The American Association of University Professors will conduct an inquiry into the state of academic freedom at CUNY. The AAUP cited four recent cases that raise concerns about a pattern of political interference in academic affairs. In two cases at Brooklyn College in May, faculty members came under attack in the news media and the PSC came to the defense of their rights. The union called on Chancellor Goldstein to speak out in defense of academic freedom, but he remained silent.

ACADEMIC FREEDOM UNDER ATTACK AT CUNY

Negotiations and protests continue

PSC members protested at various venues throughout May and June; little headway was made at the table. The police union broke the City pattern, winning 10% over two years – though much of this gain was funded by slashing pay for new hires.

ENDNOTES

1. ACS/CLC/AF/CLU

2. ACS/CLC/AF/CLU

3. ACS/CLC/AF/CLU

4. ACS/CLC/AF/CLU

5. ACS/CLC/AF/CLU

6. ACS/CLC/AF/CLU

7. ACS/CLC/AF/CLU

8. ACS/CLC/AF/CLU

9. ACS/CLC/AF/CLU

10. ACS/CLC/AF/CLU

11. ACS/CLC/AF/CLU

12. ACS/CLC/AF/CLU

13. ACS/CLC/AF/CLU

14. ACS/CLC/AF/CLU

15. ACS/CLC/AF/CLU

16. ACS/CLC/AF/CLU

17. ACS/CLC/AF/CLU

18. ACS/CLC/AF/CLU

19. ACS/CLC/AF/CLU

20. ACS/CLC/AF/CLU

21. ACS/CLC/AF/CLU

22. ACS/CLC/AF/CLU

23. ACS/CLC/AF/CLU

24. ACS/CLC/AF/CLU

25. ACS/CLC/AF/CLU

26. ACS/CLC/AF/CLU

27. ACS/CLC/AF/CLU

28. ACS/CLC/AF/CLU

29. ACS/CLC/AF/CLU

30. ACS/CLC/AF/CLU

31. ACS/CLC/AF/CLU

32. ACS/CLC/AF/CLU

33. ACS/CLC/AF/CLU

34. ACS/CLC/AF/CLU

35. ACS/CLC/AF/CLU

36. ACS/CLC/AF/CLU

37. ACS/CLC/AF/CLU

38. ACS/CLC/AF/CLU

39. ACS/CLC/AF/CLU

40. ACS/CLC/AF/CLU

41. ACS/CLC/AF/CLU

42. ACS/CLC/AF/CLU

43. ACS/CLC/AF/CLU

44. ACS/CLC/AF/CLU

45. ACS/CLC/AF/CLU

46. ACS/CLC/AF/CLU

47. ACS/CLC/AF/CLU

48. ACS/CLC/AF/CLU

49. ACS/CLC/AF/CLU

50. ACS/CLC/AF/CLU

51. ACS/CLC/AF/CLU

52. ACS/CLC/AF/CLU

53. ACS/CLC/AF/CLU

54. ACS/CLC/AF/CLU

55. ACS/CLC/AF/CLU

56. ACS/CLC/AF/CLU

57. ACS/CLC/AF/CLU

58. ACS/CLC/AF/CLU

59. ACS/CLC/AF/CLU

60. ACS/CLC/AF/CLU

61. ACS/CLC/AF/CLU

62. ACS/CLC/AF/CLU

63. ACS/CLC/AF/CLU

64. ACS/CLC/AF/CLU

65. ACS/CLC/AF/CLU

66. ACS/CLC/AF/CLU

67. ACS/CLC/AF/CLU

68. ACS/CLC/AF/CLU

69. ACS/CLC/AF/CLU

70. ACS/CLC/AF/CLU

71. ACS/CLC/AF/CLU

72. ACS/CLC/AF/CLU

73. ACS/CLC/AF/CLU

74. ACS/CLC/AF/CLU

75. ACS/CLC/AF/CLU

76. ACS/CLC/AF/CLU

77. ACS/CLC/AF/CLU

78. ACS/CLC/AF/CLU

79. ACS/CLC/AF/CLU

80. ACS/CLC/AF/CLU

81. ACS/CLC/AF/CLU

82. ACS/CLC/AF/CLU

83. ACS/CLC/AF/CLU

84. ACS/CLC/AF/CLU

85. ACS/CLC/AF/CLU

86. ACS/CLC/AF/CLU

87. ACS/CLC/AF/CLU

88. ACS/CLC/AF/CLU

89. ACS/CLC/AF/CLU

90. ACS/CLC/AF/CLU

91. ACS/CLC/AF/CLU

92. ACS/CLC/AF/CLU

93. ACS/CLC/AF/CLU

94. ACS/CLC/AF/CLU

95. ACS/CLC/AF/CLU

96. ACS/CLC/AF/CLU

97. ACS/CLC/AF/CLU

98. ACS/CLC/AF/CLU

99. ACS/CLC/AF/CLU

100. ACS/CLC/AF/CLU
In the Department of Physical Sciences at Kingsborough Community College-CUNY we recently went through a search to fill an open tenure-track chemistry position. The search was a success. We found a highly qualified candidate, one with an excellent record at prestigious institutions. Furthermore, he really wanted to teach in New York City.

The candidate was heavily recruited by the search committee in our department and seemed very interested in the position. He was so interested that when the College wouldn’t pay for the candidate to fly across country for an interview, he paid for the trip himself. The interview went really well, and everyone agreed that he would be interested in the position. He was interested in the position of departmental chairperson or to any faculty member who might eventually wish to be considered for such a post.

Because our College must always be very cautious about offending the University’s central administration, not to mention students or their families, alumni, donors, and, especially, Fox News or the New York Sun, no confidential discussion was permitted for the shortlist of chairs who, prior to their election, may have done something considered inappropriate or offensive by members of the university just mentioned. Whether this faculty member might be able to successfully head his or her department cannot be considered relevant. To simplify the election process in the future, all faculty members who might wish to become chairs are requested to answer the following question and sign the oath:

Question: Are you now or have you ever been guilty of saying, writing, or doing something that might be found offensive or inappropriate by the parties listed above?

If you answered “no,” please sign the following:

Oath: I have never said, written, or done anything that might be found offensive or inappropriate by the parties listed above.

Signed: [Name withheld]
Brooklyn College

The meaning of ‘non-competitive salaries’

Godless prof at spineless college

Back to the future: recent events at Brooklyn College (see page 4) suggest that the following people would presumably be unfit to serve CUNY as a department chair:

Thomas Jefferson: “In every country and every age, the priest has been hostile to Liberty.”

Pascal: “Men never do evil so completely and cheerfully as when they do it from religious conviction.”

Mary McCarthy: “...the average Catholic perceives no connection between religion and morality, unless it is a question of someone else’s morality.”

Voltaire: “The truths of religion are never so well understood as by those who have lost the power of reason.”

Dennis Diderot, quoting the atheist priest Jean Meslier: “Man will never be free until the last king is strangled by the people.”

Sigmund Freud: “Religion would thus be the universal obsession ...”

Bertrand Russell: “I say quite deliberately that the Christian religion, as organized in its Churches, has been and still is the principal enemy of moral progress in the world.”

One more quote for those who might support Tim Shorttell’s being forced to step down as chair of the Brooklyn College sociology department – this one from US Supreme Court Justice Robert Jackson: “The day that this country ceases to be free for irreligion, it will cease to be free for religion.”

Corey Robin
Brooklyn College

Loyalty oath
MEMO
To all Brooklyn College faculty:

It is necessary to emphasize that academic freedom does not apply to faculty members who are elected to the position of departmental chairperson or to any faculty member who might eventually wish to be considered for such a post.

Because our College must always be very cautious about offending the University’s central administration, not to mention students or their families, alumni, donors, and, especially, Fox News or the New York Sun, no confidential discussion was permitted for the shortlist of chairs who, prior to their election, may have done something considered inappropriate or offensive by members of the university just mentioned. Whether this faculty member might be able to successfully head his or her department cannot be considered relevant.

To simplify the election process in the future, all faculty members who might wish to become chairs are requested to answer the following question and sign the oath:

Question: Are you now or have you ever been guilty of saying, writing, or doing something that might be found offensive or inappropriate by the parties listed above?

If you answered “no,” please sign the following:

Oath: I have never said, written, or done anything that might be found offensive or inappropriate by the parties listed above.

Signed: [Name withheld]
Brooklyn College

Editor’s note: The author is a department chairperson.

Union unity

A very compelling reason to contribute to the PSC’s recently established Defense Fund was tucked away in the last paragraph of “Give Us A Fair Contract” in the May 2005 Clarion: Former PSC President Irwin Polanshow was one of the first contributors to the Defense Fund. Despite differences between the current leadership and the former, we should note that they both agree on the importance of the union being prepared to mount an aggressive contract campaign. In its early days, the PSC had a defense fund, and even went so far as to designate a strike fund. Let’s follow the lead of PSC’s President Emeritus, and make generous contributions to the Defense Fund.

Jay Appleman
PSC Chair

Editor’s note: To contribute to the PSC’s Defense Fund, contact your chairperson or go to www.psc.cuny.org/contact.htm.

TIAA/CREF funds OK’d for adjunct pension buyback

In testimony before the Board of Trustees, PSC President Barbara Bowen stated “This change is long overdue.” In further testimony Bowen strongly urged the trustees to extend to part-time employees at CUNY the option of purchasing their prior service by using monies they had saved in their Supplemental Retirement Account (SRA) in TIAA/CREF or HFC Financial Services as a tax-deferred rollover. This change is effective July 1, 2005.

By CLARION STAFF

Adjuncts who are currently only permitted the option of joining the Teachers Retirement System may purchase prior employment they may have had in any public agency in the state of New York. The cost is 3% of the salary they earned at the time of their employment plus 5% interest.

In testimony before the Board of Trustees, PSC President Barbara Bowen stated “This change is long overdue.” In further testimony Bowen strongly urged the trustees to extend to part-time instructional staff the right to join the ORP. “Because of the tensious nature of adjunct employment at CUNY,” said Bowen, “having the option of joining TIAA/CREF would improve the opportunity for adjuncts to vest and count on a modicum of after-employment income stability, as well as permitting professional part-timers to manage their own accounts.”

For further information on joining the NYC Teachers’ Retirement System or the new buy-back provision, please contact Clarissa Gilbert Weiss, PSC Director of Pension & Welfare Fund Benefits at 212-354-1522 or weiss@pscmail.org.

Correction

The May Clarion’s story on TSC Trustee Alan Hausman as a new union delegate from Hunter College, and failed to list Alan Hausman as the chapter’s new secretary and a union delegate.
**PSC wins big IP victory in court**

**CUNY must negotiate**

By **PETER HOGNESS**

In a unanimous ruling on June 7, a five-judge appeals panel told CUNY that its refusal to negotiate with the PSC on intellectual property issues is unlawful.

The judges ruled that management rights language in the expired contract did not exempt CUNY from its duty to negotiate. They ordered the case sent back to the Public Employment Relations Board (PERB), to decide on a remedy for CUNY’s violations.

“The question of who owns, controls and profits from intellectual work is as basic for our members as wages and hours,” said PSC President Barbara Bowen. “This is a landmark victory for the union.”

“This decision has the potential to change fundamentally the bargaining relationship between the PSC and CUNY,” said PSC First Vice President Steve London. “For 30 years, CUNY has maintained that it could unilaterally adopt policies concerning terms and conditions of employment as long as they were not already covered by the expired contract. The court overturned CUNY’s claim to a perpetual right to deny bargaining on issues such as intellectual property, which are crucial to our members.”

Other labor leaders recognized the sweeping importance of the decision, for public-sector bargaining more generally. “This isn’t just a win for the PSC, but for public employees across the state and nation,” said Richard Iannuzzi, the newly elected president of NY State United Teachers. State AFL-CIO President Denis Hughes agreed, and added, “PSC leadership should be congratulated for persevering and never taking ‘no’ for an answer.”

**PERSEVERANCE**

After the appeals court ruling, the PSC immediately demanded to bargain over IP issues, but CUNY refused and is exploring an appeal of the decision even before the court reviews PERB’s new remedial order. “Since this decision was not a final order, CUNY cannot now appeal,” said Stuart Lichten, counsel to PSC. “But subsequent steps will provide other avenues for appeal, and it could take a year or more before the case is conclusively resolved.”

The dispute goes back to September 2000, when the PSC presented CUNY with a list of contract demands that included provisions on intellectual property (IP). Two months later, CUNY circulated a draft of a new IP policy — without notice to the union.

In a June 29 open letter, CUNY General Counsel Frederick Stoffer claimed that CUNY’s new IP policy “was, in every respect, significantly more favorable to the faculty than the prior…policies.” The appeals court, however, stated that the new policy “awarded far broader ownership rights to CUNY than had previously existed.” London remarked that CUNY management “is still pleading a case that the court rejected.”

When the PSC asked to bargain on IP issues in a November 2001 bargaining session, CUNY refused. In response, the PSC filed a charge with PERB, arguing that CUNY’s refusal to bargain on IP issues violated the Taylor Law.

The same pattern recurred in the fall of 2002, when negotiations on the next contract began and CUNY again refused to discuss IP policy. But in July 2003, a PERB administrative law judge (ALJ) ruled that CUNY was “never required to bargain with the union on all parts of the IP policy related to compensation or the resolution of disputes.”

Unfortunately for the PSC, this victory was short-lived. CUNY appealed and in March 2004, PERB itself – whose members are appointee by Governor Pataki – overturned the ALJ’s decision.

**SHORT-LIVED WIN**

PERB did not conclude that IP issues were outside the scope of collective bargaining. Instead, it found that Article 2 of the PSC-CUNY contract, a management rights clause, gives CUNY the right to unilaterally adopt policies concerning terms and conditions not already addressed in the contract. Rejecting the ALJ’s view that such an interpretation of this clause amounted to a perpetual waiver of the right to bargain and thus violated State policy, PERB concluded that Article 2 constituted a “waiver” by the PSC of its bargaining rights, and meant that management could adopt its new IP policy without negotiations.

PERB’s decision cited a part of New York labor law known as the “Triborough doctrine,” which holds that when a public-sector union contract expires, its terms must remain in effect while negotiations continue. Since Article 2 waived the PSC’s right to bargain on new subjects while the contract was in effect, PERB reasoned that this waiver was also extended. As a result, PERB concluded that if CUNY didn’t want to bargain on IP issues, it didn’t have to.

**COURT BACKS UNION**

The PSC challenged this in state court, and the June 7 decision affirmed the arguments made by the union. Noting “the strong public policy in favor of collective bargaining,” the five judges said that a waiver of bargaining rights should not be assumed to continue after the contract expires. They went further, and concluded that the Triborough doctrine applies to employers, not unions – that its goal is to protect employees from unilateral changes in terms and conditions of their employment, not to require unions “to maintain the status quo.”

The PSC’s London said that this has “far-reaching” implications for public-sector unions. “The PSC has really struck a blow for the rights of all public workers to have a say in their conditions on the job.”

In his open letter, CUNY General Counsel Schakowsky said that the appeal ruling “in effect overruled [to the decision of the ALJ].” He added that “the University is considering an appeal.”

“Our position is that these issues need to be negotiated, not de- cided unilaterally,” said London. “And our main bargaining demand is the presumption that both patents and copyrights are owned by the creator, unless this is modified through negotiations.”

**Grad Center RF workers cast votes on union But ballots not yet counted**

By **DANIA RAJENDRA**

Workers employed by the Research Foundation (RF) at CUNY’s Graduate Center voted on PSC representation on May 3 and 4. Unions supporters at the Grad Center expect a victory, but the votes have not yet been counted.

The RF is contesting the National Labor Relations Board ruling that ordered the election, so the ballot boxes were sealed as soon as the voting was over. They will remain impounded by the NLRB until the RF’s appeal is decided, which could be many months.

Paul McBrein, a research assistant and CUNY graduate student, served as a union observer during the voting. All signs on election day pointed to a strong majority for the union, he said. “It’s odd that the ballots will be impounded for so long,” said McBrein. “It doesn’t seem in keeping with American ideology.”

RF appeals have caused lengthy delays throughout the entire process; the election came two years after Grad Center workers first requested it. Now, Grad Center RF employees must wait for the NLRB to decide the RF’s appeal before their votes are counted.

Grad Center workers have petitioned CUNY Chancellor Matthew Goldstein, who chairs the RF Board of Directors, and RF President Richard Rothbard to drop the appeal, which would allow the Labor Board to proceed with the count. More than 75 workers signed the petition, which was delivered to Rothbard on July 11.

**VOTE COUNT DEMANDED**

“We are hardworking Graduate Center Research Foundation employees who want our rights respected,” the statement read. “We filed a petition for an election over two years ago. We do not want to wait any longer.”

Sok Svay, a program assistant at the Center on Philanthropy and Civil Society, said that she had signed the petition and circulated it among her coworkers. “I want to be part of the team and be supportive,” she said. “I’ve never been a part of something like this before, when something is really at stake.”

In its appeal, the RF argues that CUNY graduate students, who make up about half of RF employees at the Grad Center, are not entitled to union representation. It cites an NLRB decision handed down last July, which determined that graduate students at private institutions are not entitled to protection under federal labor law, on the grounds that their work as teaching or research assistants is considered part of their education.

However, the RF does not grant degrees, CUNY is a public institution, and both the RF and CUNY maintain that they are completely separate employers. “The RF’s position is self-contradictory, and fails several basic tests of logic,” said Mary Ann Carlese, the PSC’s associate executive director. Graduate employees paid by CUNY are public employees covered by the PSC-CUNY contract and New York’s Public Employee Relations Board has long accepted their right to union membership. Partially in response to the RF appeal, the PSC filed its own appeal asking the Board to reverse a prior ruling and consider the RF and CUNY as a single employer.

Despite the delay, RF workers are holding meetings to determine which issues to press at the bargaining table after the votes are counted. Tuition remission and job security were two of the biggest concerns raised during the two-year union drive.
Pay back for LaGuardia counselors

By DEBRA BERGEN
PSC Director of Contract Administration

In a July 1 victory for the PSC, an arbitrator ordered CUNY to cease and desist from its practice of requiring LaGuardia Community College's counseling faculty to return to work before the first day of classes in September. Counseling faculty at LaGuardia, who have performed this extra work since 2002, when CUNY unilaterally shortened their period of annual leave, will receive back pay.

“This is a major victory for the union,” said PSC Director of Legal Affairs Nathaniel Charny. “This is in line with the vigilance and well-organized activism of the PSC’s LaGuardia chapter, they have now ensured that CUNY will never again alter the annual leave period for counseling faculty unilaterally.”

DIFFERENT CALENDAR

LaGuardia operates on a different calendar from most of the rest of CUNY and is the only campus with no Spring commencement. Despite decades of past practice, in 2002 LaGuardia insisted that all counselors return to work before the first day of classes to assist with registration and refused to pay the counselors for this additional work, despite having done so in the past.

At arbitration, CUNY contended that the contract’s reference to annual leave ending on the “thirtieth of August” meant that CUNY could shorten the annual leave period. But Charny argued that the August 30 date only applied to those campuses with Spring commencement, and that the contract also provides for an “equivalent time for annual leave” before the first day of classes was a binding interpretation of the contract’s language, Charny said.

CUNY MUST PAY

The arbitrator, Howard Edelman, sided unequivocally with the union.

“The view makes particular sense in light of LaGuardia’s special circumstances,” Edelman wrote. He noted that “certainly, the administrators at LaGuardia knew of the practice because . . . [counselors] were paid extra if they came into work before the first day of classes in the Fall.”

Edelman ordered that CUNY “cease and desist from requiring Counselors to report for duty at LaGuardia. . . . prior to the first day of classes in September without proper compensation.” He also ruled that “CUNY shall make whole those Counselors who were required to report for duty prior to the first day of classes in September of each year beginning in 2002.”

LA GUARDIA Counselors

BPA wins 10% over two years

By DANA RAJENDRA

First to break City pattern

While the PBA award could change the landscape for City bargaining, its full implications for other unions are not yet clear. The fact that it did not follow the terms of the DC7 contract is big news. The uniformed unions, however, have won somewhat larger raises than their civilian counterparts in the past.

The arbitrator’s decision in the PBA case was the first to break from the pattern of recent City worker contract settlements, an arbitration decision in June awarded a 10.25% increase over two years to the Patrolmen’s Benevolent Association (PBA).

The United Federation of Teachers (UFT), which has yet to settle its contract, seized on the decision’s conclusion that the lawyer for the police union is underpaid compared to other communities, arguing that its members need a substantial wage increase for the same reason.

CITY SURPLUS

PSC negotiators have said repeatedly that CUNY also lacks competitive salaries (see also letter, page 2).

“The arbitrator said the City could afford to give a higher raise and pointed to its $3.5 billion budget surplus,” said PSC Executive Director Deborah Bell. “We have made the same argument for several months.”

The process, which for the police officers’ union is legally binding, began last November after two years of negotiations. The City had attempted to limit the PBA to the pattern of last year’s contract with the largest municipal workers’ union, AFSCME District Council 37 – about 4% over three years, plus a self-funded 1% from increased productivity.

The chair of the arbitration panel rejected this pattern – in fact, he said he would have preferred to grant the police a 20% increase over four years, but the law puts a two-year limit on contracts settled through arbitration.

The panel also imposed stiff “productivity” concessions on the union. New officers will be paid dramatically less, earning $28,900 in their first year instead of the current $36,878, and will take two and one-half years to pass the old starting rate. Other givebacks included the loss of all officers’ annual personal day.

The net result is a sizeable financial gain for the police union, but other uniformed unions said it would be hard for them to come up with equivalent concessions.

“CUNY should not take the goodwill of its professors for granted.” That’s what one faculty member said at an end-of-semester contract protest, and that was the message the PSC delivered as the summer began.

On May 18, the union held an informational picket when CUNY Chancellor Matthew Goldstein received a “Man of the Year” award from the Bronx YMCA. Union activists met gala attendees with signs and flyers that pointed to its $3.5 billion budget surplus.

The uniformed unions, however, have won somewhat larger raises than their civilian counterparts in the past. Most other uniformed unions were actually quite critical of the PBA award, because of the concessions that are a key feature. The lower turnover rates of other uniformed services mean that they would have to slash the pay of new hires even more deeply or add other concessions to produce equivalent savings. Neither the PSC nor the UFT has access to binding arbitration under state law and both unions have said lower pay for new hires is not an option.

FACT FINDING

At the UFT’s request, a panel appointed by the state Public Employment Relations Board (PERB) recently began hearings in a process of “fact-finding” on the teacher’s contract – a form of non-binding arbitration. (Among City workers, binding arbitration is an option only for the police and fire unions.) On June 8, President Randi Weingarten announced that the UFT would seek increases of 6% a year for three years.

LaGuardia's decades-long past practice of scheduling annual leave from Spring finals until the first day of classes in September without proper compensation, an arbitration decision in June awarded a 10.25% increase over two years to the Patrolmen’s Benevolent Association (PBA). The arbitrator ordered CUNY to cease and desist from requiring LaGuardia Community College counselors to return to work before the first day of classes in September. Counseling faculty at LaGuardia, who have performed this extra work since 2002, when CUNY unilaterally shortened their period of annual leave, will receive back pay.

“CUNY should not take the goodwill of its professors for granted.” That’s what one faculty member said at an end-of-semester contract protest, and that was the message the PSC delivered as the summer began.

On May 18, the union held an informational picket when CUNY Chancellor Matthew Goldstein received a “Man of the Year” award from the Bronx YMCA. Union activists met gala attendees with signs and flyers that pointed to its $3.5 billion budget surplus.

The uniformed unions, however, have won somewhat larger raises than their civilian counterparts in the past. Most other uniformed unions were actually quite critical of the PBA award, because of the concessions that are a key feature. The lower turnover rates of other uniformed services mean that they would have to slash the pay of new hires even more deeply or add other concessions to produce equivalent savings. Neither the PSC nor the UFT has access to binding arbitration under state law and both unions have said lower pay for new hires is not an option.

FACT FINDING

At the UFT’s request, a panel appointed by the state Public Employment Relations Board (PERB) recently began hearings in a process of “fact-finding” on the teacher’s contract – a form of non-binding arbitration. (Among City workers, binding arbitration is an option only for the police and fire unions.) On June 8, President Randi Weingarten announced that the UFT would seek increases of 6% a year for three years.

UFT argues for a similar settlement

At arbitration, CUNY contended that the contract’s reference to annual leave ending on the “thirtieth of August” meant that CUNY could shorten the annual leave period. But Charny argued that the August 30 date only applied to those campuses with Spring commencement, and that the contract also provides for an “equivalent time for annual leave” before the first day of classes was a binding interpretation of the contract’s language, Charny said.

The arbitrator, Howard Edelman, sided unequivocally with the union.

“The view makes particular sense in light of LaGuardia’s special circumstances,” Edelman wrote. He noted that “certainly, the administrators at LaGuardia knew of the practice because . . . [counselors] were paid extra if they came into work before the first day of classes in the Fall.”

Edelman ordered that CUNY “cease and desist from requiring Counselors to report for duty at LaGuardia. . . . prior to the first day of classes in September without proper compensation.” He also ruled that “CUNY shall make whole those Counselors who were required to report for duty prior to the first day of classes in September of each year beginning in 2002.”

Contract action springs into summer

"The faculty are not happy about working without a contract," said Sam Sacketto, an adjunct in the math department at BMCC. "The president is doing very well in New York, and the percentage that they're talking about doesn't scratch the surface." PSC members delivered the same message to family and friends of graduates at commencement ceremonies. At BMCC’s commencement at Madison Square Garden, members distributed over 3,000 pieces of literature.
CUNY stonewalls in contract talks

By DANA RAJENDRA

PSC and CUNY bargaining teams met three times in May and June, but remained far apart on economics and concessions sought by management. The union continued to press for enough money to both preserve benefits and raise salaries—but management insisted on keeping its economic offer in line with CUNY’s settlement with District Council 37, which does not allow for either.

In response, the PSC Delegate Assembly (DA) gave the green light to a Fall referendum on whether to authorize the Executive Council (EC) to call a job action (see below). The DA will decide after September 1 whether such a referendum is needed.

CHARIS AN ISSUE

On May 24—with City and State representatives at the table—CUNY offered a 6.25% increase over four years, plus an $880 lump sum and 1% self-funded by union concessions.

CUNY refused to increase the size of its salary offer. The only change in its position was the addition of 1% for the Welfare Fund on the last day of the proposed contract—an amount that in comparable agreements has gone to pay increases.

Management continued to demand that department chairs be removed from the union and that annual leave be reduced, calling for full-time faculty to return August 22. The union is doing everything it can to reach a settlement at the bargaining table, but the Chancellor has obviously not understood that we are entitled to both real raises and decent health benefits,” PSC President Barbara Bowen told Clarion.

“Management’s insistence on further concessions is the sting in the tail of their proposal,” Bowen added. “Ending summer annual leave on August 22 and removing department chairs from the union would permanently change life at CUNY. Both are unacceptable. CUNY would become a very different university without the collegiality of elected department chairs and with an even shorter time for research and renewal in the summer.”

In its June 22 counteroffer, the PSC said it is willing to compromise on several non-economic demands—but not on the fundamental economic issue of maintaining health benefits and gaining a real increase in pay. The union maintained its economic proposal for a salary increase of 10.6% over four years, plus an increase in Welfare Fund contributions to stabilize the Fund and restore the dental benefit.

PATTERN UNDERMINED

CUNY’s insistence that all municipal union settlements must follow the pattern of last year’s contract between the City and DC37 was undermined in June, when an arbitration decision granted raises of 10% over two years to NYC police, in part funded by deep paycuts for new hires (see page 4). The PSC argues that the City’s $3.5 billion surplus, the highest in NYC history, shows that the union’s demand for real raises is affordable.

In a June 22 e-mail, Chancellor Goldstein claimed that the annual increases of step increases are part of the “raises” that employees would receive. PSC negotiators said this was misleading, management’s below-inflation wage offer would mean an erosion of real salaries for all job titles.

“Without adequate across-the-board increases, the real dollar value of each of our salary steps will continue to decline,” Bowen explained. "If the $53,455 step had kept pace with inflation since 1972, it would now be $75,000." PSC First Vice President Steve London likened it to trying to climb up a "down" escalator—you move up a step, but the entire staircase is going in the opposite direction.

Union negotiators also pointed out that thousands of PSC members do not benefit from step increases, including about 30% who are stuck at the top salary step.

At the DA, Bowen minced no words. “The proposal Chancellor Goldstein is desperately trying to sell the faculty and staff sacrifices salaries for health benefits and leaves us with a cut in pay, inadequate benefits and major concessions,” she said later. “This is not a proposal in our interest.”

EVERY EFFORT

Delegates agreed, and voted to allow a referendum in the fall on whether to give the Executive Council the authority to call a job action if there is inadequate progress. The resolution notes that the PSC held such a vote before it secured its first contract in 1973.

“The PSC will make every effort to reach a fair contract settlement without a job action,” the resolution says. It reinforces the union’s plan to negotiate throughout the summer, and states that the Executive Council will not authorize any job action unless there is majority support in a referendum. The DA passed the measure with no votes in opposition, and delegates voiced support from the floor.

“I voted for the referendum in 1973, which not only authorized a strike but set a date,” said Irwin Silverman, chair of the retirees chapter. The 1973 referendum passed by a large margin, he said, and this put the PSC in a stronger position. “This fall, we have a lot of work to do,” he added.

Resolution authorizing a referendum on job action

This resolution authorizing the Executive Committee to call a referendum was passed by the PSC Delegate Assembly on May 26.

Whereas, the Professional Staff Congress contract expired more than two-and-a-half years ago, and CUNY faculty and professional staff have not had a raise for four years; and

Whereas, the membership and the leadership of the Professional Staff Congress have tried in countless ways to reach a fair settlement: collective bargaining, direct advocacy with the City and State, organized protest and demonstration, informational picketing, leafleting, television advertisements, political advocacy, lobbying by national and state affiliates, informational campaigns in the workplace, and campaigns to generate calls, e-mail and fax communication with the employer; and

Whereas, after more than two years of bargaining and member action, the City University of New York has failed to offer an acceptable contract: one that provides real raises, a lasting solution to the Welfare Fund crisis, and other essential gains in equity and due process; and

Whereas, the failure of CUNY management to agree to a fair contract ultimately displays contempt for CUNY’s student: no amount of publicity about CUNY’s recent “renaissance” can make up for uncompetitive salaries, shrinking benefits and substandard working conditions—the education of our students is jeopardized if the University fails to support the academic staff on whose work it depends; and

Whereas, the PSC won its first contract, in 1973, only after taking a referendum on a strike, and the United Federation of Teachers won its 2002 contract after voting to authorize a future referendum on a strike; therefore be it

Resolved, that the Professional Staff Congress will make every effort to reach a fair contract settlement without a job action; and be it further

Resolved, that the Professional Staff Congress will continue to work throughout the summer to achieve a fair settlement—participating in good faith in collective bargaining, exploring options for mediation and arbitration, organizing protests by members, conducting a public relations campaign, working toward coalitions with other unions, strengthening member-to-member organizing; and be it further

Resolved, that if the City University of New York fails to agree to a fair contract with the PSC by September 1, 2005, the Executive Council of the PSC will have the authority to determine whether and when to conduct a referendum, either by campus or union-wide, on the question of whether the PSC Executive Council should authorize a job action; and further be it

Resolved, that the PSC Executive Council will not authorize a job action unless the majority of votes cast in a referendum, conducted by secret ballot by the American Arbitration Association or similar neutral organization, are in favor.

Passed by the PSC Delegate Assembly, May 26, 2005.
**John Jay student killed in Iraq**

By PETER HOGNESS

On May 26, after the Memorial Day parade in River Vale, NJ, a ceremony was held to remember Min Soo Choi, a John Jay student killed in Iraq this past February. At the time of his death, Choi had just turned 22. He had been in Iraq for less than a month.

A Japanese dwarf maple was planted in Choi’s honor, donated by the Korean American Association and other local organizations. Speakers included Choi’s father, Jong Dae Choi, who spoke in Korean, and River Vale Mayor George Paschalski.

**COMING TO THE US IN HIGH SCHOOL**

“What a beautiful person he was,” said Jackie Barsalian, who taught Choi in ESL classes at Pas-cack Valley High School. “You just smile when you talk about him.”

Min Soo Choi came to New Jersey from South Korea when he was just starting high school, Barsalian told Clarion. “His dream was to go to the John Jay College of Criminal Justice and enter a criminal justice career,” she said. “He was such an upstanding person of integrity that I felt this was the perfect career choice.”

Bardsalmann said that Choi was a hard worker, considerate of his fellow students and very respectful of his teachers. “He had a great sense of humor, and when you’re learning a new language that’s very helpful,” she said. “And he had a very relaxed manner, he wasn’t a nervous person. I explained, remain hesitant about speaking in a language that they haven’t mastered, afraid of making a mistake. But Min Soo was always willing to talk,” she said. “He was willing to take a risk, because he wanted to learn.”

Choi was at John Jay College for only one semester, taking speech and math classes in Fall 2003. In the spring of 2004 he decided to enlist in the US Army, and by the summer he was a private in the 3rd Infantry Division. On February 26, he became the fourth CUNY student to die in Iraq.

**FINISHED ONE SEMESTER**

“My son said he needed to serve our new country,” Jong Dae Choi said in a statement to the press three days after his son’s death. “He wanted to become an Army officer and looked forward to becoming an American citizen.”

Min Soo Choi “said the military was something that was always on his mind,” his high school guidance counselor, Vincent Paolini, told the Newark Star-Ledger. “He felt this was hand-in-hand with his career aspirations.” Paolini explained that Choi’s ultimate goal was to become an FBI agent, “and that would not be something he would be able to do had he not become an American citizen.”

A friend of Choi’s, Ji Ha Lee, said at his funeral that when Min Soo told her and some other friends about his decision to enlist, they shouted a question at him: why? “His decision wasn’t made on impulse,” she said. “He did not want fear of the impending war to stop him from achieving what he wanted to do in life.” Lee said that her friend “wanted to protect the people and the country that [he] loved,” the Star-Ledger reported.

Choi and PFC Landon Giles were killed by an “improvised explosive device,” or IED, while patrolling in a Humvee in Ahertha, Iraq. The medic who assisted him posted an extended account of the incident on the website teampages.tripod.com.

“About 10 min before we got to this IED we stopped and got off our Humvees and just pulled security,” the medic wrote. “The mortar platoon sergeant…told me that an IED might hit the third Humvee and he told me that I was a medic and that I was important. So he told me to go switch out with Choi who was in the first vehicle.”

After the explosion, the medic said, “I ran as fast as I can down to the site running out of my breath. Before I even got to the Humvee, it had already fallen into the canal smashed up in two, three pieces.”

**POSTHUMOUS CITIZENSHIP**

The medic found that one of the two badly injured soldiers was not breathing, and began CPR. “The other was breathing really hard with blood in his throat,” the medic wrote. “One had blood coming out of his nose and the other coming out of his ears. That means they had injuries to their heads and possibly their brains. At the time I didn’t even think about that…I yelled, ‘I need a bird!’”

“Meaning I need a medical helicopter. It came about 15 minutes after and we loaded both of them into the Blackhawk.” But Choi did not survive the flight to the hospital, and Giles died soon after.

Min Soo Choi’s military service did lead to gaining US citizenship; he was made a US citizen within a week after his death. He was buried in Arlington National Cemetery on March 7, his parents’ 22nd wedding anniversary.

---

**Getting weekly news?**

Log in or sign up to get Clarion delivered straight to your inbox. 

[Start your free trial now.](https://clarion.com/newsletter)

---

**Clarion | Summer 2005**

NEWS
In Brief

world in brief

AUT boycott rescinded

The Association of University Teachers (AUT), a British higher education union, voted on April 22 to boycott Haifa and Bar-Ilan Universities in Israel. On May 26, after intense internal debate, the AUT rescinded that decision.

Proponents of the boycott contended that Haifa University had violated the academic freedom of a dissenting academic and that Bar-Ilan University was involved in the occupation of the West Bank through links with a college in the settlement of Ariel. Those opposing the boycott did so for a variety of reasons: some called the move anti-Semitic; others contested specific charges against the two schools; others called a boycott inconsistent with academic principles and said it would not produce positive change.

The AAUP had called for the boycott to be rescinded, a stand supported by the PSC member on its Committee on Academic Freedom. The AFT followed suit, declaring that "boycotting universities and their faculty is anathema to academic freedom," in a resolution adopted May 18. PSC President Barbara Bowen, a member of the AFT Executive Council, helped shape the resolution and voted to support it.

PSC tsunami relief funds are put to work

The $2,000 for tsunami relief donated by the PSC in January of this year has been put to use in reconstruction efforts at Syiah Kuala University in the Aceh province of Indonesia. Syiah Kuala University is the largest higher education institution in Aceh, and had about 11,000 students at the time of the disaster.

Rahmad Dawood, a Syiah Kuala faculty member, recently reported to the PSC International Committee that the PSC’s donation, together with other funds, has been used to aid in the expansion of student dormitories, rebuild homes, and provide direct monetary assistance to faculty and staff in need. Since tsunami is not being collected this year, some international relief funds are also being used to support the day-to-day operation of the University.

Aussies protest

Throughout June, thousands of Australian academic workers protested government plans to curtail their rights and benefits. The protests, carried out by the National Tertiary Education Union, occurred in the three largest Australian cities and each of Australia’s 38 public universities.

The government seeks to give more power to the university management over the professors, and change almost every facet of academic working conditions, including tenure, hiring, salary, and labor rights.

NTUE Victorian Division Secretary Matthew McGowan said that university and TAFE staff are at the “cutting edge” of the government’s attacks on workers’ rights.

The attacks, he said, “are designed to weaken staff’s ability to bargain collectively, and the NTU’s capacity to defend staff rights and employment conditions.”

1.

clarion summer 2005

news & benefits

the psc’s junior faculty conference

Our Roving Reporter asks what people thought of the May 6 union conference, “How to Survive & Thrive at CUNY”

Joanne Chang
Department of Music
Lehman College

I’m at the end of my third year, and this was the first time I’ve been to anything like this. When it comes to tenure requirements, there is a lot of variation, and as junior faculty, we definitely need a lot of help. For instance, my department hasn’t had anyone up for tenure in 20 or 30 years. So it was helpful to meet others who are also currently going for tenure. I’d also like a chance to do more networking, make more conferences. I’d also like a chance to do more networking, make more conferences. I’d also like a chance to do more networking, make more conferences. I’d also like a chance to do more networking, make more conferences. I’d also like a chance to do more networking, make more conferences.

David Humphries
Department of English
Queensborough Community College

I went to the tenure panel and the on the contract. I hope the new contract will encourage new faculty to come to CUNY. The way the current contract encouraged me -- the course reduction for junior faculty was a factor in my choosing CUNY.

There was so much useful information about professional development -- and a strong sense of community and fellowship. It’s what a union is supposed to be -- not an abstraction, but people working together, helping one another.

I want to be very involved in the union as a junior faculty member. It’s just so hard with all the demands on my time. So I really appreciate having the union reach out this way. It makes it much easier to get involved.

Felipe Pimentel
Department of Behavioral & Social Sciences
Hostos Community College

It was especially interesting for me because my own research is about the faculty at CUNY. Each school in the system has its own culture.

Unfortunately, only about a third of the attendees were from community colleges, which was surprising since that’s where bulk of last year’s hiring took place. And community college faculty make, on the average, about $3000 less at every rank than their senior college counterparts, from new hires on up. If our wages don’t go up, CUNY won’t be able to attract and retain new faculty.

I’m 100% behind the union on this. I’m very skeptical of the administration. They talk about how great CUNY is, but I think they’ve really not committed to the project of the public university. The union is.

Christopher Winks
Department of Comparative Literature
Queens College

I appreciated the opportunity to meet other junior faculty members within this vast, far-flung CUNY system -- to find out about their situations, hear their stories.

My mother was a teacher and I AFT member and I remember her going to meetings and picket lines, so I’ve always had the feeling that if there’s a union where you work, you ought to join it and get involved. For all that you can have criticisms of the union, it’s always best to be part of it.

At chapter meetings, I’ve always felt welcomed for what I could possibly contribute. I’ve had a really great first year. But I’m still waiting for that contract like everybody else!

-- Kristin Lawler

world in brief

AUT boycott rescinded

The Association of University Teachers (AUT), a British higher education union, voted on April 22 to boycott Haifa and Bar-Ilan Universities in Israel. On May 26, after intense internal debate, the AUT rescinded that decision.

Proponents of the boycott contended that Haifa University had violated the academic freedom of a dissenting academic and that Bar-Ilan University was involved in the occupation of the West Bank through links with a college in the settlement of Ariel. Those opposing the boycott did so for a variety of reasons: some called the move anti-Semitic; others contested specific charges against the two schools; others called a boycott inconsistent with academic principles and said it would not produce positive change.

The AAUP had called for the boycott to be rescinded, a stand supported by the PSC member on its Committee on Academic Freedom. The AFT followed suit, declaring that “boycotting universities and their faculty is anathema to academic freedom” in a resolution adopted May 18. PSC President Barbara Bowen, a member of the AFT Executive Council, helped shape the resolution and voted to support it.

PSC tsunami relief funds are put to work

The $2,000 for tsunami relief donated by the PSC in January of this year has been put to use in reconstruction efforts at Syiah Kuala University in the Aceh province of Indonesia. Syiah Kuala University is the largest higher education institution in Aceh, and had about 11,000 students at the time of the disaster.

Rahmad Dawood, a Syiah Kuala faculty member, recently reported to the PSC International Committee that the PSC’s donation, together with other funds, has been used to aid in the expansion of student dormitories, rebuild homes, and provide direct monetary assistance to faculty and staff in need. Since tsunami is not being collected this year, some international relief funds are also being used to support the day-to-day operation of the University.

Aussies protest

Throughout June, thousands of Australian academic workers protested government plans to curtail their rights and benefits. The protests, carried out by the National Tertiary Education Union, occurred in the three largest Australian cities and each of Australia’s 38 public universities.

The government seeks to give more power to the university management over the professors, and change almost every facet of academic working conditions, including tenure, hiring, salary, and labor rights.

NTUE Victorian Division Secretary Matthew McGowan said that university and TAFE staff are at the “cutting edge” of the government’s attacks on workers’ rights.

The attacks, he said, “are designed to weaken staff’s ability to bargain collectively, and the NTU’s capacity to defend staff rights and employment conditions.”

pica & medicare

drug update

By clarion staff

PICA

Effective July 1, the New York City Employee “PICA” drug program was split in two (see the May issue of Clarion). The I and C components (Injectables and Chemotherapy) will be contacted by Medicare and by private entities this summer -- probably with great frequency -- in an effort to “sell” them on enrolling in the program. “The Welfare Fund thinks that this plan is not in the best interest of our members,” said Larry Morgan, the Welfare Fund’s executive director. The Part D plan will have a $250 annual deductible and huge gaps in coverage. Watch for more on this in upcoming issues of Clarion.
ACADEMIC FREEDOM

Produce teachers and scholars

By ELLEN SCHRECKER

B rooklyn College does not have a good record on academic freedom. During the McCarthy era, it fired more people than any other institution of higher learning. And today, although the CUNY administration should have learned from that experience, many professors fear a replay in the offing.

As both the PSC and the American Association of University Professors have indicated, the recent attacks on faculty members at Brooklyn College raise serious issues of academic freedom (see page 6). The strong statements both organizations have issued are welcome, yet insufficient. If we are to defend academic freedom at CUNY and elsewhere, we need the intellectual ammunition to explain why the campaign against Brooklyn College by the New York Sun and its allies is so threatening — and not just to the interests of its professors.

NOT EASY

This is not an easy task. All too often we take our professional privileges for granted, as if mouthing the magic formula “academic freedom” was explanation enough. Two things seem clear, however: First, the nation’s faculties demand some kind of special protection if they are to carry out their primary functions of teaching and research; and, second, this special protection has come to be known as academic freedom.

It is related to — though not the same as — free speech. The Constitution ensures that citizens can express themselves without interference from the state, but it offers no such protection against private employers. As a result, although the courts can protect the First Amendment rights of faculty members at public institutions like CUNY, they cannot do so for teachers at private schools. Nonetheless, both types of professors enjoy academic freedom. And that, as we shall see, is derived from their activities as teachers and scholars, not their status as citizens.

Academic freedom is a professional attribute. It consists of the practices and procedures, like tenure and faculty governance, that make it possible for professors to do their job effectively. Academic freedom is essential because that work — teaching and research — must be free from external constraints. Scholars and scientists cannot merely follow orders; the new knowledge they produce must come from the unfiltered interplay of their trained minds with the data they collect. Similarly, as teachers, academics can develop their students’ powers of rational and independent thinking only if they are themselves autonomous within their classrooms.

AUTONOMY

This is not to say that professors can do or say whatever they please. On the contrary, they must conform to the mores of their profession. They must operate within the established boundaries of their disciplines and abide by the same standards of evidence and accountability as their fellow scholars (although they can, and do, push at the edges). And, of course, they must not misuse their classrooms by propounding irrelevant material or taking advantage of students.

Our work requires freedom of thought.
By KENNETH B. CLARK

Scholarship and social justice

I

felt very comfortable at Howard. I un-

truded myself among the faculty. I talked with them out of class. By my

second year, I had learned why these professors were at Howard. It was

because of their race that Ralph Bunche, Alain Locke, Sterling Brown, Abra-

ham Harris, and other black scholars were concentrated at this one institution.

I developed a curious and pervasive relation-

ship with these people so I highly re-

spected. I got to know how they felt. I learned more about racism in academia

than I had been aware of before. Howard University was the beginning of the per-

sistent preoccupation I have had with American racial injustice.

At this stage in my personal development, I became engrossed in the contradic-

tions which exist: the eloquence of American “democracy” and academic hypocrisy. These

members of the Howard faculty I respected

all became my mentors against American

racism. My life became dominated by an on-

going struggle against racial injustice. I do not believe this would have happened if I

had attended an integrated institution.

SEGREGATION

These outstanding professors made it

very clear to me that under no circum-

stances should I ever accept racial injustice. They advised me to go to graduate school

and get my Ph.D. They further warned me against ever teaching in a segregated col-

lege if at all possible. They believed I should pursue the goal of knocking down racial bar-

riers in institutions of higher education. During the Christmas holiday that first year at Howard, I was able to obtain a job at

the main post office in Washing-

ton, D.C. It was a boring

job, sorting mail during the

grayday shift, from 12 mid-

night to 8 A.M. On my first night

at work, I went with a fellow-
classmate worker during the

meal break to a White Tower
eating-house across the

street. When we walked in, I

saw two vacant seats. I went

and sat in one. My companion

did not take the second seat. I

soon found out why.

STUDENT ACTION

The counterman came over, shouting that I was to get up. I could buy food to

take out, but I was not al-

lowed to sit and eat it. I asked

him, “Why not?” He became

even more angry and shouted

louder that I would not be

served because I was a Ne-

gro. I, too, became angry and
did not want to leave. I felt

the outrage the customer

expressed at the Chilab

towers many years be-

fore my companion came over and said, “Let’s get out of here.” He escorted me out.

At that time I was taking

democracy seriously. A few blocks away the Capitol of the United States was visible and

illuminated. As I was leaving, I looked at the building and cursed. I do not believe I have ever

ever again entered a White Tower eating-

house since that time.

This was another experience in hypocrisy in America. I learned in Washington, D.C., in

the shadow of the Capitol, that democracy was not to be taken seriously. This lesson

stayed with me throughout my college days at Howard University.

In my senior year I was part of a group of students who demonstrated inside the Cap-

itol building. At that time in 1935, they did not serve Negroes in the restaurant. We

marched into the building with signs protest-

ing racial exclusion. I still cannot forget that a Negro attendant came up and started

pushing some of us out. He punched a few of us. Even though this was long before the

Martin Luther King, Jr. training in nonvio-

lent protest, we did not push him back. I felt

sorry and somewhat contemptuous of him.

Meanwhile, a cadre of white policemen

came and arrested a number of us. We were taken to the nearest police station in a paddy

wagon. When we got to the desk, we

were told to remove our ties and belts. The desk sergeant asked the arresting police-

men what the charges were. He was told, “Guilty of disorderly conduct.” As the

sergeant was taking our names, the captain of the precinct came out of his office and asked why we were there. The policemen and the desk sergeant repeated the charge against us. The captain became red in the

face and ordered, “Take their names off the

books. These young men should be praised, not arrested. Let them go. Let them go.”

I was fascinated by his anger, by the fact that he was white, and by his identification with the

Justice and goals.

SUSPENSION

The press carried the story. The New York Times carried it on the front page. When we

returned to the campus the following Mon-

day, we were brought up on discipline

charges. The president of the university and the disciplinary committee made it clear that by our actions we were threatening the security of the university (Howard University received funds from Congress). The disci-

plinary committee said we would be sus-

pended or expelled for our actions.

While they decided which punish-

ment to impose, we were asked to step outside. We could hear the debate going on in the conference room. I re-

cognized the voice and passion-

ate insistence of Ralph Bunche. He maintained that the discipli-

nary committee must not even consider suspending or expelling us. He argued that what we were doing was not only courageous, but essential in dealing with America’s racial injustice. He maintained that Howard University would be embarrassed if it took any neg-

ative action against us. The im-

mediate indications were that the disci-

plinary committee took such action against us, he would re-

sign. After a prolonged discus-

sion we were brought back in-

to the conference room and the disciplinary committee told us they had decided against pun-

ishing us.

ACADEMIA

Bunche’s unmistakable position was that verbal ex-

pressions and concerns about racial injustice were not en-

ough. It is important that those concerns go hand in hand with rational and courageous actions…. [He] and the other Howard professors I had come to know well encouraged me to go to Columbia University for graduate work. They maintained that it was essential to combine academic credentials with the ca-

pacity and qualifications for activism. They led me to believe that I was to be a part of the ongoing struggle for social justice. And I was naive enough to believe I could do it. I received encouragement and support in my decision to pursue a Ph.D. in psychology at Columbia University….

[At Columbia University] I became aware that I was interested in the development and complexities of racial attitudes, I was gently advised not to con-

tract my research interest on specific racial problems. Subtly [my professors] suggested that this focus would raise political academ-

ic problems. I accepted their advice and con-

tracted my research on the effects of social atti-

dudes on remembering…. Initially [Macie’s] research was concerned with the general problem of the de-

velopment of the self-image in children. At this time it was not related to race. However, as her research was to be done in the segre-

gated Washington, D.C., public schools, her subjects were restricted to Negro children because of her own race. Ironically, the racism of the school system made it possi-

ble to discover that race and color were key fac-

tors in the development of the sense of self in these children. When the signifi-

cance of this factor of race became apparent to both of us, we decided to collaborate and conduct a more extensive study of the problem.

From “Race, Progress and Retreat: A Personal Memoir,” in Race in America, edited by Herbert Hill and James E. Jones, Jr. (Univer-

sity of Wisconsin Press, 1993).
One million adults are disenfranchised

Non-citizens are often legally entitled to vote in municipal elections, but not in presidential ones. They can register to vote, but are not allowed to cast a ballot in federal elections.

In fact, during most of our country’s history – between 1776 and 1920 – non-citizens could vote in local elections to all legal adult residents. Legislation (Intro 128) has been introduced in the City Council that would restore non-citizens’ voting rights and is now co-sponsored by nine Council members.

In her testimony, Bowen told the Trustees that the threat to academic freedom at our institution is in danger. If he won’t tell the public why high-quality research and teaching require pension victory

The PSC won a significant victory on pensions when, at its June 27 meeting, CUNY’s Board of Trustees agreed to policy changes for members in the Optional Retirement Program (ORP), including TIAA/CREF. The most significant change is that as of September 1, participants will only have to keep $30,000 in retirement funds within TIAA/CREF upon retirement, to cover the cost of after-retirement health insurance premiums. Previously, a CUNY regulation required one-third of retirement funds to remain with the program – and for most retirees in TIAA/CREF and similar plans, this amount was substantially more than $30,000.

“This is a major victory for our members because it gives TIAA/CREF participants more control over and access to their own retirement funds,” said PSC President Barbara Bowen. Changing this regulation has been a major PSC contract demand.

In her testimony, Bowen told the Trustees there was still more to fix with CUNY pension policy. She strongly urged the Trustees to consider an amount lower than $50,000 for the funds to be retained with TIAA/CREF, and pressed management to extend to part-time instructional staff the right to have the ORP as one of their pension options.

More details will be available at www.psc-cuny.org and in the September Clarion.

Pension victory

The PSC won a significant victory on pensions when, at its June 27 meeting, CUNY’s Board of Trustees agreed to policy changes for members in the Optional Retirement Program (ORP), including TIAA/CREF. The most significant change is that as of September 1, participants will only have to keep $30,000 in retirement funds within TIAA/CREF upon retirement, to cover the cost of after-retirement health insurance premiums. Previously, a CUNY regulation required one-third of retirement funds to remain with the program – and for most retirees in TIAA/CREF and similar plans, this amount was substantially more than $30,000.

“This is a major victory for our members because it gives TIAA/CREF participants more control over and access to their own retirement funds,” said PSC President Barbara Bowen. Changing this regulation has been a major PSC contract demand.

In her testimony, Bowen told the Trustees there was still more to fix with CUNY pension policy. She strongly urged the Trustees to consider an amount lower than $50,000 for the funds to be retained with TIAA/CREF, and pressed management to extend to part-time instructional staff the right to have the ORP as one of their pension options.

More details will be available at www.psc-cuny.org and in the September Clarion.

Pension victory

The PSC won a significant victory on pensions when, at its June 27 meeting, CUNY’s Board of Trustees agreed to policy changes for members in the Optional Retirement Program (ORP), including TIAA/CREF. The most significant change is that as of September 1, participants will only have to keep $30,000 in retirement funds within TIAA/CREF upon retirement, to cover the cost of after-retirement health insurance premiums. Previously, a CUNY regulation required one-third of retirement funds to remain with the program – and for most retirees in TIAA/CREF and similar plans, this amount was substantially more than $30,000.

“This is a major victory for our members because it gives TIAA/CREF participants more control over and access to their own retirement funds,” said PSC President Barbara Bowen. Changing this regulation has been a major PSC contract demand.

In her testimony, Bowen told the Trustees there was still more to fix with CUNY pension policy. She strongly urged the Trustees to consider an amount lower than $50,000 for the funds to be retained with TIAA/CREF, and pressed management to extend to part-time instructional staff the right to have the ORP as one of their pension options.

More details will be available at www.psc-cuny.org and in the September Clarion.