 59.7% Male, and 40.3% Female. Although, in the White group, female employees decreased between 1970 and 1971 for a total of 295 positions, the ratio does not differ significantly from that of 1970.

The Black ratio is 44.7% Male to 55.3% Female. The proportion of females has increased from 49.5% in 1967, while the proportion of males has decreased from 50.5% in 1967.

The Puerto Rican and Other Minority groups showed an increase in positions in both sexes, with the distribution of positions remaining about the same: 73.5% Males and 26.5% Females.

**TABLE #2 DISTRIBUTION OF POSITIONS BY SEX AND ETHNIC GROUP**

YEAR	TOTAL	WHITE		BLACK		PUERTO RICAN		OTHER	
		Male	Female	Male	Female	Male	Female	Male	Female
1967	20,790	11,473	7,718	568	556	81	15	293	86
1970	26,829	14,199	9,914	913	1,087	119	45	405	147
1971	26,784	14,279	9,619	935	1,157	131	56	446	161

STATE UNIVERSITY OF NEW YORK

DISTRIBUTION OF POSITIONS WITHIN OCCUPATIONAL GROUPS AND BY ETHNIC GROUP -- 1971

TABLE#3

Occupation	WHITE			BLACK			PUERTO RICAN			OTHER MINORITIES			TOTALS	
	Number	% of Ethnic Group	% of Occup Group	Number	% of Ethnic Group	% of Occup Group	Number	% of Ethnic Group	% of Occup Group	Number	% of Ethnic Group	% of Occup Group	Number	% of Total
Administrators & Professionals	12,038	50.4	91.0	651	31.1	5.0	61	32.6	.5	546	90.0	4.0	13,296	49.6
Laborers	432	1.8	77.0	123	5.9	22.0	3	1.6	.5	6	1.0	1.0	564	2.1
Data Processors	349	1.4	94.0	19	0.9	5.0	2	1.1	.5	1	0.2	.3	371	1.4
Service Workers	2,845	11.9	77.0	755	36.1	20.0	76	40.6	2.0	25	4.0	.7	3,701	13.8
Protective Service Workers	356	1.5	84.0	59	2.8	14.0	4	2.1	.9	3	0.5	.9	422	1.6
Operatives	498	2.1	93.0	33	1.6	6.0	5	2.7	.9	0	-	0	536	2.0
Clericals	5,144	21.5	94.0	278	13.3	5.0	22	11.8	.4	12	2.0	.2	5,456	20.4
Craftsmen	926	3.9	95.0	39	1.9	4.0	6	3.2	.6	2	.3	.2	973	3.6
Technicians	1,043	4.4	87.0	134	6.4	11.0	8	4.3	8.0	12	2.0	1.0	1,197	4.5
Investigators & Inspectors	19	0.1	100.0	0	-	0	0	-	0	0	-	0	19	0.1
Business Managers	248	1.0	99.6	1	0.0	.4	0	-	0	0	-	0	249	0.9
<b>TOTALS</b>	<b>23,898</b>	<b>100.0</b>	<b>89.2</b>	<b>2,092</b>	<b>100.0</b>	<b>7.8</b>	<b>187</b>	<b>100.0</b>	<b>1.0</b>	<b>607</b>	<b>100.0</b>	<b>2.3</b>	<b>26,784</b>	<b>100.0</b>

**STATE UNIVERSITY OF NEW YORK**  
**PERCENTAGES OF ETHNIC GROUPS EMPLOYED IN**  
**THREE OCCUPATIONAL CATEGORIES FOR 1967 and 1971**

**TABLE #3-A**

		1967	1971
<b>WHITE</b>	<b>Custodian, Maintenance and Service</b>	<b>21%</b>	<b>18%</b>
	<b>Professional and Technical</b>	<b>56</b>	<b>61</b>
	<b>Clerical and Secretarial</b>	<b>23</b>	<b>22</b>
<b>BLACK</b>	<b>Custodian, Maintenance and Service</b>	<b>43</b>	<b>47</b>
	<b>Professional and Technical</b>	<b>42</b>	<b>40</b>
	<b>Clerical and Secretarial</b>	<b>14</b>	<b>13</b>
<b>PUERTO RICAN</b>	<b>Custodian, Maintenance and Service</b>	<b>64</b>	<b>48</b>
	<b>Professional and Technical</b>	<b>24</b>	<b>41</b>
	<b>Clerical and Secretarial</b>	<b>13</b>	<b>12</b>
<b>OTHER MINORITIES</b>	<b>Custodian, Maintenance and Service</b>	<b>4</b>	<b>6</b>
	<b>Professional and Technical</b>	<b>93</b>	<b>93</b>
	<b>Clerical and Secretarial</b>	<b>3</b>	<b>2</b>

**NOTE:** Administrators, Professionals and Technicians were combined in one category for this table.

STATE UNIVERSITY OF NEW YORK  
DISTRIBUTION OF POSITIONS IN SALARY GRADE RANGES AND BY ETHNIC GROUP

TABLE #4

SG	TOTAL NO.	WHITE NO.	WHITE %	BLACK NO.	BLACK %	PUERTO RICAN NO.	PUERTO RICAN %	OTHER MINORITIES NO.	OTHER MINORITIES %
1-6	7,103	6,230	32.5	774	68.8	71	73.9	28	7.4
7-13	4,105	3,848	20.1	202	18.0	19	19.8	36	9.5
14-20	4,339	4,106	21.4	104	9.3	4	4.2	125	33.0
21-30	4,382	4,171	21.6	41	3.6	2	2.1	168	44.3
31-38	861	836	4.4	3	0.3	-	-	22	5.8
<b>GRAND TOTAL</b>	<b>20,790</b>	<b>19,191</b>	<b>100.0</b>	<b>1,124</b>	<b>100.0</b>	<b>96</b>	<b>100.0</b>	<b>379</b>	<b>100.0</b>

1967

1-6	7,521	6,342	26.3	1,049	52.4	93	56.7	37	6.7
7-13	6,349	5,795	24.1	467	23.3	35	21.3	52	9.4
14-20	5,904	5,397	22.4	312	15.6	22	13.1	173	31.4
21-30	5,841	5,435	22.5	149	7.5	13	7.9	244	44.2
31-38	1,211	1,144	4.7	23	1.2	1	0.6	46	8.3
<b>GRAND TOTAL</b>	<b>26,829</b>	<b>24,113</b>	<b>100.0</b>	<b>2,000</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>552</b>	<b>100.0</b>

1970

1-6	7,288	6,157	25.8	1,005	48.0	96	51.3	30	4.9
7-13	7,119	6,366	26.6	621	29.7	43	23.0	89	14.7
14-20	6,369	5,853	24.5	290	13.9	32	17.1	191	32.0
21-30	4,957	4,532	19.0	146	7.0	15	8.0	264	43.5
31-38	1,051	990	4.1	30	1.4	1	0.5	30	4.9
<b>GRAND TOTAL</b>	<b>26,784</b>	<b>23,898</b>	<b>100.0</b>	<b>2,092</b>	<b>100.0</b>	<b>187</b>	<b>100.0</b>	<b>607</b>	<b>100.0</b>

1971

STATE UNIVERSITY OF NEW YORK

PERCENTAGE OF ETHNIC GROUP NET INCREASES (1967-1971)  
OCCURRING IN THE VARIOUS SALARY GRADE RANGES  
TABLE #4-A

ETHNIC GROUP	INCREASE ALL GRADES	% G 1-6	% G 7-13	% G 14-20	% G 21-30	% G 31-38
WHITE	4,707	0	52.7	36.5	7.6	3.2
BLACK	968	23.9	43.3	19.2	10.9	2.8
PUERTO RICAN	91	27.5	26.4	30.8	14.3	1.1
OTHER MINORITIES	228	0.9	23.3	30.3	42.1	3.5
ALL EMPLOYEES	5,994	3.1	50.3	33.9	9.6	3.2

PERCENTAGE OF SALARY GRADE RANGE NET INCREASES (1967-1971)  
OCCURRING IN THE VARIOUS ETHNIC GROUPS  
TABLE #4-B

SG	INCREASE ALL ETHNIC GROUPS	% WHITE	% BLACK	% PUERTO RICAN	% OTHER MINORITIES
1- 6	185	0	89.5	9.7	0.8
7-13	3,014	83.5	13.9	0.8	1.8
14-20	2,030	86.1	9.2	1.4	3.4
21-30	575	62.8	18.3	1.9	16.7
31-38	190	81.1	14.2	0.5	4.2
ALL GRADES	5,994	78.5	16.2	1.5	3.8

STATE UNIVERSITY OF NEW YORK  
DISTRIBUTION OF POSITIONS BY UNIVERSITY CENTER AND ETHNIC GROUP — 1971

TABLE 5

University Centers	County Location	No. Employees In Centers	% of Total Univ. Employment	No. White Employees	% Univ. Center Total	No. Black Employees	% Univ. Center Total	No. Puerto Rican Employees	% Univ. Center Total	No. Other Minorities	% Univ. Center Total
Albany	Albany	2,253	8.4	2,133	94.7	68	3.0	5	0.2	47	2.1
Central Staff	Albany	490	1.8	474	96.8	14	2.8	2	0.4	—	—
Alfred	Allegany	531	2.0	529	99.6	2	0.4	—	—	—	—
Maritime College	Bronx	251	0.9	171	68.2	34	13.5	38	15.1	8	3.2
Binghamton	Broome	1,129	4.2	1,095	97.0	13	1.2	3	0.3	18	1.5
Fredonia	Chautauqua	675	2.5	647	95.9	11	1.6	4	0.6	13	1.9
Plattsburg	Clinton	727	2.7	700	96.3	9	1.2	—	—	18	2.5
Cortland	Cortland	877	3.3	869	99.0	4	0.5	—	—	4	0.5
Delhi	Delaware	357	1.3	355	99.4	2	0.6	—	—	—	—
Buffalo	Erie	3,017	11.2	2,719	90.1	211	7.0	21	0.7	66	2.2
Buffalo Health Center	Erie	840	3.1	777	92.5	20	2.4	—	—	43	5.1
College at Buffalo	Erie	1,226	4.6	1,091	89.0	118	9.6	1	0.1	16	1.3
Downstate Medical Center	Kings	2,435	9.2	1,342	55.2	882	36.2	28	1.1	183	7.5
Geneseo	Livingston	784	2.9	762	97.3	9	1.1	4	0.5	9	1.1
Morrisville	Madison	348	1.3	346	99.4	1	0.3	—	—	1	0.3
Brockport	Monroe	1,008	3.8	940	93.3	47	4.7	5	0.5	16	1.5
Farmingdale	Nassau	660	2.5	612	92.7	45	6.8	3	0.5	—	—
Old Westbury	Nassau	127	0.5	86	67.7	34	26.8	7	5.5	—	—
College of Optometry	New York	10	0.0	9	90.0	1	10.0	—	—	—	—
College of Forestry (Syracuse)	Onondaga	378	1.4	367	97.1	7	1.9	—	—	4	1.0
Upstate Medical Center	Onondaga	2,450	9.1	2,015	82.2	371	15.1	12	0.5	52	2.2
Herkimer-Rome-Utica	Oneida	5	0.0	5	100.0	—	—	—	—	—	—
Oswego	Oswego	1,032	3.9	1,012	98.0	13	1.3	3	0.3	4	0.4
Oneonta	Otsego	862	3.2	832	96.5	17	2.0	—	—	13	1.5
Canton	St Lawrence	296	1.1	294	99.4	1	0.3	—	—	1	0.3
Empire State College	Saratoga	26	0.1	26	100.0	—	—	—	—	—	—
Potsdam	St. Lawrence	681	2.5	666	97.8	5	0.7	—	—	10	1.5
Cobleskill	Schoharie	362	1.4	357	98.6	5	1.4	—	—	—	—
Stonybrook	Suffolk	1,764	6.6	1,569	89.0	100	5.7	36	2.0	59	3.3
Stonybrook (Health Science/Center)	Suffolk	175	0.7	158	90.3	14	8.0	—	—	3	1.7
New Paltz	Ulster	879	3.3	832	94.7	17	1.9	11	1.3	19	2.1
Purchase	Westchester	129	0.5	108	83.7	17	13.2	4	3.1	—	—
ALL CENTERS	TOTAL	26,784	100.0	23,898	89.2	2,092	7.8	187	0.7	607	2.3

### OCCUPATIONAL GROUPS — 1971 (Table #3)

Although Blacks are only 7.8% of SUNY employees, they account for 21.8% of the Laborers, 20.4% of the Service Workers, 14% of the Protective Service, and 11.2% of the Technicians. Puerto Ricans, who are only 1% of SUNY employees, make up 2% of the Service Workers. Whites, on the other hand, who account for 89.2% of SUNY employees, make up only 76.6% of the Laborers, and 76.9% of the Service Workers.

In another view, only 12% of Whites are Service Workers, whereas 36% of Blacks are Service Workers. 50% of the White employees are Administrators or Professors, compared to 31% of Blacks and 33% of Puerto Ricans.

### OCCUPATIONAL CATEGORIES — 1967 and 1971 (Table #3-A)

For purposes of comparing this distribution with that of 1967, the eleven occupational groups have been gathered in Table 3-A into three occupational categories, since the eleven-group breakdown is not available for 1967.

This table shows that Whites and Puerto Ricans in 1971 had a larger percentage of their numbers employed in the Professional and Technical category than in 1967, and a smaller percentage employed in the Custodian, Maintenance and Service category. Blacks, on the other hand, in 1971 had a somewhat greater percentage employed in the Custodian, Maintenance and Service category than in 1967, and a slightly smaller percentage in Professional and Technical.

None of the ethnic groups has shown any significant change one way or the other in the Clerical and Secretarial category; and the Other ethnic grouping has not shown any significant percentage change in any of the occupational categories.

### SALARY GRADE RANGES — 1967-1971 (Tables #4, 4-A, and 4-B)

Between 1967 and 1971 the increase in all positions was predominantly in grades 7 through 20, although Blacks and Puerto Ricans gained substantially also in grades 1 through 6. Between 1970 and 1971 Whites lost 185 positions in grades 1 through 6, while Blacks lost only 44 positions in these grades and Puerto Ricans gained three positions.

Blacks and Puerto Ricans remain predominantly in the lower salary grades: 48% of the Black employees and 51.3% of the Puerto Rican employees are in salary grade range 1 through 6, as compared to 25.8% of Whites. At the other end, only 8.4% of Blacks and 8.5% of Puerto Ricans are in salary grade range 21 through 38, as compared to 23.1% of Whites.

In comparison with 1967, however, there is evidence of upward mobility with respect to salary grade for both Blacks and Puerto Ricans.

As we have seen in Table #3-A, Blacks increased proportionally to their total SUNY employment in the Custodian, Maintenance and Service category between 1967 and 1971, and decreased proportionally in the Professional and Technical category. Here, however, we see that the percentage of Blacks employed in the lowest grades, 1 through 6, decreased from 68.8% in 1967 to 52.4% in 1970, to 48% in 1971. At the same time the percentage of Blacks employed in the other salary grade ranges increased. Thus, for example, 3.9% of Black SUNY employees were in grades 21 through 38 in 1967; but by 1971, 8.4% of their number were employed in that grade range. On the other hand, the percentage of White employees in grades 21 through 38 decreased from 26% of Whites in 1967 to 23.1% of Whites in 1971.



Thus, there was a definite upward mobility for Blacks between 1967 and 1971, at least in respect to salary grade range.

Puerto Ricans also have shown upward mobility. In salary grades 1 through 6 the percentage of the Puerto Rican SUNY employment decreased from 73.9% in 1967 to 51.3% in 1971; whereas in grades 14 through 30, for example, their percentage increased from 6.3% to 25.1% in the same period.

Table #4-A shows the numerical increase in employees between 1967 and 1971 for each ethnic group, and the percentage of that increase which occurred in each salary grade range. Thus, Whites gained 4,707 positions between 1967 and 1971 and 52.7% of those positions were in the salary grade range 7 through 13. 13.3% of the Black increase (268 positions) occurred in that salary grade range.

It is of interest that both Blacks and Puerto Ricans had a greater percentage (10.9% and 14.3%) of their increase in salary grade range 21 through 30 than did Whites (7.8%), and a comparable percentage of increase in salary grade range 31 through 38.

Table #4-B shows the numerical increase in employees between 1967 and 1971 for each salary grade range, and the percentage of that increase which was gained by each ethnic group. Thus, in salary grade range 31 through 38 there was a total increase of 190 positions, of which Whites obtained 81.1%, Blacks 14.2%, Puerto Ricans 0.5%, and Others 4.2%.

When viewed this way, the Puerto Rican gains compare less favorably with the Black gains. Blacks, who make up about 10% of the New York State population, account for 18.3% of the increase in SUNY positions in salary grade range 21 through 30, and 14.2% in salary grade range 31 through 38. Puerto Ricans on the other hand, who make up about 5% of the New York State population, account for only 1.9% of the increase in SUNY positions in salary grade range 21 through 30, and 0.5% in salary grade range 31 through 38.

#### ETHNIC GROUP DISTRIBUTIONS IN THE VARIOUS UNIVERSITY CENTERS AND COLLEGES — 1971 (Table #5)

Table #5 shows the distribution of employees by ethnic group through the various University centers.

At the Maritime College in the Bronx, both Blacks and Puerto Ricans account for a considerably larger percentage of the total employment than they do in the University at large (13.5% vs 7.8% and 15.1% vs 0.7% respectively). The location of the center is of course largely responsible for this, but it should also be noted that of the 72 Black and Puerto Rican employees, 51 are Service Workers in grades 1 through 6.

At the Downstate Medical Center in Brooklyn and the Upstate Medical Center in Syracuse, Blacks make up respectively 36.2% and 15.1% of the employment. However, of the 882 Black employees at Downstate, 322 or 36.5% are Service Workers in grades 1 through 6, and of the 371 Black employees at Upstate, 108 or 29.1% are Service Workers in grades 1 through 6.

In general, it appears that the geographic location of the center is of controlling importance insofar as minority group employment is concerned. 68.4% of the Black and 73.8% of the Puerto Rican SUNY employees are employed in either the New York City or Buffalo metropolitan area. Outside of these metropolitan areas the representation of Blacks and Puerto Ricans, and in most cases of Other Minority groups, at the University centers (with the exception of the Upstate Medical Center) remains considerably lower than their representation in the University or in the total New York State population. Within these metropolitan areas, however, the representation of minorities is sometimes greater than their representation in the community (e.g., Blacks compose 36.2% of employment at the Downstate Medical Center in Brooklyn but 25.2% of the population of Kings County.)

## EXPLANATORY NOTE FOR TABLE #1-1

### DEFINITIONS OF JURISDICTIONAL CLASSIFICATIONS USED BY STATE UNIVERSITY FOR THE 1971 SURVEY.

For purposes of reporting positions for this survey, three jurisdictional classifications of positions were used by the University. The categories are defined as:

#### 1. Classified Service

The Classified Service of the State comprises all offices and positions not included in the Unclassified Service. The offices and positions in the Classified Service are divided into four classes, and are designated as the exempt class, the non-competitive class, the labor class and the competitive class. For purposes of this survey, however, those Classified positions not allocated to a specific salary grade are not included here, but under "Non-statutory Positions."

#### 2. Unclassified Service

The Unclassified Service in the State University includes all positions in the professional service as defined in sub-division three of section 355-a of the Education Law, which positions shall be determined by the Chancellor of the State University and certified by him to the Civil Service Commission. The U-graded positions are those Unclassified positions allocated to salary grades (U-grades) in the schedule which was part of that law until May 1972, when the schedule was repealed. For purposes of this survey, only U-graded positions are included in this category. Those unclassified positions not allocated to specific grades are not included here, but are reported under "Non-statutory Positions."

#### 3. Non-statutory Positions

Positions not allocated to specific U-grades in the Unclassified Service or SG-grades in the Classified Service are by definition "Non-statutory." Appointment procedures are governed by rules for the Classified Service or the Unclassified Service, as appropriate. This category, therefore, includes all non-graded positions, both the non-graded Classified positions and the non-graded Unclassified positions.

## GUIDELINES TO THE COLLECTION OF DATA BY RACE, CREED, COLOR AND/OR NATIONAL ORIGIN

To implement Article VII of Governor Rockefeller's *New Code of Fair Practices*, the Division of Human Rights has formulated a set of criteria or guiding principles to assist agencies of the State of New York in developing research procedures bearing on the collection of data by race, creed, or color and/or national origin. The intent of these guidelines is to provide safeguards that will reflect the spirit of the *Code of Fair Practices*, and to insure that all citizens of the State shall in no way be disadvantaged by the collection of research data and the temporary existence of research records pertaining to the race, creed, color or national origin of individuals.

**First:** The Commission recognizes that there are legitimate circumstances under which it is necessary and desirable for an agency of the State to conduct research which involves the collection of data on race, creed, color and/or national origin.

**Second:** Information relating to race, creed, color and/or national origin shall be obtained in a manner which is not offensive to the individual concerned.

**Third:** Information on race, creed, color and national origin shall not be entered on research records in conjunction with the names of specific individuals.

**Fourth:** Identifying characteristics other than specific names (e.g., code numbers) shall be allowed for research purposes with the understanding that data sheets, questionnaires, punched cards, and all other research records pertaining to specific individuals will be destroyed when they have served the purposes of research and that, in no event, shall these records become permanent.

**Fifth:** Records containing data on race, creed, color or national origin which pertain to specific individuals shall (1) be collected for research purposes only, (2) be physically located in the research or statistical unit responsible for the conduct of the research activity, and (3) not be made available to operating personnel within State agencies but shall serve only the research purposes for which originally intended.

**Sixth:** The agency undertaking the collection of data by race, creed, color or national origin shall bear the responsibility for conducting such research activity in accordance with the principles set forth above. The procedures adopted for purposes of collecting and maintaining temporary data on race, creed, color and national origin shall be subject to review by the Division of Human Rights.

These guidelines for the collection of ethnic data were discussed and approved by the Division of Human Rights and the Department of Civil Service.

## OCCUPATIONAL DEFINITIONS

**Laborers:** Employees assigned to positions as Laborers perform services not requiring special skills, knowledges or abilities. Tools used on the job are either quite simple or easy to operate. Examples of Laborers by title are: Campsite Caretaker, Park Attendant, Laborer, Water Supply Tender, Bridge Helper, Marine Helper, Maintenance Man (Track Repairs), Coal Passer, Marine Oiler. The titles included in the Labor Jurisdictional Classification (Appendix 3 of the Civil Service Law) are not identical with the occupational category Laborer.

**Service Workers:** Employees perform work in any of the following categories: Cleaning Service (Window Washer, Maid, Domestic, Cleaner, Charwoman, Janitor); Food Service Workers, excluding titles involved in the use of power operated machinery or equipment, (Cook, Dishwasher, Dining Room Attendant); Health Service Workers (Psychiatric and Hospital Attendant, Nurse's Aide and Practical Nurse); and Personal Service Workers (Locker Room Attendant, Barber, Beautician, Welfare Service Aide, Child Care Worker such as Cottage Parents, etc.). These positions usually require little, if any, formal education.

**Protective Service Workers:** Employees in these positions act in a capacity to protect life, limb or property and maintain order; assist the public, employees, and inmates in public buildings, schools, correctional institutions, agency headquarters and installations. Protective Service Workers are engaged as Forest Fire Observer, Forest Ranger, Park Patrolman, Traffic and Park Officer, Transfer Agency, Warrant and Transfer Officer, Highway Patrolman, Correction Hospital Officer, Narcotic Addiction Officer, Police, Fireman (including Marine), etc.

**Operatives:** Employees in these titles perform a wide variety of duties at a semi-skilled level. Employees are usually involved in the operation or use of machinery, tools or equipment or involved in the application or use of special techniques or procedures in the performance of their tasks. Examples of this category are: Launderer, Seamstress, Clothing Clerk, Chauffeur, Truckdriver, Highway Equipment Operator, Drilling Operator, Bridge Operator, Sewage Plant Operator, Hydro-electric Operator, Seaman, Deckhand Foreman, Welder, Dairy Plant Operator, Bottling Plant Worker, Garage Helper, Industrial Foreman.

**Craftsmen:** Employees reported in this occupational category work in occupations requiring mechanical and/or technical abilities, with a high degree of skill in the performance of their jobs. Examples of titles in this category are: Carpenter, Automobile and Truck Mechanic, Plumber and Steamfitter, Machinist, Electrician, Stationary Engineer, Sheet Metal Worker, Painter, Bricklayer, Mason and Plasterer.

**Clericals (Office Machine Operators and Related Occupations):** Employees assigned to this occupational category perform a wide variety of clerical tasks ranging from Clerk to Executive Secretary. Examples of these positions are: Principal Clerk, Cashier, Account Clerk, Actuarial Clerk, Admitting Clerk, Audit Clerk, Commutation and Chief Commutation Clerk, Proofreader, File Clerk, Identification Clerk, Mail and Supply Clerk, Payroll Clerk, Personnel Clerk, Printing Clerk, Statistics Clerk, Court Clerk, Unemployment Claims Clerk, Addressograph and Graphotype Machine Operator, Billing Machine Operator, Office Machine Operator, Key punch Operator, Tabulating Machine Operator, Vari-Type Operator, Hearing Reporter, Stenographer, Secretary, Laboratory Secretary, Medical Secretary, Law Secretary, Placement Secretary, Braille Sterotypist, Telephone Operator, Dictating Machine Transcriber, Toll Collector, Receptionist and Information Clerk.

**Technicians:** Employees perform in positions that require a high degree of technical competence through formal training or experience. Employees in this category usually are assigned to professional employees. Examples are: Engineering Aide, Engineering Technician, Museum Technician, Histology Technician, Laboratory Technician, Medical X-ray Technician, Dental Hygienist, Dental Technician, Optical Technician, Civil Engineering Technician, Mathematics Aide, Cartographic Technician, Mechanical Engineering Technician.

**Investigators and Inspectors:** Employees in this category perform services as Investigators and Inspectors for their agencies. Examples of these positions are: Compliance Investigator, Inspector of Penal Institutions and Narcotic Treatment Institutions, Boxing, Racing, Farm Products, Dairy Products, Meat, Restaurant, Laboratory, Lumber, Bingo, Motor Vehicle, Labor, Factory or Boiler Inspector, etc.

**Data Processors:** (1) Employees who prepare programs for electronic computers or who supervise such work. (2) Employees who are responsible for the operation of a department's data processing system, including actual operation of the computer and scheduling and coordination of operations. (3) Employees who are responsible for the supervision of an entire data processing operation including data preparation, keypunching, computer operation. (4) Also those employees who study and evaluate the substantive programs of an agency and operational methods and procedures for the purpose of determining the feasibility of adapting them to electronic data processing methods. Examples of titles are: Computer Systems Analyst, Senior and Associate Computer Systems Analyst, Computer Programmer Trainee, Computer Programmer, Senior and Associate Computer Programmer, Electronic Computer Operator, Senior, Supervising and Chief Electronic Computer Operator, Manager of Computer Operations, Supervisor of Electronic Data Processing, Supervisor of Identification and Intelligence Computer Systems Design, Assistant Director of Electronic Data Processing, Director of Electronic Data Processing, Electronic Data Processing Consultant, etc.

**Administrators and Professionals:** Employees in Administrative positions are those classified as being responsible for planning, directing and performing policy-making decisions. Professional positions are those requiring high levels of formal training and experience. Positions to be listed under Administrative and Professional category are Personnel Examiner, Personnel Technician, Personnel Officer, Accountant and Auditor, Musician, Artist, Photographer, Lawyer, Counsel, Librarian, Curator, Teacher, Instructor, Nurse, Surgeon, Doctor, Dietitian, Social Science, Statistician, Engineer, Architect, etc.

**Business Managers:** Employees perform in positions classified under fiscal, control account keeping, business management and business administration and are responsible for the efficient business management of the State's bureaus, agencies, and departments. Positions in this occupational category generally require either a degree with specialization in accounting, financial and business management or experience in related fields. For example, Business Management Assistant, Business Officer, Director and Assistant Director of Correction Accounts, Director and Assistant Director of Conservation Department Accounts, Finance Officer, Institution Steward, Institution Business Management series, Maritime College Business Management.

**SURVEY DEFINITIONS OF JURISDICTIONAL CLASS  
(FROM THE CIVIL SERVICE LAW)**

**Section 35 – Unclassified Service.** The civil service of the state and each of its civil divisions shall be divided into the classified and unclassified service. The unclassified service shall comprise the following:

- (a) . . . .
- (b) all offices filled by election or appointment by the legislature on joint ballot;
- (c) . . . .
- (d) all offices filled by appointment by the governor, either upon or without confirmation by the senate, except offices and employees in the executive department who are not heads of divisions therein;
- (e) the head or heads of any department of the government who are vested with authority, direction and control over a department, and who have power and authority to appoint and remove officers and employees therein;
- (f) . . . .
- (g) . . . .
- (h) all positions in the state university in the professional service as defined in subdivision three of section three hundred fifty-five-a of the education law, which positions shall be determined by the chancellor of state university and certified by him to the civil service commission;
- (i) . . . .
- (j) . . . .

**Section 40 – Classified Service.** The classified service shall comprise all offices and positions not included in the unclassified service. The offices and positions in the classified service of the state and of its civil divisions shall be divided into four classes, to be designated as the exempt class, the non-competitive class, and labor class, and the competitive class.

**Section 41 – EXEMPT CLASS**

1. The following offices and positions shall be in the exempt class.
  - a) ~~one~~ secretary of each state department ~~and~~ division, temporary state commission or other state officer authorized by law to appoint a secretary;
  - b) ~~the~~ deputies or principal executive officers authorized by law to act generally for and in place of their principals;
  - c) ~~one~~ secretary of each municipal board or commission authorized by law to appoint a secretary;
  - d) one clerk and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer, and also one deputy clerk, if authorized by law, of any justice of the supreme court;
  - e) all other subordinate offices or positions for the filling of which competitive or non-competitive examination may be found to be not practicable . . . .
2. No office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules . . . .

#### Section 42 — NON-COMPETITIVE CLASS

1. The non-competitive class shall include all positions that are not exempt class or the labor class and for which it is found by the commission having jurisdiction to be not practicable to ascertain the merit and fitness of applicants by competitive examination . . . .
2. . . . .
- 2-a. The state civil service commission by appropriate amendments to its rules shall designate among positions in the non-competitive class in the state service those positions which are confidential or require the performance of functions influencing policy.

#### Section 43 — LABOR CLASS

1. The labor class shall comprise all unskilled laborers in the service of the state . . . .

#### Section 44 — COMPETITIVE CLASS

The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination, and shall include all positions now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class.

The Survey classified as "Other" positions not covered by the Civil Service Law.

The Survey further divides the Competitive class into Permanent, Provisional, and Other (generally temporary employees).