

Patterns of Enrollment and Graduation
of
Members of 1199SEIU
United Healthcare Workers East
at the
The City University of New York
Preliminary Data

The John F. Kennedy, Jr. Institute for Worker Education
CUNY School of Professional Studies

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Introduction

According to a recent report, *The State of the Unions 2015* (Milkman, R. and Luce, S., 2015), one-quarter of all workers living in NYC are union members, totaling about 877,000 wage earners. Also, of all NYC union members, one-quarter are employed in the industry group “health care and social assistance.” 1199SEIU United Healthcare Workers East (1199SEIU) is New York’s largest union for workers employed in private sector hospitals, nursing homes, mental health clinics, pharmacies, and home care and social service agencies. The City University of New York (CUNY), the nation’s leading urban public university, is comprised of 24 colleges and professional schools. Every year since 2000, the University has enrolled more than 5,500 working adults who are represented by 1199SEIU.

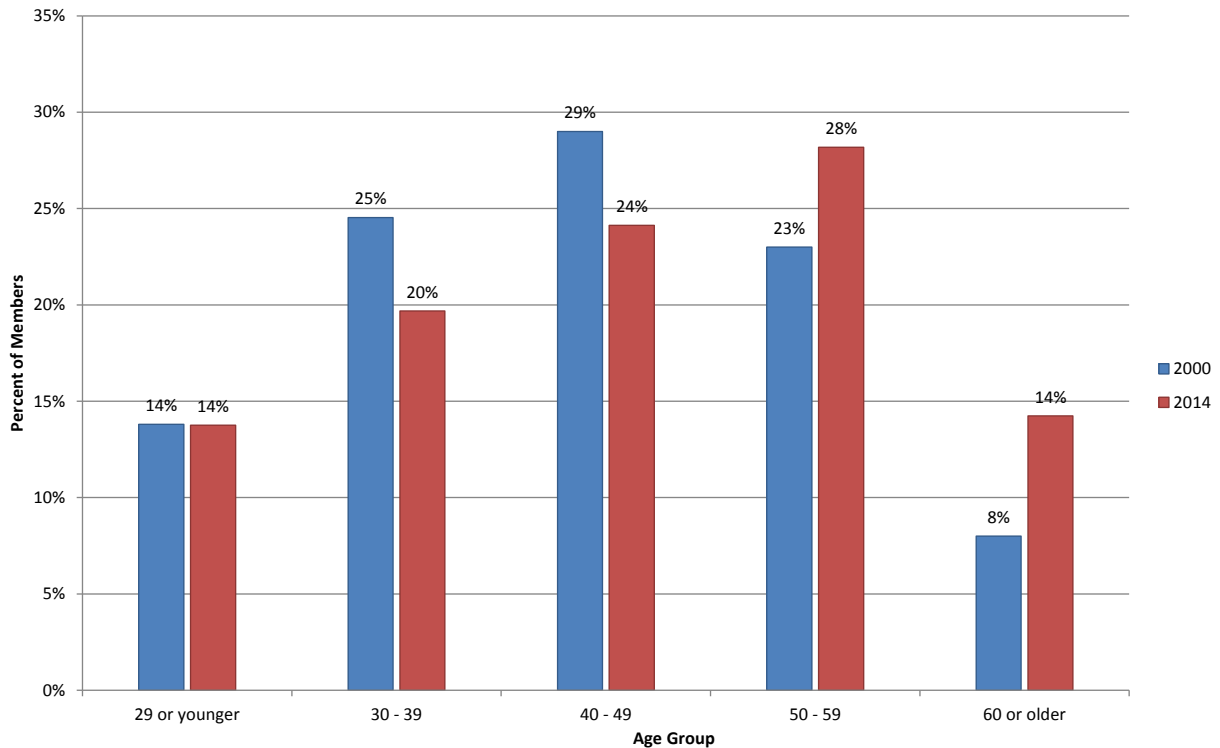
Preliminary data on the enrollment, academic progression and graduation of 1199SEIU members at the City University of New York (CUNY) is based on matching a database containing 1199SEIU members who are or were in the union’s National Benefit Fund (NBF) from 2000 to 2014 to CUNY’s Institutional Research Database (IRDB). The NBF is a not-for-profit, self-administered welfare trust fund for health and human services employees. The organization, which is funded by employer contributions, provides health care, life insurance, and disability benefits to eligible 1199SEIU members. It includes the large majority of 1199SEIU members who are employed in New York. CUNY’s IRDB contains detailed enrollment, graduation, and course data for all CUNY students.

The following JFK, Jr. Institute staff contributed to the research and writing of the report: Travis Dale, MS, Senior Research Associate; William Ebenstein, PhD, Senior Fellow; and Carrie Shockley, EdD, Acting Director. Funding was provided by the 1199SEIU Training and Employment Funds and by Reaching Up, a nonprofit founded by John F. Kennedy, Jr.

National Benefit Fund Enrollment and Age Composition

Enrollment in the NBF rose consistently from 118,884 in 2000 to a peak of 144,405 union members in 2007. It has declined incrementally since then to 137,427 union members as of September 1st, 2014. Over the last four years, the number of individuals leaving the NBF each year has been marginally greater than the number of new members enrolling in it. Also, the age composition of the NBF has been changing. While the percentage of members who are 29 or younger has stayed the same at 14% from 2000 to 2014, the percentage of members who are between 30 and 49 has decreased and the percentage 50 and older has increased.

Figure 1. Change in Age Composition in NBF Membership, 2000 to 2014



SOURCE: 1199SEIU National Benefit Fund Database

1199SEIU Members Enrolled in CUNY

In 2013-14 academic year 5,624 1199SEIU represented workers enrolled in credited college courses at CUNY.

Table 1. Number of CUNY students who were 1199SEIU members at time of their enrollment, by level and school, 2013-2014 academic year

<i>College</i>	<i>Graduate</i>	<i>Undergraduate</i>	<i>Total</i>
Senior/Comprehensive Colleges	339	2977	3316
Baruch	11	59	70
Brooklyn	20	114	134
City	16	120	136
Hunter	110	155	265
John Jay	29	111	140
Lehman	111	726	837
Medgar Evers		355	355
NYCCT		475	475
Queens	21	112	133
Staten Island	18	471	489
York	3	279	282
Community Colleges	-	2231	2231
BMCC	-	509	509
Bronx	-	505	505
Hostos	-	268	268
Kingsborough	-	334	334
LaGuardia	-	324	324
Queensborough	-	291	291
Graduate Center	12	-	12
Law School	1	-	1
School of Professional Studies	23	41	64
Total	375	5249	5624

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

The 5,624 1199SEIU members who enrolled in CUNY in 2013-14 were broadly distributed throughout the University system at 20 of its colleges and professional schools. The largest concentrations of 1199SEIU members were enrolled at Lehman, Borough of Manhattan

Community College (BMCC), Bronx Community College (BCC), NYC College of Technology (NYCCT), and the College of Staten Island (CSI). Also, 1199SEIU members tend to cluster in those CUNY schools that offer nursing degree programs and other job related allied health and human services degree programs.

At Lehman, NYCCT, and CSI a longstanding contract program, the Health Careers College Core Curriculum (HC4), funded through the 1199SEIU Training and Upgrading Fund (TUF), provides additional supports for cohorts of its members who are enrolled in introductory college courses. In 2013-14, approximately 500 members participated in the HC4 program across these three colleges, comprising almost 10% of the total 1199SEIU undergraduate enrollment.

In 2013-14, 93% of 1199SEIU students were enrolled at the undergraduate level. Their demographics differed from other CUNY students in several ways. Compared to other CUNY undergraduates, 1199SEIU members were more likely to be women, older, and attend part-time. They were twice as likely to be Black and about half as likely to be White or Asian.

Table 2. Demographics of CUNY students in undergraduate programs including those who were 1199SEIU members at the time of their enrollment, 2013-14

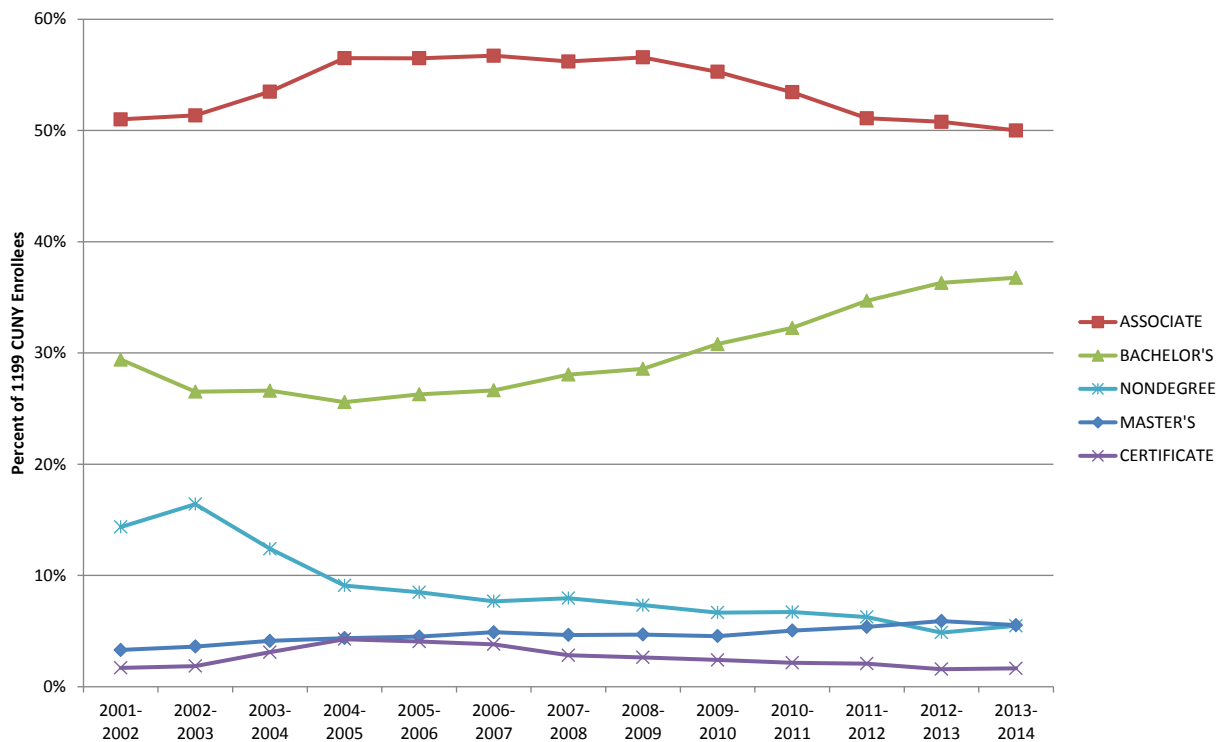
<i>Demographics</i>	<i>Other CUNY (N=293,511)</i>	<i>1199 (N=5,249)</i>
Men	43%	28%
Women	57%	72%
Full-time	54%	21%
Part-time	46%	79%
American Indian/Native American	0.3%	0.4%
Asian/Pacific Islander	19%	9%
Black	26%	53%
Hispanic	30%	24%
White	24%	13%
Average Age	24	33

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Matriculation Status of 1199SEIU Members at CUNY

Over the last decade there has been a steady increase in the percentage of 1199 SEIU members matriculated in bachelor's degree programs and a decrease in the percentage matriculated in associate degree programs. There has also been a decrease in the percentage of non-degree students, and an increase in the percentage of those enrolled in graduate programs. In 2013-14 about half were matriculated in associate degree programs, 38% were matriculated in bachelor's degree programs, 5% were enrolled in a graduate degree, and 5% were non-degree.

Figure 2. Degree pursued by CUNY students who were 1199SEIU members at the time of their enrollment, 2001-02 to 2013-14

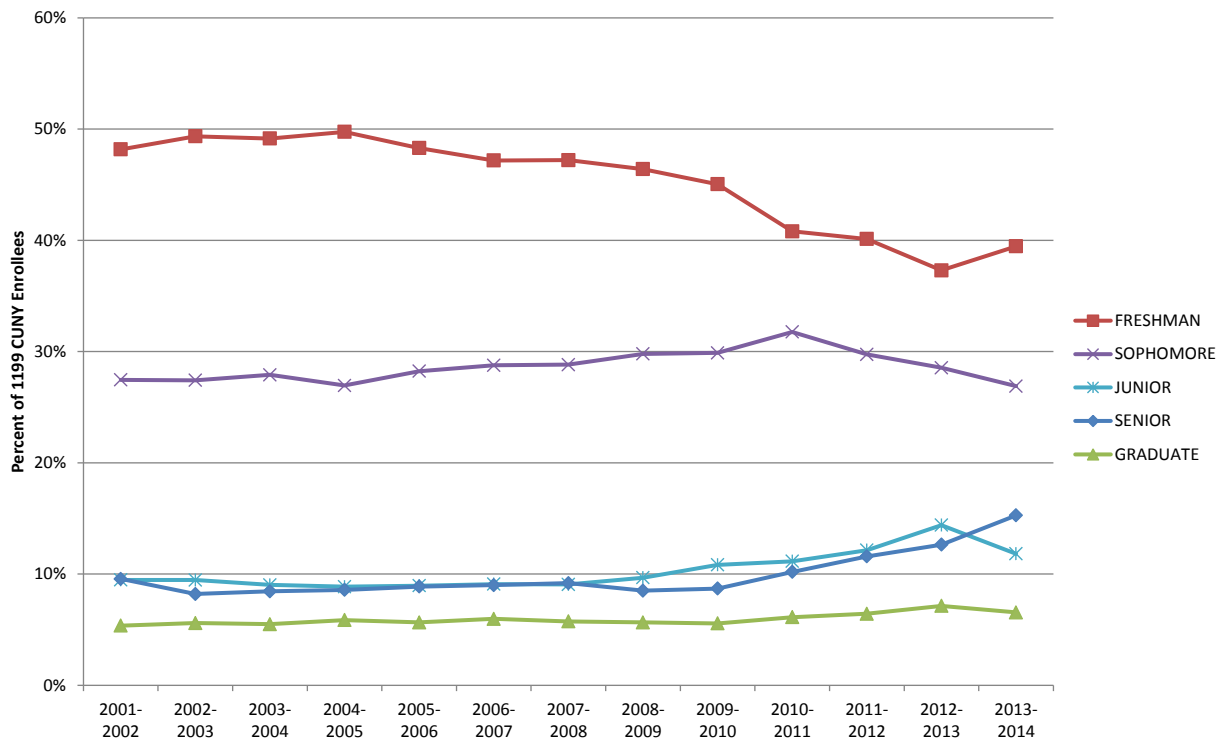


SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Class Standing of 1199SEIU Members at CUNY

Until 2013-14 there was a steady decrease in the percentage of 1199SEIU students with freshman status. In recent years there has been a steady increase in the percentage of 1199SEIU students with senior status. In general, the changes in the type of degree being pursued and class standing reflect the academic progression over time of the 1199SEIU contingent at CUNY.

Figure 3. Class standing of CUNY students who were 1199SEIU members at the time of their enrollment, 2001-02 to 2013-14

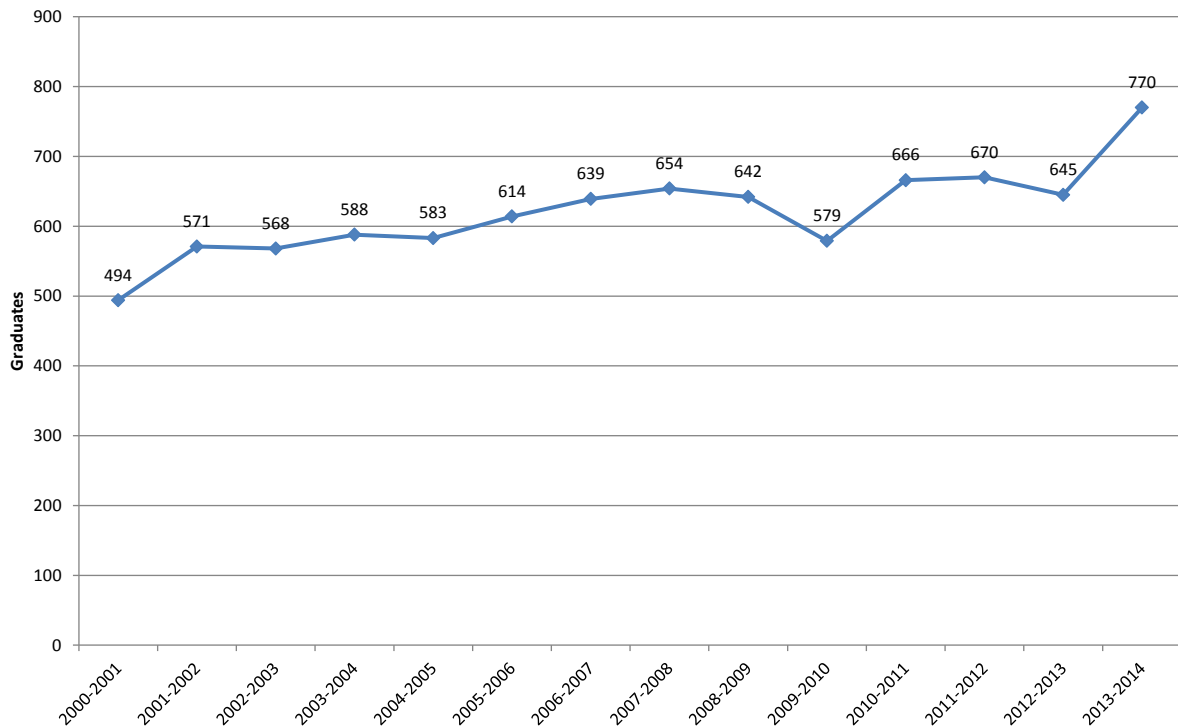


SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

1199SEIU Graduates of CUNY

Partially as a consequence of the academic progression of 1199SEIU members at CUNY, the number graduating has been mostly increasing over the last decade. In the 2013-14, 770 union members represented by 1199SEIU graduated from CUNY, more than in any previous academic year.

Figure 4. CUNY graduates who were 1199SEIU members during the academic year of graduation, 2000-01 through 2013-14



SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Nineteen CUNY schools awarded degrees to 1199SEIU members in 2013-14. Eighty-nine percent were undergraduate. The popularity of Lehman College among members is reflected in the graduation numbers. Lehman awarded more than one-fifth of all undergraduate and graduate degrees earned by 1199SEIU members. BMCC awarded more AAS degrees than any other community college at CUNY; 42% were in nursing. Lehman and Hunter awarded the most graduate degrees.

Table 3. CUNY graduates who were 1199SEIU members during the academic year of graduation, by level and school, 2013-14

<i>College</i>	<i>Graduate</i>	<i>Undergraduate</i>	<i>Total</i>
Senior/Comprehensive Colleges	70	448	518
Baruch	1	11	12
Brooklyn	8	19	27
City	4	27	31
Hunter	15	26	41
John Jay	7	23	30
Lehman	30	129	159
Medgar Evers		60	60
NYCCT		54	54
Queens	2	14	16
Staten Island	2	43	45
York	1	42	43
Community Colleges	-	236	236
BMCC	-	62	62
Bronx	-	54	54
Hostos	-	22	22
Kingsborough	-	37	37
LaGuardia	-	32	32
Queensborough	-	29	29
Graduate Center	1		1
School of Professional Studies	12	3	15
Total	83	687	770

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

1199SEIU Graduates of CUNY Nursing Programs

In 2013-14, 31% of all CUNY degrees awarded to 1199SEIU members were in nursing. Overall 241 students represented by 1199SEIU were awarded nursing degrees, more than in any previous academic year. Of these 35% were AAS degrees and over 53% were for the BS. In 2013-14, 1199SEIU members represented 17% of all CUNY graduates from nursing RN to BS degree programs.

Table 4. CUNY nursing graduates who were 1199SEIU members during the academic year of graduation, by program/degree level, 2000-2001 through 2013-2014

<i>Academic Year Graduated</i>	<i>LPN</i>		<i>AAS</i>		<i>Generic BS</i>		<i>RN to BS Completion</i>		<i>MS</i>		Total 1199
	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	
2000-2001	12	24%	72	15%	2	3%	22	11%	3	3%	111
2001-2002	18	35%	88	18%	11	12%	26	15%	9	8%	152
2002-2003	2	7%	97	20%	3	4%	24	16%	6	7%	132
2003-2004	8	24%	107	19%	13	13%	52	29%	39	32%	219
2004-2005	11	24%	113	16%	13	10%	39	29%	7	9%	183
2005-2006	10	16%	108	14%	24	15%	39	33%	22	27%	203
2006-2007	27	18%	109	12%	24	14%	15	12%	31	28%	206
2007-2008	35	19%	112	12%	10	6%	34	17%	20	19%	211
2008-2009	19	12%	97	10%	16	9%	23	11%	35	36%	190
2009-2010	20	9%	94	11%	1	1%	24	8%	31	33%	170
2010-2011	16	10%	108	11%	13	7%	49	13%	24	24%	210
2011-2012	12	11%	105	10%	6	3%	45	11%	5	3%	173
2012-2013	13	11%	85	9%	6	3%	44	9%	14	6%	162
2013-2014	8	8%	85	10%	13	7%	116	17%	19	8%	241
Total	211	14%	1380	13%	155	6%	552	14%	265	16%	2563

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

At the AAS level, BMCC, CSI and BCC awarded the most nursing degrees to members. At BCC 1199SEIU students represented 24% of all its nursing graduates. At the BS level (generic and RN to BS), Lehman awarded the most degrees to members. 1199SEIU students represented 30% of all BS nursing degrees awarded by Lehman. Also, historically, from 2000-01 through 2013-14, 1199SEIU members have comprised 14% of all LPN graduates, 13% of all AAS graduates, 6% of all generic BS graduates, 14% of all RN to BS graduates, and 16% of all MS graduates, totaling 2563 1199SEIU nursing graduates over the 14-year period. 1199SEIU members are a vital part of virtually all CUNY nursing programs. They do well, and can move up the nursing career ladder, from LPN to AAS to BS to MS to the doctorate, when high-quality CUNY nursing programs flourish.

Table 5. CUNY nursing graduates who were 1199SEIU members during the academic year of graduation, by degree level and college, 2013-2014

<i>Degree Level and College</i>	<i>All CUNY</i>	<i>1199</i>	<i>% 1199</i>
LPN	105	8	8%
Hostos	15	2	13%
LaGuardia	68	2	3%
Medgar Evers	22	4	18%
AAS	881	85	10%
BMCC	152	26	17%
Bronx	54	13	24%
Hostos	47	3	6%
Kingsborough	136	2	1%
LaGuardia	114	9	8%
Medgar Evers	65	6	9%
NYCCT	96	2	2%
Queensborough	86	8	9%
Staten Island	131	16	12%
Generic BS	191	13	7%
Hunter	124	8	6%
Lehman	67	5	7%
RN to BS Completion	667	116	17%
Hunter	61	3	5%
Lehman	200	76	38%
Medgar Evers	87	14	16%
NYCCT	148	10	7%
Staten Island	122	7	6%
York	49	6	12%
MS	244	19	8%
Hunter	112	7	6%
Lehman	120	11	9%
Staten Island	12	1	8%

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Over the last five years, across all CUNY nursing programs, 1199SEIU graduates were more likely than other CUNY graduates to be older and to be Black and less likely to be Asian.

Table 6. Demographics of CUNY Nursing Graduates who were 1199SEIU members during the academic year of graduation, by degree program, 2009-10 through 2013-14

	LPN		AAS		Generic BS		RN to BS Completion		MS	
	<i>Other CUNY (N=644)</i>	<i>1199 (N=69)</i>	<i>Other CUNY (N=4211)</i>	<i>1199 (N=477)</i>	<i>Other CUNY (N=871)</i>	<i>1199 (N=39)</i>	<i>Other CUNY (N=1987)</i>	<i>1199 (N=278)</i>	<i>Other CUNY (N=720)</i>	<i>1199 (N=93)</i>
Men	15%	17%	19%	19%	17%	28%	13%	12%	15%	13%
Women	85%	83%	81%	81%	83%	72%	87%	88%	85%	87%
American Indian / Native American	0.3%	0%	0.2%	0.5%	0.1%	0%	0%	0%	0.1%	0%
Asian / Pacific Islander	30%	10%	19%	12%	33%	18%	24%	10%	26%	6%
Black	40%	72%	29%	49%	19%	44%	41%	55%	30%	51%
Hispanic	15%	12%	13%	16%	16%	33%	9%	10%	8%	8%
White	14%	6%	38%	23%	32%	5%	26%	25%	36%	35%
Average Age	33.3	38.5	32.0	36.0	27.9	35.7	35.4	40.5	39.3	43.8

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

1199SEIU Graduates in Degrees Other Than Nursing

In 2013-14 1199SEIU members were awarded 288 associate degrees. Almost 30% of these were in nursing. 1199SEIU graduates were also well represented in the fields of allied health and human services. Of particular note however is that 31% received degrees in “General pre-baccalaureate Liberal Arts.” Interventions that target this particular contingent and facilitate seamless transitions into bachelor’s programs would support the academic progression of 1199SEIU members at CUNY. Also, due to “credential creep” in many health professions, facilitating the timely academic progression of these graduates into related bachelor’s programs is advisable. This is already happening in many CUNY AAS nursing programs that have developed dual degrees with RN to BS programs. Similar efforts should be expanded to other AAS programs in the health professions such as radiologic technologies.

Table 7. CUNY Associate graduates who were 1199SEIU members during the academic year of graduation, by NYSED taxonomy, 2013-2014

<i>Program</i>	<i>Number</i>
Liberal Arts, General Pre-baccalaureate Liberal Arts	89
Nursing - R.N. College Programs	85
Police, Law Enforcement, Corrections Technologies	10
Community and Human Service Related Technologies	9
Food Service Technologies	9
Other Health Services Technologies	9
Education Technologies (Teacher Aid or Two-year Teacher Training Programs)	8
Marketing, Distribution, Purchasing, Business and Industrial Management Technologies	8
Social Sciences Pre-baccalaureate Liberal Arts	8
Radiologic Technologies (X-ray, etc.)	7
Accounting Technologies	6
Medical or Biological Laboratory Assistant Technologies	4
Psychiatric Technologies (including Mental Health Aide Program)	4
Public Service Technologies, General	4
Gerontology (Pre-baccalaureate)	3
Applied Graphic and Fine Arts Technologies (Including Advertising Design)	2
Biological Sciences Pre-baccalaureate Liberal Arts	2
Communications and Broadcasting Technologies (Radio/Television, Newspapers)	2
Construction and Building Technologies (Carpentry, Electrical Work, etc.)	2
Data Processing Equipment Maintenance	2
Data Processing Technologies, General	2
Physical Therapy Technology	2
Business and Commerce Technologies, General	1
Dental Hygiene Technologies	1
Inhalation Therapy Technologies	1
Medical Record Technologies	1
Occupational Therapy Technologies	1
Other Business and Commerce Technologies	1
Other Public Service Related Technologies	1
Physical Sciences Pre-baccalaureate Liberal Arts	1
Psychology Pre-baccalaureate Liberal Arts	1
Public Administration and Management Technology	1
Secretarial Technologies (Including Office Machine Training	1

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

In 2013, 1199SEIU members were awarded 399 baccalaureate degrees. Over 32% of these were in nursing. Other popular degrees among 1199SEIU graduates were psychology at 13% and healthcare or business administration at 12%. Facilitating the transition of 1199SEIU members who graduated with a degree in pre-baccalaureate liberal arts into online programs in psychology and business administration, including those offered through the CUNY School of Professional Studies, would support their academic progression in these favored disciplines.

The wide range of degrees awarded at the bachelor's level speaks to the broad range of academic and career goals of individual 1199SEIU members at CUNY. They graduated in Biology, Anthropology, Accounting, Economics, English, Chemistry, Cinematography, Mathematics, Information Systems and other fields of study in the sciences, social sciences and humanities.

University-wide, at the master's level (see Table 9), the most popular programs for 1199SEIU members were nursing at 26%, social work, public administration, public health, labor and industrial relations and health education.

Table 8. CUNY Bachelor’s graduates who were 1199SEIU members during the academic year of graduation, by NYSED taxonomy, 2013-2014

<i>Program</i>	<i>Number</i>
Nursing (Baccalaureate and Higher)	129
Psychology	51
Hospital and Health Care Administration	29
Business Management and Administration	17
Social Work and Helping Services (Other than Clinical Social Work)	14
Health Education (Includes Family Life Education)	12
Biology, General	11
Police Law Enforcement and Correction (Baccalaureate and Higher)	10
Sociology	10
Medical Laboratory Technologies (Baccalaureate and Higher)	8
Community Services, General	6
Anthropology	5
Communications, General	5
Accounting	4
Economics	4
English, General	4
Foods and Nutrition (Includes Dietetics)	4
Liberal Arts and Sciences (Baccalaureate and Higher)	4
Chemistry, General	3
Cinematography	3
Information Sciences and Systems	3
Mathematics, General	3
Other Interdisciplinary Studies	3
Other Social Sciences	3
Banking and Finance	2
Criminology	2
Elementary Education, General	2
Geology	2
History	2
Home Economics, General	2
Humanities and Social Sciences	2
Other Computer and Information Sciences	2
Other Mathematics	2
Other Public Affairs and Services	2
Physical Education - Physical Education 7-12	2
Other	22

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Table 9. CUNY Master’s graduates who were 1199SEIU members during the academic year of graduation, by NYSED taxonomy, 2013-2014

<i>Program</i>	<i>Number</i>
Nursing (Baccalaureate and Higher) - R.N. Required for Admission	19
Labor and Industrial Relations	6
Public Administration	6
Public Health	6
Social Work and Helping Services (Other than Clinical Social Work)	6
Health Education (Includes Family Life Education)	5
Elementary Education, General	3
Foods and Nutrition (Includes Dietetics)	3
Special Education, General	3
Business Management and Administration	2
Accounting	1
Biology, General	1
Community Services, General	1
Economics	1
Industrial Psychology	1
Information Sciences and Systems	1
Junior High School Education, General Science	1
Liberal Arts and Sciences (Baccalaureate and Higher)	1
Occupational Therapy	1
Other Education	1
Other Physical Sciences	1
Pre-elementary Education (Kindergarten)	1
Sports and Exercise Studies	1
Experimental Psychology (Animal and Human)	1

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Next Steps

The JFK, Jr. Institute is continuing its analysis of the data related to 1199SEIU members at CUNY. It will issue a final report with recommendations in December 2015.

References

Milkman, R. and Luce, S., *The State of the Unions 2015: A Profile of Organized Labor in New York City, New York State, and the United States*, The Joseph S. Murphy Institute for Worker Education and Labor Studies, September, 2015.