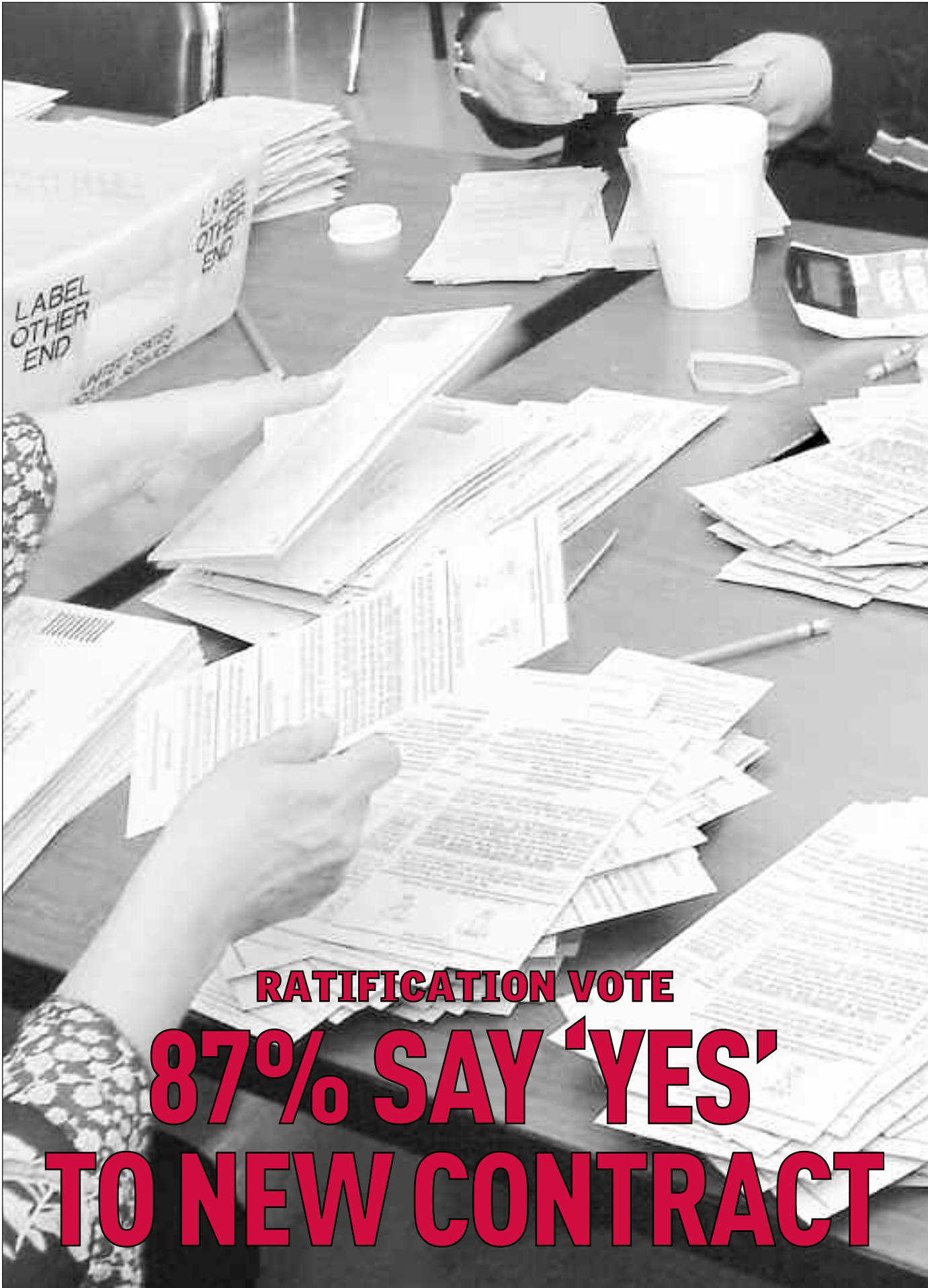


Clarion

NEWSPAPER OF THE PROFESSIONAL STAFF CONGRESS / CITY UNIVERSITY OF NEW YORK



SUMMER 2006



RATIFICATION VOTE

87% SAY 'YES' TO NEW CONTRACT

After a long, tough contract fight – during which thousands of members rallied, sent faxes, made phone calls and organized their coworkers – the union reached a final deal with CUNY management, the City and the State. On June 2, members ratified the terms by a wide margin. Based on the timelines of previous contracts, retroactive pay should arrive in late August or early September. Above, workers at the American Arbitration Association open ballots. Inside, more details and the new salary schedules. **PAGES 3, 8-9**

OUR HISTORY

How Hostos was saved



Students, the PSC and the community organized to save Hostos 30 years ago.

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PSC ELECTION

New Caucus wins all positions

In a hotly contested election, members returned the New Caucus to office. New PSC officers include Secretary Arthurine DeSola and Treasurer Mike Fabricant. **PAGE 5**



STATE BUDGET

Pataki loses veto fight, CUNY budget wins

PSC lobbying trips to the state capitol and member calls and faxes to legislators netted the best budget for CUNY in years. There will be no tuition hike and no changes to TAP. Moreover, lawmakers funded new full-time lines and fixes for falling-down buildings. Lobbying for other legislative priorities – including adjunct unemployment insurance – continues. **PAGE 6**

DOWNTOWN

PSC office moves to lower Manhattan

The union and the PSC-CUNY Welfare Fund will move from their midtown location to 61 Broadway, 15th Floor on Friday, July 21. The main phone and fax numbers will remain the same.

Unionized movers will relocate the offices, which will reopen Monday, July 24 at 9:00 a.m.

POETRY

Curriculum

By TINA CHANG

1: Prowess

Walk into a room a high priestess.
Inherit fortune through the mouth.
Feel God's hand reaching down
to place a gift on your tongue
like a fresh coin. Swallow.
This is how you take it: bread, light,
a vantage point in the heart.

2: Stamina

Keep going when lungs are shriveled,
two bags of bad air. The professor sleeps
in a suit, makes ready with a suitcase
by the door and a wife
at his elbow. Wake up early,
wake up dying.

3: Render

A young girl brushes her hair
till she aches. Her father stole a chicken from a neighbor.
As punishment the town priest takes
the daughter as his slave. Every night he pushes
the curtains back. He forgives and is forgiven.

4: Contempt

The heart is daily slain.
The man is happy who goes off
to war, kills fields full of children,
becomes a hero. He returns, axing
the thin white flowers of his walls.
Then offers himself to his family,
quietly, an earful of bullets.

5: Change

I was once a gnat, then a gardener,
then a fallen saint. Each time I am new again,
failing by flying, then
by drowning. The nuns waft by
in their habits whispering of the criminal
who got it real good. My skin is molting,
an inky blue. When I shed, I come out clean.

2075: Let go

Someone somewhere is sharpening a pencil.
I have taught myself the good lesson.
You are the sin of the imperfect,
the most wretched one, the face I long for.
The teacher notes his students on a page,
their attendance in red ink, marking presence,
marking loss. The savior builds faith
in a ruined church. Touches you
with water and with fire.

Tina Chang teaches poetry and creative writing at Hunter College and Sarah Lawrence College. "Curriculum" is from her book, *Half-Lit Houses* (Four Way Books, 2004).

LABOR
IN BRIEF

Police attack teachers on strike in Mexico

On June 14 in Oaxaca City, Mexico police injured dozens of teachers when they raided an encampment of 30,000 strikers from the National Union of Education Workers, and there were reports that some had been killed. Within hours, teachers and supporters forced police to retreat and recaptured a 40-block area, while students from Benito Juárez Autonomous University took over their radio station to help coordinate the strike. The teachers struck and camped out in city's center on May 22, demanding school supplies, funding for student uniforms, and significant wage increases from Governor Ulises Ruiz Ortiz. The local, which negotiates contracts annually, has struck each of the last 27 years. This year the strike lasted longer because the governor is resisting the workers' demands.

On June 16, 400,000 teachers and allies rallied calling for the ouster Gov. Ortiz based on reports of stealing and wasting funds on needless projects while cutting city services.

AFT CT endorses antiwar challenger Ned Lamont

Connecticut's branch of the American Federation of Teachers endorsed Ned Lamont for US Senate on June 15. Lamont, is now running neck-and-neck with Senator Joe Lieberman in a Democratic primary challenge.

The union specifically noted Lamont's support of its positions on education, healthcare and opposition to the war in Iraq in its announcement. "More than 250 million dollars a day is being diverted into the war in Iraq," said Sharon Palmer, president of AFT Connecticut. "This endorsement came down to the issues of education and healthcare and the draining of resources from our state in order to fund the war in Iraq," she said. The Connecticut National Education Association (NEA) also endorsed Lamont at the same mid-June press conference in Hartford.

"There is too much at stake to take a safe position," said Palmer at the press conference. The Democratic primary is August 8.

TWU sells HQ

Local 100 of the Transit Workers Union (TWU) sold its headquarters, 80 West End Avenue, for \$60 million, the *Chief* report-

ed. The union will use some of the money to pay the \$2.5 million fine levied by the New York State Supreme Court on June 1. The court will also revoke automatic dues check-off until Local 100 President Roger Toussaint promises never to break the Taylor Law again, according to the union. Toussaint refuses to make such a pledge. Several other unions have contributed to help the TWU pay the fines.

The balance of the proceeds from the building's sale will go to future office space, paying off the mortgage, and the union's general fund. Though the union is cutting staff salaries and considering more belt-tightening, the *Post* quoted one leader as saying, "they thought they could bust this union, but we are now stronger than ever and we're ready to fight."

Faculty rights reminder

Under the contract, most faculty on annual leave are *not* required to be available for professional duties. If your college mandates your attendance at on-campus meetings or other duties, please call the PSC office immediately at 212-354-1252. Remember that if you choose, or are required, to perform such professional duties, you are entitled to appropriate compensation. Call the PSC office if you have any questions.



LETTERS TO THE EDITOR

WRITE TO: CLARION/PSC, 25 W. 43RD STREET, FIFTH FLOOR, NEW YORK, NY 10036. E-MAIL: PHOGNESS@PSCMAIL.ORG. FAX: 212-302-7815.

How to make City unions stronger

● I'm proud to belong to a union that has demonstrated solidarity with the rest of the labor movement – supporting transit workers and others who faced tough contract negotiations.

Too often, unions allow themselves to be divided. In this last round of negotiations with New York City, some municipal unions thought they could get a better deal working alone. The record shows that they were wrong – they got worse contracts, and put other City unions in a weaker position.

It's good to hear that many unions in the Municipal Labor Committee are discussing some kind of coalition bargaining. Negotiating together is a good starting point – but it's only a start. We also have to be ready to come to the aid of other unions when they need us – to write a letter, come to a rally, or give to a relief fund.

It's the most basic lesson of Labor Unions 101 – we are stronger when we stick together. In the recent PSC elections, I was very wary of candidates who criticized the union's leadership for showing solidarity with other public workers. New York City unions need more solidarity, not less.

Tom Angotti
Hunter College

Working together despite differing values

● I am disappointed to learn that some in my union took the statement of a group at QCC opposing the contract as evidence of opposition to the union and leadership. The expressed opposition was not a vote against persons but an expression of holding values in a differ-

ent order than others, including the negotiating team.

At QCC Jay Appleman and I, as chapter leaders, work with those who share our common cause and concerns understanding that dissent is not necessarily a sign of disloyalty nor is it anti-union. The PSC must not allow differences to weaken our union and our united resolve to improve upon our conditions. Holding values differently and yet working together for common cause should be one of the defining characteristics of our PSC. Being mean-spirited works against this. Allowing expression of views, concerns and values should be a strength of a union and not a sign of weakness when union members so avail themselves of their rights. Opposition and disdain for dissenters is anti-union, as is the principle: "Support the union leadership on everything or *get out*."

We must work together, note our differences, and then come together again out of common cause and unite with common purpose to achieve the common good.

Phil Pecorino
Queensborough CC

PSC President Barbara Bowen responds: *I am sorry to hear that anyone in the union interpreted disagreement as disloyalty. I certainly do not, nor do the other members of the PSC leadership. Phil doesn't say who the persons are who expressed this view, but of course he is right that honest political debate is the lifeblood of a union. We had just such a debate at the Delegate Assembly that voted to recommend the contract for ratification, and the perspective of those who voiced questions or criticisms of the agreement were as*

much a part of our deliberations as the expressions of support.

Horowitz is right

● Re: the May 2006 *Clarion* article, "Dangerous Professors?":

The left hasn't forgiven David Horowitz for defecting, and they're angrier now that he's dedicated himself to exposing many of the ideological thugs he formerly embraced.

In an age where the term 'radical professor' is often a redundancy, Horowitz has done no more than add his voice to the growing list of those disgusted with the left-wing assault on academia. America's universities, once the place of true scholarship and a forum open to all points of view, have become rife with rabid anti-Americanism, race-baiting, anti-Semitism and assorted agendas. Not only do many professors claim the moral high ground in the name of 'pacifism' or 'tolerance,' they do it while fully protected by an atmosphere of victimhood and the safety net of tenure. As a CUNY instructor and a former college student, I am intimately familiar with this situation. Those of us who don't toe the leftwing line have to keep our mouths shut or risk being shunned or worse; in some cases jobs are in jeopardy. Instead of attacking David Horowitz, Ben Shapiro, Brian Anderson and the many others who've taken on the leftist domination of universities, let's work towards a return to intellectual integrity and rid schools of indoctrinators masquerading as scholars.

Michele Molina
Queensborough CC

Contract ratified by wide margin

By PETER HOGNESS

Members of the Professional Staff Congress have voted to ratify their new contract with City University by a margin of 87% to 13%. The mail ballot was tallied by the American Arbitration Association on June 2; AAA reported 5,902 votes in favor and 886 opposed.

"The vote of support shows that PSC members recognized the substantial gains in this agreement, even within unfair economic constraints," said Barbara Bowen, the union's president. "In a period in which quality of work life in public universities is in decline, we've managed to defy that trend," said Mike Fabricant, a member of the bargaining team and the PSC's new treasurer.

The next steps will be passage of a pay bill by the State Legislature (a routine measure to authorize funding for the agreement), and approval of the accord by CUNY's Board of Trustees. Retroactive pay should be paid by late August or early September, based on the timing after the last contract was settled. (Check the PSC website later this summer for an update.)

AVERAGE OF 9.5%

The new contract provides for an average pay increase of 9.5% over the life of the agreement, which runs from November 1, 2002, through September 19, 2007. It also boosts management's annual contributions to the PSC/CUNY Welfare Fund by 20% and adds \$30 million to the Fund's reserve, the latter funded by a portion of retroactive pay. PSC negotiators said that these increased contributions will protect existing prescription drug coverage, and make it possible to improve the current dental benefit.

The most innovative features of the agreement are those that bolster members' professional life: an increase in sabbatical pay from 50% to 80%; doubling junior faculty's re-assigned time for research; creating CUNY's first professional development fund for adjuncts; and increasing professional development grants for Higher Education Officers and College Lab Technicians. In exchange for the first two provisions, the union agreed to support a future two-year extension in CUNY's tenure clock.

"I voted to support the contract," said Tom Angotti, professor of urban affairs at Hunter. "When you look at what other unions are getting, I think it's a pretty good deal." He praised the increase in sabbatical pay from 50% to 80%. "I'm coming up for a sabbatical in a couple of years, so that's going to make a difference."

Management also agreed to create 100 new full-time lines, for which the hiring pool will consist of

PSC votes 'yes' by 87%



Above, Howard Balter and below right, Elizabeth Olana, both at a meeting on the contract at Bronx Community College. Above right, Valeria Treves at the Hunter contract meeting.

experienced CUNY adjuncts. "For the first time in its history," commented Bowen, "CUNY has agreed to convert part-time lines to full-time positions, instead of the other way around."

Sue Dicker, associate professor of English at Hostos, said that the 100 conversion lines were "a step in the right direction," one that would benefit full-timers as well. "The more full-time positions you have," she said, "the more people we have to share the work of committees and other work of the college."

Many members said they voted "yes" to strengthen the Welfare Fund. "People want to see some dental benefit restoration," said Jay Appleman, chapter chair at Queensborough CC.

Many members voted "yes" even though they were not happy with all features of the accord. "I voted for the contract, but it doesn't really solve the fundamental economic problems of CUNY faculty and staff, both full-time and part-time," said Andy Beveridge, professor of sociology at Queens. "To be honest, it was a fairly minimal increase – but I don't think there was any real alternative."

MUNICIPAL LABOR

"The salary increases are less than we deserve, and they reflect a systematic effort to contain and depress public-sector wages," said Fabricant. "Part of our struggle in the next contract is to find a way, with other parts of the municipal labor movement who have had similar experiences, to break through those constraints."

"Like other adjuncts, I was disappointed that we didn't win anything close to seniority, or parity in pay,"

said Wendy Scribner, who teaches English at BMCC and ESL at City Tech. "I voted 'yes' because I thought it was the best we could do right now. It was in line with other City worker contracts, and we needed to strengthen the Welfare Fund or adjuncts' health insurance would have been in danger."

David Hatchett, an adjunct lecturer at Medgar Evers and member of the PSC Executive Council, agreed that much was missing from this contract, but cited several reasons for his support. "Adjuncts will be able to get research money, and there's the 100 full-time positions that adjuncts will fill," said Hatchett. "The Welfare Fund was critical. Bottom line, it was better to vote 'yes' so we could get those improvements, plus the retroactive pay and pay increases."

WAFFLED

Howard Pflanzner, an adjunct at CCNY, took a different view. "We got virtually nothing in this contract," he told *Clarion*. "I voted 'no' because I felt that could be a rallying point for adjuncts, and a start for developing a cohesive group of strong demands for the next contract." Scribner, Hatchett, and Pflanzner all agreed that adjuncts need to make stronger gains in the next agreement, and that to do that they must start organizing now.

"I waffled on how to vote, because I really hate the tenure clock extension," said Nikki McDaniel, assistant professor of biology at Bronx Community College. "But I voted 'yes' because I thought the achievements made by our negotiating team were really remarkable, when you consider what they were up against and what other unions were managing to get." In the end, she said, "I felt that a 'yes' vote was the best hope for organizing and



Gary Schochet



Pat Arnow

working to make the next contract better."

PSC negotiators turned back an aggressive effort by management to win a range of concessions, such as excluding department chairs from union membership and weakening the grievance procedure. The only one of these demands that the PSC agreed to compromise was on annual leave; Fall semester will now start three weekdays before August 30, although classes may start somewhat later.

"For HEOs, a major win is the fact that we still have job security," said PSC Secretary Arthurine DeSola. "Management pushed hard to change the contract so that HEO-series employees could be fired after two negative evaluations. The part of the contract that protects us, 13.3(b), was threatened." DeSola praised union negotiators for refusing to give in.

As part of the ratification process, union meetings to discuss the contract were held across the university. Bargaining team members answered questions at 18 campuses and three Educational Opportunity Centers, and at additional meetings for CLIP faculty and for HEOs. In all, more than 1,000 members attended.

A group at Queensborough Community College that included Phil Pecorino, professor of philosophy and vice-chair of QCC's PSC chapter, urged members to vote against the proposed contract. Voting "no" was "a statement about what the faculty and staff of CUNY deserve," Pecorino told *Clarion*. "I will not

vote for a contract ever again that offers a salary that is in real terms worth less than what I was being paid in the years before," he explained. "I have made the decision not to take it any more."

The CUNY Alliance (CA), which had lost the PSC leadership elections just the month before, waged a more bitter campaign to defeat the accord. "This contract sets very bad precedent and represents very serious strategic mistakes in terms of future negotiations," said the CA's Rina Yarmish. "We are particularly concerned about the precedent of propping up the Welfare Fund with our own money and the below-inflation wage increases, along with other concessions – for virtually no gain. Moreover the PSC had not exhausted all avenues of bargaining, such as non-binding arbitration."

MEMBERS DECIDE

"These comments show inexperience," responded PSC First VP Steve London. "Past contracts have delayed raises to create cash for the Welfare Fund. Also, it is just plain silly to think that CUNY would voluntarily enter into a non-binding arbitration process where they could expect to do worse."

Most members rejected the idea that voting "no" would be an effective strategy for getting more, and the contract was approved with 87% support. The previous contract, the first negotiated under Bowen, was ratified in 2002 with 93% support. The contract before that, ratified in 1998, won the backing of 82%.

"In this contract, the PSC was able to avoid many of the concessions sought by management and to make important economic advances in addition to salary. We accomplished that because we waged an aggressive contract campaign," said President Bowen. "But CUNY faculty and staff will need higher salary increases if City University is to remain competitive. The City, State and even CUNY management have made it clear that they are opposed to creating the conditions for a real university culture at CUNY – that's the agenda we need to overcome."

New treasurer an activist academic

By DANIA RAJENDRA & PETER HOGNESS

Growing up in Coney Island, Mike Fabricant never imagined that he'd become a professor. "It was hard enough to get to college," the PSC's new treasurer says today.

Fabricant's father was a truck driver, his mother a waitress. When he enrolled at the University of Pittsburgh, living with relatives nearby, he assumed he would go back afterward and end up in a blue-collar job.

"Pitt transformed me, in the sense that I was able to see myself differently and perhaps in a more enlarged way," he explains. "What public higher education offered me was a way of rethinking and re-imagining my own possibilities."

SCALING WALLS

Once that took hold, he says, "I wanted that PhD as badly as I've ever wanted anything. As a working-class kid, it represented the culmination of all that I'd imagined was beyond me." One night while he was in grad school, he had a dream that he remembers to this day: "I was coming down this sparkling, emerald river, it was blinding to look at, and as I hit the end of that river, there was this huge wall. At the top of the wall were all the faculty members from the school – they were throwing rocks at me as I tried to scale the wall!"

The union's a place to fight for CUNY

Organizing in many arenas

Today Fabricant is executive officer of CUNY's doctoral program in social welfare. After getting his PhD from Brandeis, with a dissertation on delinquency, he went to work for the Community Service Society. "At CSS I developed a study of juvenile delinquents and the family courts that ultimately made the front page of *The New York Times*," Fabricant recalls. "It was a quote-of-the-day piece of research that got a lot of attention."

TEAMSTER

After five years at CSS, Fabricant applied for a job at the Hunter School of Social Work. He had one very practical reason to make the switch: "I was repeatedly threatened with being fired, because I was organizing a union in the agency."

But it was also a natural fit. "I had the degree, and I had written a book," he says. "I thought the transition to a university would be interesting." He stayed at CSS until the union drive was successful. It was his second time as a union member: he was a Teamster first, as a factory worker and truck driver before and during college. "I was especially proud to become a Teamster, because my father was a Teamster," he says. The PSC is Fabricant's



Mike Fabricant

third union; he joined in 1979, when he began work at Hunter.

Around the same time, Fabricant and his family moved to Elizabeth, NJ, where they have been very involved with the community's politics and social needs. He and his wife Betsy Fabricant were founding members of the Elizabeth Coalition to House the Homeless, an organizing, advocacy and social service center that recently marked its 25th year. "We were able to build an activist community around questions of housing and homelessness," says Fabricant. "It

was a major undertaking."

In the late '90s, union and political struggles at CUNY began to heat up, and he became more involved with organizing issues at work. With CUNY under attack, he explains, "the union became a place to fight for a public sphere." It's a fight about which he cares deeply. "CUNY can enlarge people's sense of themselves, not only materially but to be in the world in a different way – to have a critical sensibility and imagine how they can contribute to community and a larger world."

FIGHTING FOR THE UNIVERSITY

As he takes up his responsibilities as PSC treasurer, Fabricant will have a busy schedule. In addition to heading the doctoral program and continuing to teach, he's working on a book. But he's clearly a disciplined and focused person, and he doesn't sound apprehensive. "Ultimately, I love it," he says with a grin. "For my work to be with people I care about, for my work to be about that which defines me, that which offers me meaning – how much more privileged can you be than that?"

What helps is the way the different parts of his life fit together. The book, for example, is about an organizing project in the South Bronx. "Community organizations are building parent power as a basis for reforming public education in the South Bronx," he explains.

Introductions, old and new

When we started planning this issue of *Clarion*, it seemed obvious that we should include profiles of PSC Secretary Arthurine DeSola and Treasurer Mike Fabricant, newly elected in April. After a moment's thought, we decided we should include President Barbara Bowen and First Vice President Steve London as well. Bowen and London have been in office since 2000, so *Clarion* readers know their views on union issues. But most members know little about them as individuals, and we thought it was time to fill that gap. You'll find the interviews with DeSola and London in our next issue. — PH & DR

"It's also the first instance, in almost 30 years, of the UFT working that closely with a community group," Fabricant adds. "So it's a case study of the possibilities associated with a labor-community coalition."

And that's a topic that has particular relevance for the PSC. "Clearly there's a convergence of interests between our needs as union members and the need for various communities in this city to have a vital and well-funded public university," he notes. "So the question is, how do you bring those communities into this fight?"

As a scholar, and as a union leader, it's a question that Mike Fabricant hopes he can help answer.

Professor and president

By PETER HOGNESS

As PSC President, Barbara Bowen works long hours. She's often in the union office late at night, or on a Saturday or Sunday or both.

But if you talk with Bowen about her work, one thing becomes clear. Her biggest sacrifice isn't what she's doing as union president – it's what she's not doing.

"I always wanted to be a teacher," she says. "There's nothing like it. It's one of the basic, defining things that we do as human beings – teach each other, and learn."

RENAISSANCE WOMEN

"I love the first minute of walking into the classroom. It's an incredible space, with its concentration of attention. I feel so relaxed in a classroom – I really miss it."

Being a professor is "a much more wonderful job than I imagined when I first thought about teaching," she said, "because it includes the whole dimension of research."

When Bowen became PSC president in 2000, her research work focused on 17th century English women writers. "There was a critical mass of scholars working on early modern women writers, and several of them are still here at CUNY,"

Scholarship and activism

she explains. "We were finding things in the archive together, and there was a sense of discovery and sharing that initial intellectual excitement. So that's something else that I miss – it's hard not to be so in touch with what's happening in my field."

Bowen grew up in England, where she attended a convent school. She and her sister were the first generation in their family to go to college, and she majored in English and Latin at Oberlin. She worked in Italy for a while after graduation, then joined the public service program VISTA.

Somewhat by accident, VISTA provided Bowen with her first experience as a union organizer, while she was working with farm workers in Massachusetts. "The growers' lobby had prevented VISTA from working with farm workers for many years because they were afraid that VISTA volunteers, after five minutes of seeing the conditions of farm workers, would want to help them form a union," she recalls. "But the growers' fear was realized, and I was fired from VISTA for doing

union organizing."

Bowen went on to work for a farm workers' service organization, and later co-founded a community organization in Holyoke, Massachusetts.

For her first couple of years of graduate school at Yale, she commuted to Holyoke on the weekends to do community organizing.

Eventually this became too hard to sustain, and Bowen's organizing work moved closer to home. As a grad student she organized tenants, worked for Legal Aid, and volunteered in a successful Yale union drive.

SHAKESPEARE SCHOLAR

Bowen was hired at Queens College in 1986, after first spending a year on the faculty at Wellesley. "I had always wanted to be at CUNY," says Bowen, explaining that she was drawn by "the combination of the potential for important intellectual work and CUNY's working-class students, the possibility of making new knowledge in partnership with these students."

Once at City University, Bowen

Loves organizing, misses teaching and research.



Barbara Bowen at the September 29 mass meeting.

joined the doctoral faculty in English and emerged as a scholar of Shakespeare. The playwright's work is the focus of her book, *Gender in the Theater of War*, and she has written on teaching Shakespeare as part of a progressive curriculum. African American literature has been a second focus of her scholarship and teaching.

Because of this work, she was asked to lecture in South Africa during the early years of emergence from apartheid and traveled there with her partner Tony O'Brien, a scholar of African literature. "Those were some of the best summers I've ever had," she says. "I was intensely privileged to be there at

that moment."

When you talk to Bowen about the academic life she's had to put on hold, her attraction to it is clear. But even as she misses days spent in the archive or grappling with literary theory, she has no regrets about having chosen union work.

"It became impossible to teach at CUNY, especially as someone involved in a feminist and anti-racist curriculum, and not feel the pull to engage with the political agendas that are bent on wrecking City University and denying our students' life-chances," Bowen explained to *Clarion*. "For me, that work is absolutely continuous with teaching."



The PSC Executive Council, elected in April. Standing, from left: Steve London, first vice president; Lorraine Cohen, university-wide officer; Kathleen Barker, senior college officer; Donna Gill & Vera Weekes, cross-campus officers; Marilyn Neimark, senior college officer; Nancy Romer, univ.-wide officer; Susan DiRaimo, part-time

personnel officer; Susan O'Malley, community college officer; Barbara Bowen, president; Alex Vitale, sr. college officer; Jim Perlstein & Peter Jonas, retiree executive officers; Jay Appleman, CC officer; Anne Friedman, VP for CCs; Mike Fabricant, treasurer; Steve Trim-boli, cross-campus officer. Seated, from left: Arthurine DeSola, sec-

retary; Iris DeLutro, VP for cross-campus units; Bob Cermele, VP for sr. colleges; Stanley Aronowitz, univ.-wide officer; Lizette Colón, CC officer; John Pittman, univ.-wide officer; David Hatchett & Diane Menna, part-time personnel officers; Jonathan Buchsbaum, univ.-wide officer; Marcia Newfield, VP for part-time personnel.

New Caucus wins PSC elections

By PETER HOGNESS

Bowen re-elected with 55%

On April 25, the incumbent New Caucus was returned to office in the PSC's leadership elections. President Barbara Bowen defeated the CUNY Alliance candidate for president, Rina Yarmish, by a 10-point margin, 55% to 45%.

Bowen polled slightly ahead of the rest of the New Caucus (NC) slate, which drew 54% of the vote in most other contests. NC candidates won by more in some cases and less in others, but they prevailed in every race. All 27 positions on the PSC Executive Council were up for grabs.

SUPPORT VARIED

New Caucus support was somewhat higher among community college faculty: its candidates for the community college posts on the PSC Executive Council (EC) drew 56%. CUNY Alliance (CA) candidates came closest among members of the Higher Education Officer and College Lab Tech chapters: the CA drew 49% of the vote in these cross-campus units, but still fell short. The NC won 64% of the retiree vote.

In all other contests – for first vice president, secretary, treasurer, university-wide officers, plus senior college and part-timer EC posts – NC candidates won with 54%. (Full results at www.psc-cuny.org/PDF/April06results.pdf.)

"The election was about what it takes, in an increasingly reactionary political climate, to win a decent contract and restore public funding for a public university," said President Barbara Bowen. "Members chose leadership because they shared our vision and trusted our analysis. In six years, our leadership has reversed the decline in public funding for CUNY and negotiated contracts that support members' aspirations for teaching and research. Voters understood that we've made these gains because of – not in spite of – militancy and engagement in the political arena."

"It was a difficult campaign," said PSC First Vice President Steve London, re-elected on the New Caucus slate. "People were frustrated with the lack of a contract and the problems facing the Welfare Fund. But in the end, we were able to explain what we were up against and what we've been able to accomplish. Members were not convinced by a CUNY Alliance campaign that was based on a negative, divisive message and offered no real solutions."

The campaign revolved around three main issues: contract negotiations, the Welfare Fund, and the CUNY Alliance's charge that the union leadership had been distracted by "global politics."

The CA argued that "uncivil behavior" in the union's contract campaign had damaged prospects for a good settlement, with the PSC wasting time and energy on "noisy demonstrations." It charged that "the current leadership has spent far more time on the street than at the bargaining table."

"That's simply not true," said Bowen. "We focused a tremendous amount of time and energy on bargaining – you can ask any of the members who attended negotiations as observers." She said that union negotiators had spent approximately 1,200 hours in bargaining sessions and team meetings.

PUBLIC PROTEST

But beyond the numbers, the two sides clearly disagreed on the role of public protest. Asked what pressure tactics the PSC's contract campaign should have used, Yarmish told *Clarion*, "Good solid negotiations with proper priorities."

"In the past, we never heard the phrase, 'contract campaign' – what we heard about was negotiations," Yarmish explained. "So I'd really rather not talk about a contract

campaign." She added, "I think getting a good contract is the job of the PSC leadership, for which they get released time. They should do that job so the rest of us don't have to."

The New Caucus offered a very different view. "Negotiations do not take place in a vacuum," said an NC campaign flyer. "The unions that win the strongest contracts are those that can mobilize members."

Members were understandably upset at the lengthy and difficult contract negotiations, Bowen told *Clarion*. But she said it was "a fantasy" to think that the union would get more if members did not organize. "To negotiate a contract takes more than making nice to management," added retiring Secretary Cecelia McCall.

The Welfare Fund was a hot topic throughout the campaign. Changes in benefits had left members paying more out of pocket, particularly for dental work. The CUNY Alliance charged that the decline was due to incompetence. "The New Caucus can't hide their mismanagement of the Welfare Fund," declared a CA flyer. "In the 6 years of New Caucus control, the Welfare Fund reserves shrank from \$15 million to less than \$2 million." The CA demanded to know, "What have union leaders done about it?"

"If the problems of the Welfare Fund were really an issue of mismanagement, that would be easy to fix," said London. "The real problems have to do with escalating costs, particularly for prescription drugs, and the level of funding." London noted that as of 2002, the Fund had run an operating deficit in 11 of the previous 14 years. "We made some tough but necessary choices to live within our means, and at the same time aggressively went after new money." In addition to \$30 million for the WF reserves, London said, the new con-

tract will mean a 20% increase in CUNY's annual contributions.

On politics, the CUNY Alliance said that "ideologically driven political endorsements" had weakened the PSC, and argued that if the union had endorsed Pataki and Bloomberg it would have won a better contract. "Failure to endorse obvious winning candidates – the mayor and the governor in particular – has needlessly squandered opportunities to build political capital," Yarmish said in an election debate at BMCC.

"That doesn't stand up empirically," said the NC's London, an associate professor of political science. "Unions who endorsed the mayor or governor did not necessarily fare well in these last negotiations." In fact, said London, the PSC "has won real political results. We have a strong relationship with the City Council, which has consistently restored the mayor's cuts to CUNY funding."

POLITICS

More generally, a key CA theme was that the current union leaders "care more about global politics than they do about union business," and it promised to focus exclusively on "bread-and-butter issues" instead.

"We don't live in a bubble," responded McCall. "What's more

'bread-and-butter' than trying to get the billions being spent on Iraq used for education and social needs instead?" She argued that unions have been strongest when they are part of broader movements for social justice.

In a hard-fought and sometimes bitter campaign, CUNY Alliance literature was often punchier. But the CA tripped up on several points of fact. It falsely said that the PSC had not endorsed Democrat Carl McCall for governor; in fact, the Delegate Assembly had voted to back McCall. The CA repeatedly claimed that wage increases in the new PSC contract were less than those won by SUNY's United University Professions – but the UUP said that the raises were the same. The independent civil service newspaper *The Chief* concluded that Yarmish had misstated the terms of the UUP agreement, and said that this false claim hurt the CA in the election.

Overall, the New Caucus slate won the election by about the same margin as when it first took office in 2000.

"I am honored to have the opportunity to continue my service as PSC president, and grateful to the thousands of union members who supported the New Caucus," said Bowen after winning a third term. "The campaign was tough, but it was bracing and useful, and I have learned from the issues members raised. Now that the election is over, the leadership's commitment is to welcome the efforts, ideas and suggestions of every member, building the power we will need for the future."

Challenge rejected

Just before the deadline on May 2, the CUNY Alliance (CA) filed a challenge to the PSC's April election, alleging several violations. After a May 11 hearing, the PSC Election Committee concluded that the challenge had no merit. The May 25 Delegate Assembly voted to accept the Election Committee's report and deny a CA appeal, and certified the election results. The CA says it will appeal to the federal Department of Labor.

The Elections Committee found just one violation of election rules: a

statement in the Retiree Chapter newsletter, mailed on April 13, encouraging votes for two New Caucus candidates. A total of 849 retiree ballots were received before that date, with 62% in favor of the NC, while 207 arrived on April 14 or after, of which the NC won 66%. Since the later ballots did not affect the outcome, the Elections Committee concluded that no new election was necessary. (For details, see www.psc-cuny.org/PDF/PSC06ElectionChallengeDecision.pdf.)

—PH

Legislators override Gov., fund CUNY

By FERNANDO BRAGA

New York legislators voted to override all of Governor Pataki's vetoes of funds for CUNY in a late April vote that gave City University its best budget in many years. Outgoing PSC Secretary Cecelia McCall, who led the union's lobbying efforts, called it "a monumental turnaround."

The veto overrides ensured that CUNY will get all of the State aid that the Assembly and Senate had approved in March, which included \$66 million in operating aid and more than \$300 million in capital spending beyond what Pataki had proposed in January. The PSC had hailed that aid package as "the first in recent memory to reverse New York's shameful pattern of underfunding higher education."

The big boost for CUNY capital spending is badly needed, McCall told *Clarion*. The new funds include an additional \$7.5 million to help re-

Best budget in years, PSC says

place BMCC's Fiterman Hall, which was damaged beyond repair on 9/11. Although the loss of Fiterman worsened BMCC's already severe overcrowding, construction of a replacement has yet to begin. There is an additional \$13.8 million for City College's decrepit and dangerous Marshak science building, which McCall called an "extreme health and safety priority." Medgar Evers would receive \$4 million more in construction funds; McCall noted that capital funding for Medgar Evers has lagged "far behind the other senior colleges."

NO CHANGE TO TAP

The additional operating funds include \$20.3 million for new full-time faculty lines and support services. The veto overrides also turned back Pataki's attempt to increase the

course load required for a full award under the Tuition Assistance Program from 12 to 15 credits.

The budget passed by the Legislature in March also provided an additional \$45.7 million to avert a \$300 tuition hike for senior college students proposed by Pataki. This was a particular victory for the PSC, said McCall, because the CUNY administration had also proposed a tuition increase, though not as large as the governor's. The PSC, its state affiliate NYSUT and student groups called for enough public funding to avoid any increase, and their position prevailed.

Pataki chose not to veto these funds, and also left in place an increase in community college base aid of \$175 per Full-Time-Equivalent student, bringing the level to \$2,525 per FTE. He also accepted the Legis-

lature's 10% increase for the SEEK program.

McCall says that this year's budget victory "has been a long struggle," and is really the result of six years of lobbying work by members. The union was helped by the fact that this is an election year, she added – incumbents "wanted to have a good record to run on."

While this budget battle is over, the PSC is still pressing Albany to act on two key issues, part-timer unemployment insurance and pension equity, before the summer recess.

Under current state law, adjuncts who have reappointment letters for the Fall but can't find work in the summer are often found ineligible for unemployment insurance. But a reappointment letter is no guarantee either – the position is contingent on enrollment and funding. The union is working to change

the law so adjuncts will clearly qualify for unemployment insurance year 'round, like other contingent workers.

The PSC is also pushing the Legislature to provide employees in TIAA-CREF (and other pension programs in the Optional Retirement Plan) treatment equal to those in the Teachers Retirement System (TRS). Under a New York law passed in 2000, TRS members in Tier III/IV with more than 10 years of service had their required 3% pension contribution eliminated. If the PSC-backed pension reform passes, CUNY employees in TIAA-CREF and other ORP plans who have more than 10 years of service would get the same treatment: their 3% contribution would henceforth be paid by CUNY.

For updates on both issues, see www.psc-cuny.org.

No tuition increase plus money for full-time lines

NYSUT responsive to PSC proposals

By MARIYA GLUZMAN

Educators from across New York met in Rochester May 4-6 to decide policy for New York State United Teachers in the next academic year, at NYSUT's annual Representative Assembly.

PSC delegates said that on a range of issues, this year's meeting showed that the statewide group has gradually become more responsive to PSC concerns. "Our resolutions were well received," said PSC First Vice President Steve London. "Looking back, we can say that the issues we've brought forward over the years have won a hearing and met with increasing success."

NEW LEADERSHIP

"There was a new leadership this year, with a welcome tone," London added. "President Dick Iannuzzi's speech emphasized NYSUT's support for higher education issues and the importance of union support for social justice and fair trade." London added that the RA saw "an openness to delegate initiatives," with wide-ranging debate on several topics.

"When I first started going to the NYSUT RA, every issue we brought up seemed to meet resistance," said Diane Menna, a PSC officer for part-time personnel. "To even use the word 'part-timer' was sometimes a fight. But in the last few years, the atmosphere has really changed."

At the 2006 RA, delegates backed a PSC resolution in favor of extending New York's short-term disability insurance to include part-time faculty and staff. For many years, SUNY and CUNY have provided their own disability insurance, based on paying out up to 160 days of accumulated

Progress over last few years

sick leave. Because part-timers are not been allowed to accrue sick days, they are not covered. The RA agreed that this inequity must be addressed, especially considering that disability provisions in New Jersey and several other states cover both full- and part-time public education employees.

NYSUT delegates also backed a PSC resolution on psychological counseling services for students at CUNY and SUNY colleges, which urged an assessment of the ratio of professional staff and faculty counselors to students. Enrollment at these schools has grown steadily in the past two decades, but the availability of counseling services has not. Meanwhile, counselors report that the incidence of student mental health problems has risen over the last 13 years.

SOLIDARITY WITH TWU

In solidarity with New York City transit workers, the RA approved a PSC resolution asking NYSUT locals and individual members to show their support for TWU Local 100. A PSC proposal for the NYSUT Board of Directors to pledge a "generous amount" of money to help Local 100 pay off its huge Taylor Law fine was ruled out of order. But NYSUT's leadership welcomed a PSC initiative to take up a collection on the floor of the RA for Local 100. That effort raised \$4000, and President Iannuzzi said he would ask NYSUT's Board of Directors to match it.

Last year's RA rejected a PSC proposal to oppose the war in Iraq, but this year NYSUT changed its

position. Delegates approved a resolution calling for NYSUT to work "to end the war in Iraq and bring our troops home rapidly." This language was in line with last year's AFL-CIO resolution, which for the first time put the national federation on record against a US military intervention abroad.

PSC delegates urged the convention to go further and support an immediate withdrawal. Members of Military Families Speak Out asked delegates to consider whose son or daughter would be killed next if the troops are left to linger in Iraq, and to what end.

The call for immediate withdrawal did not pass, but PSC delegates welcomed NYSUT's new position. "We felt that we had played an important part in moving an anti-war agenda forward in NYSUT," said Nancy Romer, a member of the PSC Executive Council. "Last year many delegates spoke in favor of support for the war, but this year not one delegate defended it."

One of several politicians to speak at the RA was Senator Hillary Clinton. During her speech some 150 delegates held up signs that read, "Say No to War." Clinton's speech criticized Bush Administration cuts to education and health care, but avoided discussion of the Iraq war.

A PSC resolution on military recruitment in schools and colleges was amended so that it did not oppose such recruitment outright, but still urged defense of student and family privacy and equal opportunity for presentation of counter-re-



Lorraine Cohen, professor of Social Science at LaGuardia Community College, addressing delegates at the 2006 NYSUT RA.

ruitment information. A PSC resolution against denying drivers' licenses to undocumented immigrants, for reasons of both fairness and safety, was approved without amendment.

AWARD FOR PSC'S HYLAND

This year NYSUT honored John Hyland, the PSC's outgoing treasurer and chair of its Solidarity Committee for the last 6 years, as NYSUT's Higher Education Member of the Year. In his acceptance speech, Hyland condemned the restrictive Taylor Law and urged delegates to "build the capacity to

withhold our labor, a fundamental and irreplaceable source of power of working people." Citing the power of defiance in social movements throughout history, from civil rights and women's suffrage to the early days of the AFL and CIO, Hyland said that today's unions need a "new level of defiance" and a "new level of solidarity" if they are to become stronger.

Bill Friedheim, recently retired from BMCC, spoke for many PSC delegates when he called Hyland's talk "the highlight of the convention."

Hunter academic freedom survey

By PETER HOGNESS

A survey of faculty and staff at Hunter College found that respondents reported many problems on academic freedom issues. Sixty-two percent said that outspoken dissent on important college policy issues could provoke reprisal from President Jennifer Raab. Most also said that the president and top administrators do not value shared governance, and do not respect the opinions of faculty and staff.

"These results are an acute reminder of the dangers posed when faculty are worried about retaliation for expressing their opinions," said Steve Leberstein, chair of the PSC's Academic Freedom Committee, which conducted the survey. Leberstein is also a member of the AAUP's Committee A, on academic freedom, and the PSC is the AAUP's CUNY chapter. Leberstein said the survey questionnaire was based on two instruments previously developed by the AAUP.

RAAB & REPRISALS

"The administration, including the president, should be engaged with the results of this survey and should work to figure out how these problems can be changed," said Tami Gold, chair of Hunter's PSC chapter. "This is an opportunity for faculty, staff and the administration to start a serious dialog about how to create an environment that's conducive to open communication. Let's have dialog without fear."

"The President and I take our responsibility to protect and promote academic freedom very seriously," Acting Provost Vita Rabinowitz told *Clarion*. "We have repeatedly said that if even one person is unsatisfied with the state of academic freedom at Hunter, then we are concerned. Over the past several months, we have been meeting with various groups in the college about how best to safeguard academic freedom and improve the campus climate."

The questionnaire was distributed to all 1,615 members of the PSC bargaining unit, including both full-time and part-time faculty and professional staff. The response rate was 18% overall, 33% among full-time faculty and 42% among those with tenure. Some at Hunter argued that the overall response rate was too low for the results to be meaningful, while others said it would be a mistake to dismiss such strong complaints from a relatively large share of full-time and senior faculty.

Responses were analyzed by the Research Department of New York State United Teachers, which concluded that "the survey revealed a high level of dissatisfaction." If they expressed views on controversial institutional issues, "more than 60% of the respondents would expect reprisal from President Raab...and just over one-half

Results show concern over retaliation

would expect it from senior administrators." Sixty-three percent said that faculty and staff could not express dissenting views on governance without reprisal, and 70% said that the president operates in a way that is not consistent with shared governance.

When asked whether President Raab respects the decisions of faculty committees on educational matters, 58% of respondents said she does not. By a 46% to 34% margin, a plurality said she does not respect faculty recommendations on promotion and tenure. Senior administrators fared a bit better on tenure and promotion issues, with 42% saying they did respect faculty recommendations and 40% saying they did not.

The Hunter Senate has complained in the past about not being given adequate information by college administration, and 61% of respondents said that faculty and staff do not have "timely access" to information they need on institutional decisions. A majority said that the administration does not foster participation in college governance, and only 11% said that faculty and staff have "an influential role" in developing Hunter's budget.

"These results are serious and require further discussion," said Joan Tronto, outgoing head of the Hunter College Senate. "I expect there to be an interesting discussion about the nature of academic freedom and to what extent a 'chilly climate' for free expression is itself an academic freedom question."

"Academic freedom very much depends on shared governance," commented Leberstein. "If faculty and professional staff do not feel free to voice their views on significant matters of educational policy, then their academic freedom has been breached."

"I received many calls from people who said they were not comfortable responding to the survey," Gold told *Clarion*. "Despite the assurance of confidentiality, they were concerned that their identities could be found out and that they would suffer as a result. When I asked if I could meet with them in person, they said no, they had to remain anonymous."

FUNDS AT RISK?

Among those who did respond, concern about retaliation for dissent was not limited to those without tenure – it was as or more common among senior faculty, whose positions are more secure. "The fear that exists is not only individual," said Gold. "It's also that departments need money to operate – they could lose lines, adjunct positions, OTPS funds. There is a concern among fac-



Members spoke about academic freedom at a December 2005 meeting of the Hunter College Senate.

ulty that if they don't buy into the administration's decisions, then their department can be at risk."

At the same time, Gold noted, "The survey shows some diversity of sentiment. Not everyone feels the same about these issues." This underscores the need for dialog on the findings, she said.

Ken Sherrill, department chair in political science, took a different view. "The response rate is so low that it's a pretty worthless sample," said Sherrill. "If this were of great concern to the college community, more than 18% overall, and more than a third of full-time faculty, would have responded." He added that the results are not presented in a way that would allow comparison of response rates within schools or divisions, but that the rate appeared to be higher among arts and humanities.

"Given the sampling problem and the response rate, I'm not sure

that any valid analysis can be done," Sherrill said. Overall, he told *Clarion*, "I think the low response rate reflected a lack of concern with the issue."

"The overall response rate of 18% is on the low side," said Stuart Ewen, a distinguished professor in media studies. "But the 33% response among full-time faculty is quite respectable, particularly without any follow-up, and the 42% response among full professors is quite significant."

"When 62% of the full-time faculty in this survey believe that dissenting views on 'controversial institutional issues' will lead to reprisal – that's fairly significant evidence that something is wrong in the college," said Ewen.

Ewen chaired a College Senate committee on academic freedom that conducted an initial inquiry into these issues at Hunter last year. The committee received various re-

ports of problems with free expression among Hunter faculty and staff, and said it was concerned about "perceptions of a climate of fear" on campus. (Its report is available at www.hunter.cuny.edu/senate.)

"This whole debate has brought to the fore the fact that there are different groups that feel very differently," said Jason Young, head of Hunter's Faculty Delegate Assembly. Like Sherrill, Young cited the overall response rate and said the results could not be seen as representative. But he added that the survey raised "some very valid and justified concerns" that should not be dismissed.

Both Young and Sherrill said that the data should be released to others at Hunter who might want to do further analysis. "We would be happy to entertain reasonable requests for further analysis," said PSC First Vice President Steve London. "We're as interested as anyone in a full understanding of these problems." Gold noted that participants had been given a strict assurance of confidentiality, and that some had raised concerns about being identified through cross-referencing responses on race, gender, title and department.

IMPROVING

Leberstein said that he had received a letter from CUNY central administration, "in essence threatening an investigation because there had been no record of an Institutional Review Board approval of this survey." IRB approval is required for research using human subjects, but Leberstein said that these rules have nothing to do with the PSC consulting its members on academic freedom issues. "This attempt to use IRB protocols against union activity that uses no university resources was not called for," he said, and he was glad that CUNY decided to back off.

"We've discussed the survey results with the leadership of the AAUP," said Leberstein, "and we're encouraged by the vigilance they have shown." At last year's AAUP meeting, he noted, the group's general secretary was instructed to inquire into what appeared to be a pattern of abuses of academic freedom at CUNY. "He has done so," Leberstein said, "and reported that the AAUP will conduct some kind of an investigation this year, the details to be decided in consultation with the PSC."

For its part, the Hunter PSC chapter aims to sponsor a broad discussion. "Our first chapter meeting in September will be open dialog on the results of this survey and what people think it means," said Gold. "After that meeting for union members, on a separate occasion we will invite the administration to be part of that discussion. That's important, because this is not about us versus them – it's about how to improve Hunter College."

The new contract's salary schedules

Increases are imminent

Below are the salary schedules negotiated under the new union contract for all CUNY titles in the PSC's bargaining unit. The first column reflects the salary steps on the last day of the previous contract; the following columns reflect the increases to the salary steps under the new agreement.

The contract was ratified by PSC members on June 2 (see page 3). Contract terms, plus answers to frequently asked questions, were published in *Clarion's* special issue in May, available on the Web at www.psc-cuny.org/communications.htm. Full text of the Memorandum of Agreement is available at www.psc-cuny.org/ContractRatification06.htm.

	10/31/02	5/1/04	5/1/05	5/1/06	9/19/07
PROFESSOR					
\$ 56,664	58,081	59,678	61,468	62,268	
58,932	60,405	62,066	63,928	64,728	
61,289	62,821	64,549	66,485	67,285	
63,456	65,042	66,831	68,836	69,636	
65,373	67,007	68,850	70,916	71,716	
67,924	69,622	71,537	73,683	74,483	
70,474	72,236	74,222	76,449	77,249	
73,028	74,854	76,912	79,220	80,020	
75,610	77,500	79,632	82,020	82,820	
78,192	80,147	82,351	84,821	85,621	
81,382	83,417	85,711	88,282	89,082	
84,571	86,685	89,069	91,741	92,541	
87,757	89,951	92,425	95,197	95,997	
90,272	92,529	95,073	97,926	98,726	
93,507	95,845	98,480	101,435	102,235	
ASSOCIATE PROFESSOR					
\$ 45,651	46,792	48,079	49,521	50,321	
47,476	48,663	50,001	51,501	52,301	
49,376	50,610	52,002	53,562	54,362	
51,543	52,832	54,284	55,913	56,713	
53,455	54,791	56,298	57,987	58,787	
56,014	57,414	58,993	60,763	61,563	
58,558	60,022	61,673	63,523	64,323	
61,111	62,639	64,361	66,292	67,092	
63,243	64,824	66,607	68,605	69,405	
65,373	67,007	68,850	70,916	71,716	
67,924	69,622	71,537	73,683	74,483	
70,474	72,236	74,222	76,449	77,249	
73,028	74,854	76,912	79,220	80,020	
74,979	76,853	78,967	81,336	82,136	
77,529	79,467	81,653	84,102	84,902	
ASSISTANT PROFESSOR					
\$ 35,031	35,907	36,894	38,001	38,801	
36,432	37,343	38,370	39,521	40,321	
37,891	38,838	39,906	41,104	41,904	
39,806	40,801	41,923	43,181	43,981	
41,974	43,023	44,206	45,533	46,333	
43,506	44,594	45,820	47,195	47,995	
45,163	46,292	47,565	48,992	49,792	
47,331	48,514	49,848	51,344	52,144	
48,993	50,218	51,599	53,147	53,947	
50,908	52,181	53,616	55,224	56,024	
53,455	54,791	56,298	57,987	58,787	
56,014	57,414	58,993	60,763	61,563	
58,558	60,022	61,673	63,523	64,323	
61,111	62,639	64,361	66,292	67,092	
62,998	64,573	66,349	68,339	69,139	
65,388	67,023	68,866	70,932	71,732	
INSTRUCTOR AND INSTRUCTOR NURSING SCIENCE					
\$ 32,133	32,936	33,842	34,857	35,657	
33,418	34,253	35,195	36,251	37,051	
34,754	35,623	36,602	37,701	38,501	
36,921	37,844	38,885	40,051	40,851	
38,336	39,807	40,902	42,129	42,929	
40,366	41,375	42,513	43,788	44,588	
42,537	43,600	44,799	46,143	46,943	
44,068	45,170	46,412	47,804	48,604	
45,600	46,740	48,025	49,466	50,266	
47,130	48,308	49,637	51,126	51,926	
48,658	49,874	51,246	52,783	53,583	
50,190	51,445	52,589	54,445	55,245	
52,123	53,426	54,895	56,542	57,342	
INSTRUCTOR II					
\$ 51,721	53,014	54,472	56,106	56,906	
53,880	55,227	56,746	58,448	59,248	
56,477	57,889	59,481	61,265	62,065	
LECTURER					
\$ 32,997	33,822	34,752	35,795	36,595	
34,317	35,175	36,142	37,227	38,027	
35,689	36,581	37,587	38,715	39,515	
37,914	38,862	39,931	41,128	41,928	
39,881	40,878	42,002	43,262	44,062	
41,451	42,487	43,656	44,965	45,765	
43,681	44,773	46,004	47,384	48,184	
45,253	46,384	47,660	49,090	49,890	
46,826	47,997	49,317	50,796	51,596	
48,397	49,607	50,971	52,500	53,300	
49,967	51,216	52,625	54,203	55,003	
51,540	52,829	54,281	55,910	56,710	
53,112	54,440	55,937	57,615	58,415	
54,686	56,053	57,595	59,322	60,122	
56,902	58,325	59,928	61,726	62,526	
59,121	60,599	62,265	64,133	64,933	
LECTURER DOCTORAL SCHEDULE					
\$ 37,080	38,007	39,052	40,224	41,024	
38,563	39,527	40,614	41,832	42,632	
40,105	41,108	42,238	43,505	44,305	
42,330	43,388	44,581	45,919	46,719	
44,302	45,410	46,658	48,058	48,858	
45,869	47,016	48,309	49,758	50,558	
48,099	49,301	50,657	52,177	52,977	
49,669	50,911	52,311	53,880	54,680	
51,243	52,524	53,968	55,588	56,388	
52,812	54,132	55,621	57,290	58,090	
54,381	55,741	57,273	58,992	59,792	
55,957	57,356	58,933	60,701	61,501	
57,528	58,966	60,588	62,405	63,205	
59,102	60,580	62,245	64,113	64,913	

	10/31/02	5/1/04	5/1/05	5/1/06	9/19/07
46,826	47,997	49,317	50,796	51,596	
48,397	49,607	50,971	52,500	53,300	
49,967	51,216	52,625	54,203	55,003	
51,540	52,829	54,281	55,910	56,710	
53,112	54,440	55,937	57,615	58,415	
54,470	55,832	57,367	59,088	59,888	
55,831	57,227	58,801	60,565	61,365	
ASSISTANT TO HIGHER EDUCATION OFFICER II					
\$ 53,254	54,585	56,086	57,769	58,569	
54,575	55,939	57,478	59,202	60,002	
56,333	57,741	59,329	61,109	61,909	
ASSISTANT TO HIGHER EDUCATION OFFICER I					
\$ 30,485	31,247	32,106	33,070	33,870	
31,885	32,682	33,581	34,588	35,388	
33,098	33,925	34,858	35,904	36,704	
34,754	35,623	36,602	37,701	38,501	
37,208	38,138	39,187	40,363	41,163	
SENIOR REGISTRAR					
\$ 56,664	58,081	59,678	61,468	62,268	
58,932	60,405	62,066	63,928	64,728	
61,289	62,821	64,549	66,485	67,285	
63,456	65,042	66,831	68,836	69,636	
65,373	67,007	68,850	70,916	71,716	
67,924	69,622	71,537	73,683	74,483	
70,474	72,236	74,222	76,449	77,249	
73,028	74,854	76,912	79,220	80,020	
78,192	80,147	82,351	84,821	85,621	
81,382	83,417	85,711	88,282	89,082	
84,571	86,685	89,069	91,741	92,541	
87,757	89,951	92,425	95,197	95,997	
90,272	92,529	95,073	97,926	98,726	
93,507	95,845	98,480	101,435	102,235	
REGISTRAR					
\$ 47,420	48,606	49,942	51,440	52,240	
49,318	50,551	51,941	53,499	54,299	
51,290	52,572	54,018	55,639	56,439	
53,455	54,791	56,298	57,987	58,787	
56,014	57,414	58,993	60,763	61,563	
58,558	60,022	61,673	63,523	64,323	
61,111	62,639	64,361	66,292	67,092	
63,243	64,824	66,607	68,605	69,405	
65,373	67,007	68,850	70,916	71,716	
67,924	69,622	71,537	73,683	74,483	
70,474	72,236	74,222	76,449	77,249	
73,028	74,854	76,912	79,220	80,020	
74,979	76,853	78,967	81,336	82,136	
77,529	79,467	81,653	84,102	84,902	
ASSOCIATE REGISTRAR					
\$ 40,340	41,349	42,486	43,760	44,560	
41,955	43,004	44,186	45,512	46,312	
43,633	44,724	45,954	47,332	48,132	
45,801	46,946	48,237	49,684	50,484	
47,331	48,514	49,848	51,344	52,144	
48,993	50,218	51,599	53,147	53,947	
50,908	52,181	53,616	55,224	56,024	
53,455	54,791	56,298	57,987	58,787	
56,014	57,414	58,993	60,763	61,563	
58,558	60,022	61,673	63,523	64,323	
61,111	62,639	64,361	66,292	67,092	
62,998	64,573	66,349	68,339	69,139	
65,388	67,023	68,866	70,932	71,732	
ASSISTANT REGISTRAR					
\$ 32,997	33,822	34,752	35,795	36,595	
34,317	35,175	36,142	37,227	38,027	
35,689	36,581	37,587	38,715	39,515	
37,914	38,862	39,931	41,128	41,928	
39,881	40,878	42,002	43,262	44,062	
41,451	42,487	43,656	44,965	45,765	
43,681	44,773	46,004	47,384	48,184	
45,253	46,384	47,660	49,090	49,890	
46,826	47,997	49,317	50,796	51,596	
48,397					

	10/31/02	5/1/04	5/1/05	5/1/06	9/19/07
LAW SCHOOL LIBRARY PROFESSOR					
\$	56,664	58,081	59,678	61,468	62,268
To	87,757	89,951	92,425	95,197	95,997
	90,272	92,529	95,073	97,926	98,726
	93,507	95,845	98,480	101,435	102,235
LAW SCHOOL LIBRARY ASSOCIATE PROFESSOR					
\$	45,651	46,792	48,079	49,521	50,321
To	73,028	74,854	76,912	79,220	80,020
	74,979	76,853	78,967	81,336	82,136
	77,529	79,467	81,653	84,102	84,902
LAW SCHOOL LIBRARY ASSISTANT PROFESSOR					
\$	35,031	35,907	36,894	38,001	38,801
To	61,111	62,639	64,361	66,292	67,092
	62,998	64,573	66,349	68,339	69,139
	65,388	67,023	68,866	70,932	71,732
LAW SCHOOL ADJUNCT PROFESSOR					
\$	74.79	76.66	78.77	81.13	81.88
To	222.47	228.03	234.30	241.33	243.56
LAW SCHOOL ADJUNCT ASSOCIATE PROFESSOR					
\$	65.45	67.09	68.93	71.00	71.65
To	161.80	165.85	170.41	175.52	177.14
LAW SCHOOL ADJUNCT ASSISTANT PROFESSOR					
\$	59.86	61.36	63.04	64.94	65.53
To	121.34	124.37	127.79	131.63	132.84
LAW SCHOOL NON-TEACHING ADJUNCT III					
\$	35.91	36.81	37.82	38.95	39.31
To	72.80	74.62	76.67	78.97	79.70
LAW SCHOOL NON-TEACHING ADJUNCT II					
\$	39.27	40.25	41.36	42.60	42.99
To	97.09	99.52	102.25	105.32	106.29
LAW SCHOOL NON-TEACHING ADJUNCT I					
\$	44.88	46.00	47.27	48.69	49.13
To	133.48	136.82	140.58	144.80	146.13
DISTINGUISHED LECTURER—LAW SCHOOL					
Upon Ratification			9/19/07		
\$	34,889			35,689	
To		131,636			132,436
RESIDENT SERIES					
RESIDENT PROFESSOR					
\$	2,181	2,236	2,297	2,366	2,388
	2,269	2,326	2,390	2,461	2,484
	2,359	2,418	2,484	2,559	2,583
RESIDENT ASSOCIATE PROFESSOR					
\$	1,851	1,897	1,949	2,008	2,026
	1,925	1,973	2,027	2,088	2,107
	2,002	2,052	2,108	2,172	2,192
RESIDENT ASSISTANT PROFESSOR					
\$	1,525	1,563	1,606	1,654	1,670
	1,586	1,626	1,670	1,720	1,736
	1,649	1,690	1,737	1,789	1,805
RESIDENT INSTRUCTOR					
\$	1,309	1,342	1,379	1,420	1,433
	1,362	1,396	1,434	1,477	1,491
	1,416	1,451	1,491	1,536	1,550
RESIDENT LECTURER					
\$	1,309	1,342	1,379	1,420	1,433
	1,362	1,396	1,434	1,477	1,491
	1,416	1,451	1,491	1,536	1,550
CONTINUING EDUCATION TEACHER (H)					
\$	27.43	28.12	28.89	29.76	30.03
CUNY LANGUAGE IMMERSION PROGRAM—					
CONTINUING EDUCATION TEACHER MINIMUM					
	5/1/06	5/1/06	9/19/07		
	\$32.50	33.48	33.81		
SUPPLEMENTS FOR					
DISTINGUISHED PROFESSOR,					
VISITING DISTINGUISHED PROFESSOR,					
UNIVERSITY PROFESSOR*					
\$	23,635	24,226	24,892	25,639	25,878
*Law School Professor also eligible for Distinguished Professor supplement.					
EDUCATIONAL OPPORTUNITY CENTERS					
EOC LECTURER DOCTORAL SCHEDULE					
\$	37,080	38,007	39,052	40,224	41,024
	38,563	39,527	40,614	41,832	42,632
	40,105	41,108	42,238	43,505	44,305
	42,330	43,388	44,581	45,919	46,719
	44,302	45,410	46,658	48,058	48,858
	45,869	47,016	48,309	49,758	50,558
	48,099	49,301	50,657	52,177	52,977
	49,669	50,911	52,311	53,880	54,680
	51,243	52,524	53,968	55,588	56,388
	52,812	54,132	55,621	57,290	58,090
	54,381	55,741	57,273	58,992	59,792
	55,957	57,356	58,933	60,701	61,501
	57,528	58,966	60,588	62,405	63,205
	59,102	60,580	62,245	64,113	64,913
	61,320	62,853	64,581	66,519	67,319
	63,537	65,125	66,916	68,924	69,724
EOC LECTURER					
\$	32,997	33,822	34,752	35,795	36,595
	34,317	35,175	36,142	37,227	38,027
	35,689	36,581	37,587	38,715	39,515
	37,914	38,862	39,931	41,128	41,928
	39,881	40,878	42,002	43,262	44,062
	41,451	42,487	43,656	44,965	45,765
	43,681	44,773	46,004	47,384	48,184
	45,253	46,384	47,660	49,090	49,890
	46,826	47,997	49,317	50,796	51,596
	48,397	49,607	50,971	52,500	53,300
	49,967	51,216	52,625	54,203	55,003
	51,540	52,829	54,281	55,910	56,710
	53,112	54,440	55,937	57,615	58,415
	54,770	56,142	57,567	59,088	59,888
	55,831	57,227	58,801	60,565	61,365
EOC COLLEGE LABORATORY TECHNICIAN					
\$	29,960	30,709	31,553	32,500	33,300
	31,014	31,789	32,664	33,643	34,443
	32,112	32,915	33,820	34,835	35,635
	33,417	34,252	35,194	36,250	37,050
	34,554	35,418	36,392	37,484	38,284
	36,101	37,004	38,021	39,162	39,962
	37,095	38,022	39,068	40,240	41,040
	38,083	39,035	40,109	41,312	42,112
	39,076	40,053	41,154	42,389	43,189
	40,067	41,069	42,198	43,464	44,264
	41,305	42,338	43,502	44,807	45,607
	42,542	43,606	44,805	46,149	46,949
	43,782	44,877	46,111	47,494	48,294
	45,022	46,148	47,417	48,839	49,639
	45,986	47,136	48,432	49,885	50,685
	46,948	48,122	49,445	50,928	51,728
EOC ADJUNCT LECTURER					
\$	53.60	54.94	56.45	58.14	58.68
	55.74	57.13	58.70	60.47	61.02
	57.99	59.44	61.07	62.91	63.49
	60.58	62.09	63.80	65.72	66.32
	63.18	64.76	66.54	68.54	69.17
EOC ADJUNCT COLLEGE LABORATORY TECHNICIAN					
\$	21.16	21.69	22.29	22.95	23.17
	21.99	22.54	23.16	23.85	24.07
	22.89	23.46	24.11	24.83	25.06
	25.91	26.56	27.29	28.11	28.37
	28.98	29.70	30.52	31.44	31.73

	10/31/02	5/1/04	5/1/05	5/1/06	9/19/07
	53,112	54,440	55,937	57,615	58,415
	54,686	56,053	57,595	59,322	60,122
	56,902	58,325	59,928	61,726	62,526
	59,121	60,599	62,265	64,133	64,933
EOC HIGHER EDUCATION OFFICER					
\$	56,664	58,081	59,678	61,468	62,268
	58,932	60,405	62,066	63,928	64,728
	61,289	62,821	64,549	66,485	67,285
	63,456	65,042	66,831	68,836	69,636
	65,373	67,007	68,850	70,916	71,716
	67,924	69,622	71,537	73,683	74,483
	70,474	72,236	74,222	76,449	77,249
	73,028	74,854	76,912	79,220	80,020
	75,610	77,500	79,632	82,020	82,820
	78,192	80,147	82,351	84,821	85,621
	81,382	83,417	85,711	88,282	89,082
	84,571	86,685	89,069	91,741	92,541
	87,757	89,951	92,425	95,197	95,997
	90,272	92,529	95,073	97,926	98,726
	93,507	95,845	98,480	101,435	102,235
EOC HIGHER EDUCATION ASSOCIATE					
\$	45,651	46,792	48,079	49,521	50,321
	47,476	48,663	50,001	51,501	52,301
	49,376	50,610	52,002	53,562	54,362
	51,543	52,832	54,284	55,913	56,713
	53,455	54,791	56,298	57,987	58,787
	56,014	57,414	58,993	60,763	61,563
	58,558	60,022	61,673	63,523	64,323
	61,111	62,639	64,361	66,292	67,092
	63,243	64,824	66,607	68,605	69,405
	65,373	67,007	68,850	70,916	71,716
	67,924	69,622	71,537	73,683	74,483
	70,474	72,236	74,222	76,449	77,249
	73,028	74,854	76,912	79,220	80,020
	74,979	76,853	78,967	81,336	82,136
	77,529	79,467	81,653	84,102	84,902
EOC HIGHER EDUCATION ASSISTANT					
\$	35,031	35,907	36,894	38,001	38,801
	36,432	37,343	38,370	39,521	40,321
	37,891	38,838	39,906	41,104	41,904
	41,974	43,023	44,206	45,533	46,333
	43,506	44,594	45,820	47,195	47,995
	45,801	46,946	48,237	49,684	50,484
	47,331	48,514	49,848	51,344	52,144
	48,993	50,218	51,599	53,147	53,947
	50,908	52,181	53,616	55,224	56,024
	53,455	54,791	56,298	57,987	58,787
	56,014	57,414	58,993	60,763	61,563
	58,558	60,022	61,673	63,523	64,323
	61,111	62,639	64,361	66,292	67,092
	62,998	64,573	66,349	68,339	69,139
	65,388	67,023	68,866	70,932	71,732
EOC ASSISTANT TO HIGHER EDUCATION OFFICER					
\$	28,943	29,667	30,482	31,397	32,197
	30,102	30,855	31,703	32,654	33,454
	31,305	32,088	32,970	33,959	34,759
	32,742	33,561	34,483	35,518	36,318
	33,988	34,838	35,796		

INTERVIEW WITH HYLAND & McCALL

A look back before moving on

John Hyland and Cecelia McCall have been CUNY faculty members for decades, and for the last six years they've been Treasurer and Secretary, respectively, of the PSC. They did not run for re-election, and this year they're also retiring from CUNY. Dania Rajendra spoke to them for Clarion.

Clarion: So you're retiring...

Cecelia McCall: Some days I'm in an absolute state of panic, and others I'm totally elated at the prospect.

John Hyland: It hasn't hit me yet. But I think as I start to pack, I think that's when I'm going to start to feel it – both here and at LaGuardia.

CM: I have been packing and I think the most serious decision to make is, do you hold onto something you've had for 30 years on the job, or do you finally let it go?

JH: Mm-hmm.

CM: Because I have so much material that I've stored from various projects. I still have the notebooks and all of the records [laughs]. I have the notes! And I keep thinking, "Well, I know I'm never going to go back to that." But it's very difficult to let go.

CUNY BEGINNINGS

Clarion: How did you come to CUNY?

CM: I came to CUNY in 1970 to work with the SEEK program, which was an open admissions program for educationally and economically disadvantaged students. I saw an ad in the paper when that program was announced, and I said to myself, *those* are the students that I want to work with.

JH: Well, I had been a Roman Catholic priest for five years in Brooklyn, in Bedford-Stuyvesant. Before I left that, I started to take some sociology courses at the New School because I thought they would help me be a better community organizer. When I left the priesthood, I took a job training VISTA volunteers. Then that job collapsed, with the collapse of funding for social programs under Nixon. And a friend was teaching at Brooklyn College, and said, "why don't you do that?" So I was a full time substitute for a year and a half, for people on sabbaticals. And I thought, "this is good, I can do this."

That's when it became important to have the PhD. So I took a year off from working, we lived off my wife's salary for a year, and I finished up my coursework. LaGuardia had just opened in '71, and in the summer of '72, I got hired as an adjunct, then full-time in the fall.

By that time, I was at the ABD ["all but dissertation"] point. But I resisted that dissertation fiercely before I pushed through and finished. I think there was a part of me that felt if I get a PhD, I'm leaving my people, both my own family and people in the community I had begun to identify with. I had a

real ambivalence about it – for instance, I never introduced myself as "Dr. Hyland."

CM: I had no resistance whatsoever. [Both laugh.] I knew I needed that degree, and I really wanted it. It cost me a lot – it cost me my marriage. I felt that it would change my life, and it really did. It opened up lots of new vistas and horizons. I wanted to be called "doctor." I was on the phone, called a restaurant, and I said, "make the reservation for Doctor McCall."

Clarion: What first drew you into union work?

CM: People were not invited into the union, at least at Baruch – it was clubbish. So I became more active in faculty governance,

and through that I got to know a lot of people all over the University. And made very good relationships with faculty, especially activist faculty, all over the University. My real route into the union was first through the Faculty Senate, then faculty activism.

mittee. It was basically a nominal thing, except for a lot of activity during 1975-76 when the fiscal crisis hit.

Clarion: Looking back on the last six years, what do you think about what's left to do?

CM: I think in developing a strong central leadership we really haven't been able to give the chapters as much attention as they need; there's a lot of support that they need. So that has to occur. And I think this is the

degree that I had hoped for, and I think that requires some analysis and reflection.

I think we've done a good job of building relationships with other unions, community groups, elected officials. I think we need to go more deeply into our own membership with a very explicit labor-union development program. In effect, to unionize the membership. Most people don't enter the university with union participation in mind, but without union participation, the things most people come into the university for will be lost.

CM: I feel I've continued to learn and grow here, and I think people like us, who are teachers and involved in education, love that. There's always so much reading that needs to be done, so much writing, so much research. The surprising thing is that you can do all of that – you really can. Because there's so much support around you. It is a very supportive environment here, and that has been wonderful.

But I have found that as a black woman in a progressive organization, I've had to speak up more than I should have about race issues. That's also been a surprise, and the most difficult one for me.

ARRESTING ACTIVISM

Clarion: When you look back on your work in union leadership, what stands out?

CM: I think that this country has deteriorated so badly in the last six years while we've been here, sometimes I have a real sense of dismay. But I've never felt that there was a sense of defeatism here. There's still that sense of optimism that something can be done to change things and turn things around.

I always felt that I was working with the best people. The Executive Council always amazes me. We have heated debates and differences of opinion, and then at the end, we just seem to come together in a decision. People have a few differences, but they want to do the right thing.

JH: It's been a good place to work, and I just feel blessed, very fortunate, to have had a community of people with whom to work and struggle in hard times. Most recently, I had that feeling at the anti-war demonstration about a month ago. I remember standing there on Broadway, in this sea of PSC-CUNY signs that said, "Money for education, not for war," and having the feeling, "This is right, this is the way a union should be." And looking back, prior to our activity, that was unthinkable.

You know, when I was doing community organizing in the '60s, there was this sense that unions or at least a segment of the unions were opposed to civil rights, peace, and so on. I remember picketing with a group out of Harlem trying to break the whiteness of the construction trades.

CM: I was involved in that also. That was the first time I got arrested, at a building site in Brooklyn where we picketed to get black workers into the trades.

Clarion: Are you retiring from activism?

CM: The struggle is everywhere, you just change your relationship to it. I'm going to find one good activity and I'll concentrate on that.

JH: We've got histories of, what – 40 years? – doing organizing, so it's not going to go away. For me it's a question of catching my breath and figuring out where I put myself next. Certainly I plan to join the Retiree Chapter.



Treasurer John Hyland also chaired the PSC's Solidarity Committee, while Secretary Cecelia McCall led the union's legislative work.

WORK REMAINING

JH: When I came to LaGuardia, it was a brand-new college, full of people who'd come out of the movements of the '60s, and I was asked to be on the chapter executive com-

moment that it can happen.

Clarion: What's been the most surprising thing about the roles you've played?

JH: We certainly came in with, and continue to have, the idea of a very participatory organization, a democratic, membership-based, grassroots organization. I thought that winning the election would be sort of like a beachhead, that we would break through; open things up and lots of people would come in behind us. Once we made the opening, boom! And that hasn't happened to

Two leaders reflect upon retiring

Clarion SUMMER 2006

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UNION HISTORY

The 'Save Hostos' movement

By GERALD MEYER

Hostos Community College (emeritus)

This year marks the 30th anniversary of a remarkable mass mobilization that kept Hostos Community College open. The "Save Hostos" movement also fought for new facilities that enabled the college to grow and survive. Working together, the PSC and a range of student and community groups won victories that none could have won alone.

When Hostos first offered classes in 1970, in response to the implementation of open admissions, its student population was 70% Latino, most of whom were Puerto Rican. The remaining 30%, aside from a handful of white students, were African Americans, and half the faculty were people of color.

From the start, Hostos's identity as a bilingual college was central to its relationship with the surrounding community in the South Bronx. Not inconsequentially, the college was named after Eugenio María de Hostos (1839-1903) who is revered equally in Puerto Rico, for his advocacy for the island's independence, and in the Dominican Republic, where he helped establish that country's public school system.

Sadly, the new college was distinguished by a uniquely miserable physical plant. The entire college's operation was squeezed into a roughly renovated five-story former tire factory. This meant that much of what one would expect to have in a college – a gymnasium, a bookstore, and, most galling for a college that was 70% female, a child-care center – simply wasn't there, and everything that was there was overcrowded.

THE 500

A year after arriving at Hostos in 1972, I volunteered to accept the position of chapter chair in the newly formed PSC. In late Fall of 1973, Student Government Organization (SGO) President Samuel Saunders, who also happened to be a student of mine, came to my office and said, "You know, the Security Mutual Insurance Building, across the street, is vacated. Do you think we could get it for Hostos?" I recall responding, "Let's talk about it."

We organized a campaign led by the PSC chapter and the SGO, which conducted a succession of marches, assemblies and rallies, interwoven with endless lobbying of both University and elected officials. By May 29, the State Legislature had voted to add \$2.5 million to the State budget to purchase what we were by then calling (because of its address) "the 500 Building," or simply "the 500."

NYC's looming fiscal crisis entirely changed the political and budgetary climate. By Fall 1975 the question was no longer how to find funds for the renovation of the still very vacant 500 Building, but how could we save Hostos from threats to close the school.

In November 1975, the college Senate established a Save Hostos Committee (SHC), with subcommittees on Letter-Writing, Petitioning, Voter Registration, Community Outreach, Finances, and Publicity. The SHC, which I chaired, organized a number of large demonstrations, including a March 11 rally at City Hall that attracted hundreds of supporters. Twenty thousand names were ultimately collected on petitions, countless letters were sent to elected officials, and fact-sheets touting the achievements of the college were widely distributed.



The PSC, students and community joined together and saved Hostos.

Shortly after the founding of the SHC, the Community Coalition to Save Hostos (CCSH) – a complementary but increasingly militant group – was launched. It was led by Ramón Jiménez, a professor of behavioral sciences from a working-class Puerto Rican background who was a Harvard Law School graduate. The CCSH, which had strong community ties, entirely eschewed the conventional political tactics employed by the SHC. Instead, it focused on building pressure on those deciding NYC's financial fate during the fiscal crisis; the non-elected Emergency Financial Control Board and the large banks. The CCSH wanted not only to save Hostos but to transform it into a more community-oriented institution. Increasingly, this became distilled into a demand that the college's president, Candido de León, step down.

The Save Hostos movement took a sharp turn when, on March 25, members of the CCSH occupied the College's main building, an action that lasted until April 13, when forty students were arrested and released. The most immediate effect of the takeover was that the College ceased functioning. However, the takeover had other, more positive, effects. This action converted the college into a full-time movement center, which attracted visitors and publicity for the cause.

A VICTORY

On April 4, the Board of Higher Education (BHE) issued Hostos Community College's death warrant, it resolved by a vote of six to three (only the Board's African American and Latino members voted against the plan) that Hostos be merged with Bronx Community College. This was not a simple administrative change – it was seen as a threat to Hostos's bilingual character and its presence in the South Bronx.

In the massive lobbying effort that ensued, we found that public officials had already been reached by the efforts of the Save Hostos movement and its attendant publicity. Ultimately, the members of the State Legislature's Black and Puerto Rican Caucus (led by Senator Robert García and Assemblyman José Serrano of the South Bronx) announced

that they would withhold their votes on CUNY's budget unless the \$3 million that represented Hostos' budget was restored. Shortly after this, the BHE rescinded its infamous resolution condemning Hostos to oblivion. Though they had differed over tactics and demands, the groups in the Save Hostos movement were able to win an important victory.

THE TAKING OF THE 500

But while Hostos was kept alive, it paid a terrible price. The college lost its nursing program, and the number of full-time faculty was cut from 170 to 100. CUNY owned the 500 Building, but there was no sign of a plan to renovate it for academic use. Meanwhile, there were only three years left on the main building's lease, which many believed was the expected life span of Hostos Community College. Despite the acrimony of the Save Hostos year, the remnants of the Save Hostos Committee and the Community Coalition joined together to complete the job.

In January 1978, Victor Vasquez, president of the Veterans Club and a key leader of the Community Coalition and I, in my capacity as PSC chapter chair, issued a call for the organization of Hostos United/Hostos Unido (HU/HU), dedicated to obtaining funds for the renovation of the 500. HU/HU was a synthesis of the previous organizations. The politics of HU/HU were similar to the SHC in that it did not call for the transformation or reorganization of the school, but it carried forward the tradition of the CCSH in one key point. On March 30, the HU/HU took over the 500!

Classes of students together with their teachers defied a police order to vacate the building, and within two weeks 60 classes, with their 1,500 students, were being conducted in the 500. Before and during the takeover of the 500, rallies, marches and the full menu of more conventional political tactics continued apace. On July 15 a *New York Times* headline announced, "[Mayor] Koch Is To Approve Hostos Renovation."

The commitment by the State Dormitory Authority and the City of New York to renovate the 500 Building led to the next logical step, the purchase of 475 Grand Concourse

for use by Hostos. We could finally say that Hostos was saved!

The "Save Hostos" movement came from a number of sources. Many of its participants had deep roots in the civil rights and anti-Vietnam war movements. The focus on the "takeover" as a tactic hearkened back to 1969, when the Young Lords carried out their single most publicized action, the takeover of United Methodist Church in El Barrio. The use of Lexington Avenue and East 116th Street as the starting point for demonstrations connected the movement to the historic Puerto Rican community.

BROAD CONTEXT

The roots of the Hostos movement extended to political movements in Puerto Rico, the Dominican Republic, and the rest of Latin America. When the phrase "con valor y sacrificio" was appended to a slogan, for example, participants knew that these were the words of Pedro Albizu Campos, leader of the Puerto Rican Nationalist Party. When they shouted "El pueblo unido, jamás será vencido," they knew that this was the slogan of the tragically defeated Popular Unity government in Chile. The Save Hostos movement was more than a series of coordinated activities; it developed a distinct culture which helped bond its members.

While the union was a key participant in the campaigns of the 1970s, students were the prime movers. They learned a series of highly transferable skills and had life-expanding experiences. Today they are community leaders in a wide variety of roles: Protestant minister, labor organizer, real estate broker, assistant dean of students at a prestigious college, owner of community clinics, poet, chair of a co-op board, and more.

ANOTHER 30 YEARS

Until very recently, it has been difficult for Hostos Community College to memorialize the very events that gave birth to the institution and allowed it to survive. To acknowledge the truth of its birth and survival would challenge the power relations embedded in what is, after all, a classic bureaucracy. This sad state of affairs was reversed on March 25, 2006, when 400 veterans of the struggle, their children and others gathered in Hostos Repertory Theater for a five-hour program to celebrate the 30th anniversary of the Save Hostos movement.

Recovering the history of this struggle is enormously salutary because it contradicts powerful currents aimed at conventionalizing Hostos Community College, which has seen an erosion of bilingual education in recent years. The standardization and homogenization of Hostos, which to many seems so sensible, in fact exposes the college to grave peril. If Hostos is again faced with a threat to its existence, the willingness of its students, employees, and the community to defend it will depend on whether Hostos has continued its historic mission.

The City's changed demographics and the need for bilingual professionals of all types point to the need for a truly bilingual Hostos Community College. We must restore this unrealized, and recently discarded, goal – particularly if we want to still have Hostos with us in another 30 years.

The truth is a challenge to bureaucracy.

Gerald Meyer is professor emeritus at Hostos, where he is currently an adjunct professor.

PSC PEOPLE: ALLEN MOORE

Painting the blues

By **MARCIA NEWFIELD**
PSC VP for Part-Time Personnel

In the wake of Katrina and other disasters, who has not wondered, "What would I do if I lost everything?" For Allen Moore, a long-time adjunct lecturer in BMCC's art department, it was not left to his imagination.

On April 30, at 12:30 am, he awoke to find his home on fire and fled to safety in his pajamas. He stood outside his apartment in a three-story house in Scranton, Pennsylvania, shivering in the cold with three other survivors, and watched the fire move from room to room, destroying 22 years of work. Moore lost 300 drawings, paintings and sculptures; 300 slides; more than 40 notebooks; six computers; several cameras; plus family photos and other personal items. The cause of the fire is still unknown.

"Outside watching myself burn." That's how Moore summed it up when I met with him a month later, and he handed me a written reflection on the night's events. "That's creative heart and soul burning, balled up into early-morning trauma with the moon shining down through the trees reflecting in the water on the wet concrete from fire hoses."

EARLY-MORNING TRAUMA

Moore was due at BMCC later the same day to teach his two Introduction to Painting classes, so he called to let the school know he couldn't come. The Red Cross put him up for two nights at a hotel, gave him a \$50 voucher for food at Wendy's and vouchers for the Salvation Army to replenish his wardrobe. Then he was on his own. He has found transitional housing for homeless veterans (Moore served in the Vietnam War) about 20 miles from Scranton,

where he can stay at a low rent for six months.

The college ended up hiring a substitute (with whom Moore worked to reconstitute his roster and assignments), but paid Moore for the balance of the semester. He'll be back at BMCC in the Fall.

HELPING HANDS

When PSC members heard about Moore's situation at a chapter meeting, they immediately passed the hat and raised \$340; his colleagues in BMCC's Music and Art Department have collected an additional \$525 so far. It was a natural response both to Moore's irretrievable losses of his artwork and home, and to the precariousness of dependig on adjunct wages.

Moore says all this will help, since his reserves are very limited. When I asked him to give me a "wish list" of his current needs, he replied that he doesn't want to accumulate objects. His priorities are: summer work, tires for his car, a computer, and a charger or replacement for his Treo 650.

CREATIVE IMPETUS

Moore's courage and determination are apparent. "To put this event into proper perspective," he told me, "one needs to understand what it means for a mid-career mature artist to lose over twenty years of creative work. Considering that photographs and documentation of the work were also destroyed, it is as if the work never actually existed in the real world... It's worse than in the '80s, when the roof caved in and my loft in Williamsburg was flooded when I was away."

But Moore's response has not been one of self-pity: "I have a

'A reason to be creative,' he says.



Allen Moore is rebuilding his life after a fire destroyed almost everything he owned.

newfound respect and sensitivity to victims of Hurricane Katrina and all disasters," he said. "I would not wish it on anyone, but it does give you a different perspective." In fact, he added, "I've heard it said that you're not a real artist until you've suffered something like this. Then you have a reason to be creative - you've felt the blues."

Moore has been at BMCC on and off since 1973, teaching art survey classes, modern art, drawing, painting and design.

He has taught at an assortment of universities, including SUNY Binghamton and Stony Brook, Cornell, and Virginia Commonwealth University, and has had residen-

cies at Marshall University in West Virginia and the Cité Internationale des Arts in Paris. His work has been shown at numerous galleries and universities, and Moore was in the process of negotiating with two galleries in Chelsea when his work went up in flames.

WHAT DIDN'T BURN

Growing up in Norfolk, Virginia, Moore remembers "drawing on the wall and Mom and Dad telling me not to do it." He received art training at Temple University's Tyler School of Art, and a BA from Norfolk State University. After a stint in the Navy, where he served in a combat photography unit, Moore worked as a graphic designer and art director. He went back to school under the GI Bill and earned a master's degree in studio art from Hunter College. After the flood in his Williamsburg loft, Moore got another MA in communications and design from the Pratt Institute.

Asked whether this new disaster would impel him to further education, Moore laughed and said if he did it would have to be online.

Moore says his approach to teaching has been to "assault students' notions of what art is." His assignments this semester included visits to the Museum of Modern Art and the Whitney Biennial. When students say that a piece "isn't art," Moore pushes them to move past their initial prejudices and preconceived notions, to keep looking and find something they like.

OVERCOMING CHALLENGES

When Moore makes art, he doesn't intend it to be pretty. In fact, his own aesthetic goes in the opposite direction. "In the '70s, I started making dark, monochromatic paintings, which morphed in the '80s into frayed geologic surfaces, sometimes 16 feet long," Moore explained. "Dark, ugly colors represent death - the viewer's as well as the artist's. Our flesh decaying over time will look something like this. The wrinkled surfaces could be skin. The works are portraits of the inside and the outside world, as we know and sometimes wish not to know it." He says he likes to use non-traditional materials - industrial objects, paper, twigs, rope, rusted metal, hair, blood, fingernails - all suggesting the passage of time and referencing the world outside the artist's studio. After 9/11, Moore produced a burst of about 30 pieces of this type. He says some people found them frightening.

"I may continue this theme while doing other things around motifs of media, gender, race, society," he said. "Right now, my creative muscle is a crutch, and I'm holding on to it intentionally so I don't feel sorry for myself. I can't change what happened, so I might as well use it. It's going to require a lot of ingenuity to overcome the challenges."

Allen Moore can be reached on his mobile phone at (570) 677-3443, or at Box 1515, Scranton, PA 18501.

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15-MINUTE ACTIVIST

Give to the Katrina Fund

At graduation ceremonies across CUNY, PSC chapters collected money for the survivors of Hurricanes Katrina and Rita. The union raised money for members of the American Federation of Teachers in New Orleans, and for Dillard University, a historically black institution and the college hardest-hit by the storm.

PSC chapters raised nearly \$2,000 from new graduates, their family members and PSC members themselves. Even if you missed the green collection boxes at graduation, it's not too late to give. You can still contribute with a credit card by visiting the union's website at www.psc-cuny.org/KatrinaFund.htm.