

The Case for Salary Restoration for CUNY Faculty and Staff

In the current negotiations between the Professional Staff Congress (PSC) and City University of New York (CUNY), the most critical issue is the need to address salary erosion. Without competitive salaries, CUNY colleges often find that they cannot recruit their first-choice candidates for full-time faculty positions and that many current faculty are seeking to leave. Academic departments are under strain. The quality of education students receive is jeopardized because the mentorship and continuity that students depend on are the inevitable casualties of this crisis.

Salaries in Historical Perspective

Since 1971, the salary steps for CUNY faculty and staff have lost between 27% and 51% of their value when adjusting for inflation. This chart shows the inflation-adjusted loss for the top, median and bottom salary step for some of the titles the PSC represents.

Title	Top Step	Median Step	Bottom Step
Full Prof. & HEO	-37%	-42%	-47%
Assoc Prof. & HEA	-36%	-40%	-46%
Ass't. Prof. & HEa	-34%	-41%	-50%
Lecturer	-27%	-35%	-44%
Ass't. to HEO	-31%	-40%	-51%
Adjunct Lecturer	-36%	-39%	-40%

Salaries in Comparative Perspective

Salaries for CUNY faculty are no longer competitive with comparable universities. In both the regional and national academic markets that CUNY is a part of, salaries for professorial titles at CUNY simply do not measure up. Here is a chart comparing CUNY average salaries for fall 2006 with regional institutions (fall 2006 AAUP data) with which CUNY competes (dollars are in thousands).

Institution	Professor	Assistant Professor
Yeshiva U.	\$150.5 (+34%)	\$83.5 (+24%)
New York University	\$149.5 (+34%)	\$80.1 (+21%)
Rutgers (New Brunswick)	\$123.8 (+20%)	\$68.7 (+8%)
University of Connecticut	\$122.2 (+19%)	\$69.9 (+10%)
Hofstra U.	\$120.4 (+17%)	\$65.8 (+4%)
Pace U.	\$117.9 (+16%)	\$69.5 (+9%)
Fordham U.	\$117.6 (+15%)	\$72.1 (+12%)
SUNY Buffalo	\$116.6 (+15%)	\$66.6 (+5%)
SUNY Stony Brook	\$116.4 (+15%)	\$68.9 (+8%)
SUNY Albany	\$106.9 (+7%)	\$63.1 (0%)
SUNY Binghamton	\$105.3 (+6%)	\$64.1 (+1%)
Adelphi U.	102.0 (+3%)	\$71.7 (+12%)
Sarah Lawrence College	\$99.5 (0%)	\$61.2 (-3%)
All CUNY Colleges	\$99.4	\$63.2