

AGENDA

Equal Employment Opportunity Committee

Meeting Date

January 15, 2013

Time

11:00 A.M.

Location

Board Room (532)

CALL TO ORDER

Rev. Diane Lacey

ADOPTION OF MINUTES

Rev. Diane Lacey

OCTOBER 16, 2012

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams

GOVERNOR ANDREW M. CUOMO
NEW YORK STATE M/WBE FORUM

CONDITIONAL CONTRACTORS

Manasses C. Williams

NEW YORK BLOOD CENTER
ALLSCRIPTS
3M
AGFA HEALTHCARE CORPORATION

2012 AFFILIATE AFFIRMATIVE ACTION PLANS

Gail Proto

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMITTEE**

MINUTES

Meeting Date
October 16, 2012

**BOARD OF
DIRECTORS**

**EQUAL EMPLOYMENT OPPORTUNITY
COMMITTEE MEETING**

A meeting of the Equal Employment Opportunity Committee of the HHC Board of Directors was held on October 16, 2012 in the Board Room at 125 Worth Street, New York City with Josephine Bolus, Committee Chair, presiding.

COMMITTEE MEMBERS

Alan D. Aviles, President
Josephine Bolus, RN

HHC STAFF

Danielle Barrett, Kings County Hospital Center
Edith Brown, Affirmative Action/EEO
Deborah Cates, Chairman's Office/Board Affairs
Melissa Clitandre, North Brooklyn Healthcare Network
Nancy Doyle, Workforce Planning & Development
Martin O. Everette, Affirmative Action/EEO
Sharon Foxx, Affirmative Action/EEO
Veronika Hoka, Generations +/Northern Manhattan Health Network
Norma E. Irizarry, Affirmative Action/EEO
Barbara Keller, Legal Affairs
Patricia Lockhart, Chairman's Office
Elyanne Mercado, Generations +/Northern Manhattan Health Network
Susan H. Morris, North Bronx Healthcare Network
Gail Proto, Affirmative Action/EEO
Jodi Savage, Southern Brooklyn and Staten Island Healthcare
Network/Coney Island Hospital
Brenda Schultz, Enterprise Information Technology Services
Patricia Slesarchik, Labor Relations

Tania Spencer-Pierre, MetroPlus Health Plan
Afshan Syed, Enterprise Information Technology Services
Paola Torres, Affirmative Action/EEO
Manasses C. Williams, Affirmative Action/EEO

OTHER ATTENDEES

Peggy M. Campbell, SunGard Availability Services LP
Jose Nevarez, Nouveau Elevators Industries, Inc.
Jane Siegel, SunGard Availability Services LP
Robert Speranza, Nouveau Elevators Industries, Inc.

CALL TO ORDER

The meeting was called to order at 11:15 a.m. by Josephine Bolus, Committee Chair.
The minutes of the June 12, 2012 EEO Committee were adopted as submitted.

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams, Assistant Vice President, Affirmative Action/EEO, commenced his report by reporting on two informational items. He stated that HHC had co-sponsored its 19th Annual Competitive Edge Conference which was held on August 8, 2012 at Bank of New York Mellon, Corporate Trust Operations Center, 101 Barclay Street, New York, NY 10007. He further stated that the event was attended by Board and EEO Committee member Mrs. Josephine Bolus. Additionally, he informed the Committee that on October 25-27 2012 employees from the Office of Affirmative Action/EEO and the Department of Facilities Development will be representing HHC at an M/WBE forum in Albany, New York hosted by the office of Governor Andrew M. Cuomo.

CONDITIONAL APPROVALS

Sharon Foxx, Senior Management Consultant, Affirmative Action/EEO, presented SunGard Availability Services, LP. She stated that the contractor has a contract with the office of Information Technology Services for 25.5 million dollars. She further stated that they have underutilizations in Clerical Job Group 4 for minorities and Professional Job Group 4 for females. SunGard Availability Services, LP was represented by Peggy M. Campbell, Senior Counsel, Labor & Employment and Jane Siegel, Vice President, Talent Management. Mrs. Bolus asked where SunGard Availability Services, LP is located. Ms. Campbell stated that they are located in Wayne, Pennsylvania. She further stated that although they only need to have one more person in each category to eliminate their underutilizations, it is quite challenging, especially when focusing on the Professional Job Group 4 where they are continually trying to hire more women and minorities. She also stated that even though it did not show up as an underutilization, they need to hire more minorities in their Professional Engineers IT Consultants Job Group and also need to hire more individuals in the organization who are in the leadership pipeline to run the organization. She stated that the jobs are typically filled by

external recruiting and that they go to various professional sources that focus on women and minorities in Information Technology and try to network the best way that they can. She stated that Jane Siegel, Vice President, Talent Management, SunGard Availability Services, LP, is integral to their strategy for diversity and inclusion of women and minorities. Alan Aviles, President, HHC asked Ms. Campbell to explain her plan for going forward. She stated that SunGard Availability Services, LP is part of a larger company named SunGard Data Systems located in the United States and has approximately 15,000 employees. She further stated that their division of SunGard Availability Services, LP has approximately 3,000 employees. She further explained that their intent is to grow the business and eventually spin-off from the parent company. She also stated that although they have had some reductions in their workforce, they continue to fine-tune the direction in which they want their company's growth. She further stated that in looking at their EEO-1 reports, they have significantly grown in the United States with 200 additional employees in the last year. Ms. Siegel stated that although they have had some reductions in the past, they have a very rigorous process in place to make sure that they are continually assessing their hiring process and really understand what the focus is behind each decision and why certain individuals were selected. She stated that the decision is also reviewed by the Human Resources and Legal Division. Ms. Campbell stated that as a contractor of the New York City Health and Hospitals Corporation, they will continue to provide periodic reports concerning its affirmative action efforts and plan to correct any underrepresentation of women and minorities in its workforce. They further detailed SunGard's achievements toward its affirmative action goals and plans for the future to enhance its diversity efforts.

NOUVEAU ELEVATOR INDUSTRIES, INC.

Nouveau Elevators Industries, Inc. was represented by Robert Speranza, Vice President, Sales and Jose Nevarez, Account Manager. Mrs. Bolus stated that since their contract had been cancelled, Nouveau Elevators Industries, Inc. was not presenting.

2011-2012 CORPORATE AND FACILITY AFFIRMATIVE ACTION PLAN UPDATE

Gail Proto, Senior Director, Affirmative Action/EEO stated that the presentation was the eighth review of the Corporation's workforce since the Office of Affirmative Action/EEO converted to the Census 2000 data. She also stated that the Corporation's level of representation of minorities and women have remained at a high level of 83.1% minorities and 68.3% women. She further stated that the total number of job groups with an underutilization has decreased from 14 to 13. She additionally stated that there were 44 job groups analyzed this year, the same as last year. Lastly, she stated that the underutilization of Asians in the Machine & Hand Workers job group reported last year was eliminated along with the underutilization of Hispanics in the Management Job Group 1 (Senior Staff).

There being no further business, the meeting was adjourned at 11:50 a.m.

ASSISTANT VICE PRESIDENT'S REPORT

The Office of Affirmative Action/EEO and the Office of Facilities Development represented HHC at the New York State M/WBE Forum sponsored by Governor Andrew M. Cuomo. The event was held in Albany on October 25-October 27, 2012. The aim of the forum was to provide opportunity for small businesses, including minority and women-owned business. Over the three days, there were approximately 1700 attendees at the conference. The Governor stated in his written welcome that New York State is building opportunities to enhance M/WBE economic growth by developing a consistent and competitive network of opportunities for M/WBE's to exchange information, ideas and obtain references for business support. I would like to take this opportunity to thank Alfonso Pistone for his cooperation of allowing three members of his staff, Dean Pearce, Emmanuel Obadina and Clifton McLaughlin to participate. I would also like to thank Martin Everette and Sharon Foxx of my staff for their participation and mostly to thank Edith Brown and Norma Irizarry for coordinating the trip.

MCW:nei

CONDITIONALLY APPROVED CONTRACTORS

Annual Update

New York Blood Center	(Division of Materials Management - Voluntarily Donated Whole Blood, Blood Components & Special Services) \$50,000,000
**Allscripts	(Office of Clinical Information Systems - Software & Related Services) \$1.5 Million
3M	(Office of Information Technology Services - Software & Related Services) \$15,157,791.77
Agfa HealthCare Corporation	(Office of Information Technology Services – Medical Equipment & Professional Services) \$3,000,000

**Allscripts will not be appearing or presenting this year due to an OFCCP evaluation conducted in October of 2012, wherein OFCCP found them to be in compliance.

NEW YORK BLOOD CENTER

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2011</u>	<u>2012</u>
Managers JG 1	Minorities	-
Managers JG 2	-	Minorities
Operatives JG 2	Females	-
Professional JG 2	Females	-
Clerical JG 5	-	Females
Techs JG 5	-	Females

NEW YORK BLOOD CENTER

COMPARISON OF 2011 ANALYSIS WITH 2012 UPDATE

	<u>2011</u>	<u>2012</u>	<u>Difference</u>
Total # of Employees	667	652	-15
Underutilized	YES	YES	-
# of Job Groups	33	33	-
# of Job Groups Underutilized	3	5	2
# of Underutilizations	3	3	-
# of Minority Underutilizations	1	1	-
# of Female Underutilizations	2	2	-

**New York Blood Center (2012)
Comparison of Incumbency to Availability**

Job Group: Mgrs. JG 2
Test: Standard Deviation
Total Employees: 31

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	19	6	25	1	0	5	0	0	0
Employees (%)	38.7	61.3	19.4	80.6	3.2	0.0	16.1	0.0	0.0	0.0
Availability (%) Goal	48.4	51.6	40.9	59.1	18.2	12.3	7.9	0.2	0.0	2.3
Test: Standard Deviation	NO	NO	YES	NO	YES	YES	NO	NO	NO	NO
	-1.08	1.08	-2.44	2.44	-2.16	-2.08	1.70	-0.22	-0.12	-0.86
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	1	1	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	7	0	5	4	0	1	0	1

This report was generated on 12/13/2012 at 10:00:49 AM

New York Blood Center (2012)
Comparison of Incumbency to Availability

Job Group: Clerical JG 5
Test: Standard Deviation
Total Employees: 25

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	10	20	5	10	5	5	0	0	0
Employees (%)	60.0	40.0	80.0	20.0	40.0	20.0	20.0	0.0	0.0	0.0
Availability (%) Goal	32.5	67.5	55.8	44.2	25.4	18.1	8.6	0.3	0.0	3.2
Test: Standard Deviation	NO 2.93	YES -2.93	NO 2.44	YES -2.44	NO 1.68	NO 0.24	NO 2.03	NO -0.29	NO -0.07	NO -0.92
Add'l Needed to Eliminate Problem Area (#)	0	2	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	0	7	0	0	0	1	0	1

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New York Blood Center (2012)
Comparison of Incumbency to Availability

Job Group: Techs JG 5
Test: Standard Deviation
Total Employees: 26

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	17	9	23	3	8	4	11	0	0	0
Employees (%)	65.4	34.6	88.5	11.5	30.8	15.4	42.3	0.0	0.0	0.0
Availability (%) Goal	37.4	62.6	65.2	34.8	24.9	15.6	21.8	0.1	0.1	2.7
Test: Standard Deviation	NO 2.95	YES -2.95	NO 2.49	YES -2.49	NO 0.70	NO -0.03	NO 2.53	NO -0.19	NO -0.16	NO -0.85
Add'l Needed to Eliminate Problem Area (#)	0	2	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	8	0	7	0	1	0	1	1	1

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3M'S UNDERUTILIZATIONS

JOB GROUP

2011

2012

Sales JG 1

Minorities

Minorities

3M

COMPARISON OF 2011 ANALYSIS WITH 2012 UPDATE

	<u>2011</u>	<u>2012</u>	<u>Difference</u>
Total # of Employees	492	524	32
Underutilized	YES	YES	-
# of Job Groups	12	10	-
# of Job Groups Underutilized	1	1	-
# of Underutilizations	1	1	-
# of Minority Underutilizations	1	1	-
# of Female Underutilizations	-	-	-

3M (2012)
Comparison of Incumbency to Availability

Job Group: Sales JG 1
Test: Standard Deviation.
Total Employees: 40

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	20	20	1	39	0	0	1	0	0	0
Employees (%)	50.0	50.0	2.5	97.5	0.0	0.0	2.5	0.0	0.0	0.0
Availability (%) Goal	73.9	26.1	13.2	86.8	3.2	6.1	2.6	0.6	0.1	0.6
Test: Standard Deviation	YES	NO	YES	NO	NO	NO	NO	NO	NO	NO
	-3.43	3.43	-2.00	2.00	-1.16	-1.62	-0.04	-0.47	-0.15	-0.50
Add'l Needed to Eliminate Problem Area (#)	4	0	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	10	0	5	0	2	3	1	1	1	1

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AGFA UNDERUTILIZATIONS

JOB GROUP

2011

2012

Carlstadt, NJ

Professionals JG 3	Females/Minorities	Females
Professionals JG 4	Females	Females
Service JG 1	Females/Minorities	Females

Greenville, SC

Managers JG 4	Females	Females
Professionals JG 3	Females	Females
Sales JG 2	Females	Minorities
Service JG 1 (Eliminated)	Females	-
Techs JG 1 (New)		Females/Minorities

AGFA HEALTHCARE CARLSTADT

COMPARISON OF 2011 ANALYSIS WITH 2012 UPDATE

	<u>2011</u>	<u>2012</u>	<u>Difference</u>
Total # of Employees	306	264	-42
Underutilized	YES	YES	-
# of Job Groups	11	11	-
# of Job Groups Underutilized	3	3	-
# of Underutilizations	5	3	-2
# of Minority Underutilizations	2	-	-2
# of Female Underutilizations	3	3	-

Agfa Carlstadt 2012 (National)
Comparison of Incumbency to Availability

Job Group: Professionals JG 3
Test: Standard Deviation
Total Employees: 72

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	61	11	13	59	1	5	6	1	0	0
Employees (%)	84.7	15.3	18.1	81.9	1.4	6.9	8.3	1.4	0.0	0.0
Availability (%) Goal	68.6	31.4	24.2	75.8	7.7	5.1	9.7	0.7	0.1	1.0
Test: Standard Deviation	NO	YES	NO	NO	YES	NO	NO	NO	NO	NO
	2.95	-2.95	-1.22	1.22	-2.02	0.71	-0.38	0.71	-0.23	-0.84
Add'l Needed to Eliminate Problem Area (#)	0	4	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	12	5	0	5	0	1	0	1	1

**Agfa Carlstadt 2012 (National)
Comparison of Incumbency to Availability**

Job Group: Professionals JG 4
Test: Standard Deviation
Total Employees: 34

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	11	7	27	2	1	3	1	0	0
Employees (%)	67.6	32.4	20.6	79.4	5.9	2.9	8.8	2.9	0.0	0.0
Availability (%) Goal	45.1	54.9	27.7	72.3	11.5	8.9	5.3	1.0	0.2	0.9
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.64	-2.64	-0.93	0.93	-1.02	-1.22	0.91	1.18	-0.23	-0.55
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	8	3	0	2	3	0	0	1	1

Agfa Carlstadt 2012 (National)
Comparison of Incumbency to Availability

Job Group: Service JG 1
Test: Standard Deviation
Total Employees: 112

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	110	2	19	93	5	9	5	0	0	0
Employees (%)	98.2	1.8	17.0	83.0	4.5	8.0	4.5	0.0	0.0	0.0
Availability (%) Goal	84.7	15.3	20.1	79.9	6.6	7.3	4.4	0.9	0.1	0.8
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	3.98	-3.98	-0.83	0.83	-0.91	0.31	0.01	-1.00	-0.30	-0.97
Add'l Needed to Eliminate Problem Area (#)	0	8	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	16	4	0	3	0	0	1	1	1

AGFA HEALTHCARE GREENVILLE

COMPARISON OF 2011 ANALYSIS WITH 2012 UPDATE

	<u>2011</u>	<u>2012</u>	<u>Difference</u>
Total # of Employees	261	281	20
Underutilized	YES	YES	-
# of Job Groups	11	12	1
# of Job Groups Underutilized	4	4	-
# of Underutilizations	4	5	1
# of Minority Underutilizations	0	3	3
# of Female Underutilizations	4	2	-2

**Agfa Greenville 2012 (National)
Comparison of Incumbency to Availability**

Job Group: Mgrs JG 4
 Test: Standard Deviation
 Total Employees: 16

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	1	2	14	0	2	0	0	0	0
Employees (%)	93.8	6.3	12.5	87.5	0.0	12.5	0.0	0.0	0.0	0.0
Availability (%) Goal	65.6	34.4	16.4	83.6	5.3	6.2	3.4	0.6	0.1	0.7
Test: Standard Deviation	NO 2.37	YES -2.37	NO -0.42	NO 0.42	NO -0.95	NO 1.05	NO -0.75	NO -0.32	NO -0.11	NO -0.34
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	1	0	1	0	1	1	1	1

**Agfa Greenville 2012 (National)
Comparison of Incumbency to Availability**

Job Group: Sr Mgrs JG 3
Test: Standard Deviation
Total Employees: 8

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	8	0	2	6	0	0	1	1	0	0
Employees (%)	100.0	0.0	25.0	75.0	0.0	0.0	12.5	12.5	0.0	0.0
Availability (%) Goal	62.9	37.1	15.3	84.7	5.0	5.0	3.9	0.6	0.1	0.7
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	2.17	-2.17	0.76	-0.76	-0.65	-0.65	1.25	4.29	-0.08	-0.23
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	1	1	1	0	0	1	1

**Agfa Greenville 2012 (National)
Comparison of Incumbency to Availability**

Job Group: Professionals JG 3
 Test: Standard Deviation
 Total Employees: 52

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	51	1	7	45	3	0	4	0	0	0
Employees (%)	98.1	1.9	13.5	86.5	5.8	0.0	7.7	0.0	0.0	0.0
Availability (%) Goal	72.0	28.0	21.7	78.3	6.8	5.5	7.7	0.7	0.1	0.9
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
	4.19	-4.19	-1.44	1.44	-0.30	-1.73	-0.01	-0.61	-0.20	-0.69
Add'l Needed to Eliminate Problem Area (#)	0	7	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	14	5	0	1	3	1	1	1	1

This report was generated on 12/19/2012 at 11:00:11 AM

**Agfa Greenville 2012 (National)
Comparison of Incumbency to Availability**

Job Group: Sales JG 2
Test: Standard Deviation
Total Employees: 39

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	9	1	38	0	0	1	0	0	0
Employees (%)	76.9	23.1	2.6	97.4	0.0	0.0	2.6	0.0	0.0	0.0
Availability (%) Goal	73.9	26.1	13.2	86.8	3.2	6.1	2.6	0.6	0.1	0.6
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
	0.44	-0.44	-1.97	1.97	-1.14	-1.60	-0.02	-0.47	-0.14	-0.50
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	5	0	2	3	1	1	1	1

This report was generated on 12/19/2012 at 11:00:11 AM

**Agfa Greenville 2012 (National)
Comparison of Incumbency to Availability**

Job Group: Techs JG-1
Test: Standard Deviation
Total Employees: 77

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	74	3	6	71	0	4	1	1	0	0
Employees (%)	96.1	3.9	7.8	92.2	0.0	5.2	1.3	1.3	0.0	0.0
Availability (%) Goal	87.6	12.4	19.5	80.5	6.4	7.0	4.4	0.9	0.1	0.8
Test: Standard Deviation	NO 2.27	YES -2.27	YES -2.60	NO 2.60	YES -2.29	NO -0.63	NO -1.31	NO 0.40	NO -0.24	NO -0.79
Add'l Needed to Eliminate Problem Area (#)	0	1	2	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	10	0	5	2	3	0	1	1

NEW YORK CITY HEALTH AND HOSPITALS CORPORATION

AFFILIATE

AFFIRMATIVE ACTION PLANS

2012

AFFILIATES AND THE HOSPITALS THEY SERVE

MT. SINAI SCHOOL OF MEDICINE

ELMHURST HOSPITAL CENTER
QUEENS HOSPITAL CENTER

NEW YORK UNIVERSITY SCHOOL OF MEDICINE

BELLEVUE HOSPITAL CENTER
COLER-GOLDWATER SPECIALTY HOSPITAL NURSING FACILITY
GOUVERNEUR HEALTHCARE SERVICES
WOODHULL MEDICAL & MENTAL HEALTH CENTER/
CUMBERLAND DIAGNOSTIC & TREATMENT CENTER

PHYSICIAN AFFILIATE GROUP OF NEW YORK, P.C.

CONEY ISLAND HOSPITAL
HARLEM HOSPITAL CENTER
JACOBI MEDICAL CENTER/NORTH CENTRAL BRONX HOSPITAL
LINCOLN MEDICAL AND MENTAL HEALTH CENTER
METROPOLITAN HOSPITAL CENTER

STATE UNIVERSITY OF NEW YORK (SUNY) HEALTH SCIENCE CENTER AT BROOKLYN

KINGS COUNTY HOSPITAL CENTER

AFFILIATES AND THEIR UNDERUTILIZATIONS (2012)

AFFILIATES	UNDERUTILIZATION WOMEN	UNDERUTILIZATION MINORITY	#	JOB GROUPS UNDERUTILIZED
MT. SINAI SCHOOL OF MEDICINE @ ELMHURST & QUEENS	0	0	0	0
N Y U SCHOOL OF MEDICINE @ BELLEVUE, GOUVERNEUR, COLER- GOLDWATER & WOODHULL/CUMBERLAND	0	0	0	0
PHYSICIAN AFFILIATE GROUP OF NY @ CONEY ISLAND , JACOBI , NCB, HARLEM, LINCOLN & METROPOLITAN	0	0	0	0
STATE UNIVERSITY OF NY (SUNY) @ KINGS COUNTY	0	0	0	0

AFFILIATES AND THEIR UNDERUTILIZATIONS (2011)

AFFILIATES	UNDERUTILIZATION WOMEN	UNDERUTILIZATION MINORITY	#	JOB GROUPS UNDERUTILIZED
MT. SINAI SCHOOL OF MEDICINE @ ELMHURST	0	0	0	0
MT. SINAI SCHOOL OF MEDICINE @ QUEENS	0	0	0	0
STATE UNIVERSITY OF NY (SUNY) @ KINGS COUNTY	0	0	0	0
N Y U SCHOOL OF MEDICINE @ BELLEVUE, GOUVERNEUR & WOODHULL/CUMBERLAND	0	0	0	0

CURRENT AFFILIATE REALIGNMENTS

AFFILIATES	REPLACED AFFILIATE	AFFILIATE FACILITY	CHANGE
PHYSICIAN AFFILIATE GROUP OF NEW YORK, P.C.	UNIVERSITY GROUP MEDICAL ASSOCIATES	CONEY	2010
PHYSICIAN AFFILIATE GROUP OF NEW YORK, P.C.	TRUSTEES OF COLUMBIA UNIVERSITY	HARLEM	2011
PHYSICIAN AFFILIATE GROUP OF NEW YORK, P.C.	NEW YORK MEDICAL ALLIANCE	JACOBI/NCB	2011
PHYSICIAN AFFILIATE GROUP OF NEW YORK, P.C.	DOWNTOWN BRONX MEDICAL ASSOCIATES	LINCOLN	2011
PHYSICIAN AFFILIATE GROUP OF NEW YORK, P.C.	NEW YORK MEDICAL COLLEGE	METROPOLITAN	2011
NEW YORK UNIVERSITY SCHOOL OF MEDICINE	ROOSEVELT ISLAND MEDICAL ASSOCIATES	COLER-GOLDWATER	2012

AFFILIATE JOB GROUPS WITH MINORITY UNDERUTILIZATIONS

JOB GROUP

UNDERUTILIZATIONS

2011

2012

0

0

AFFILIATE JOB GROUPS WITH FEMALE UNDERUTILIZATIONS

JOB GROUP

UNDERUTILIZATIONS

2011

2012

0

0

CONCLUSIONS

This was the first year that each affiliates workforce was analyzed in a consolidated format.

No underutilizations were found for any of the four affiliates, Mount Sinai School of Medicine, New York University School of Medicine (NYU) Physician Affiliate Group of New York, P.C. (PAGNY) and State University of New York (SUNY). These results were identical to 2011.

Please note that in 2012, Coler/Goldwater became part of NYU's consolidated workforce which includes Bellevue, Gouverneur and Woodhull.