IN TALKS WITH CUNY, CITY, STATE

PSC PUSH FOR FINAL DEAL

PSC members held an early-morning demonstration on February 16, before a bargaining session at the City’s Office of Labor Relations. After CUNY backed off from a framework it had approved in November, union members and supporters turned out to say it’s long past time for management to come through. Above, CSI student Wanda Calamia and PSC member Craig Topple.

IN TALKS WITH CUNY, CITY, STATE

PSC PUSH FOR FINAL DEAL

BROOKLYN

Two new organizing goals

Chapter pushes for on-campus child care and curriculum changes

PAGES 3 AND 8

ALBANY

PSC members push legislative agenda

Union members went to Albany to press state lawmakers to restore more funds for CUNY, as well as tackle problems in the laws governing pensions and unemployment insurance.

PAGES 3 AND 8

CUNY WEEK

CUNY and the Katrina connection

Hurricane Katrina hit Dillard University in New Orleans fast and hard. But Dillard has also suffered the “slow-motion disaster” of inequality in education, with effects familiar to those at City University. CUNY Week, March 27-31, looks at the link.

PAGES 3 AND 8

BENEFITS

Buying insurance for long-term care

What you need to know to figure out whether you or your family need long-term-care insurance. It’s expensive, but so is long-term care.

PAGES 3 AND 8

NEWSPAPER OF THE PROFESSIONAL STAFF CONGRESS / CITY UNIVERSITY OF NEW YORK MARCH 2006

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

AMERICAN FEDERATION OF TEACHERS

N.Y.C. CENTRAL LABOR COUNCIL

N.Y.S. AFL-CIO

NEW YORK STATE UNITED TEACHERS
What it takes to break a bad ‘pattern’

● The PSC and CUNY management agreed to a contract framework in November, but New York City and State objected. They said the deal went beyond the patterns for other public workers – and they’re right. It’s a credit to the union that we got CUNY to agree to these terms. Even the stunted deal now on the table is as good as or better than settlements for police, teachers or other city unions.

The pattern here is none of these contracts were good ones. The nail in labor’s coffin was the substandard pattern set early on in the harrowing municipal bargaining. The PSC had a smart, open leadership, a democratizing process and a mobilized member movement.

Write to Clarion
Letters should be no more than 150-200 words in length, and are subject to editing.

Demolition for Fiterman
Contaminated inside & out

By PETER HOGNESS & Leticia Taylor

Since September 11, 2001, the scarred, empty structure of Fiterman Hall has loomed over lower Manhattan – but that may be about to change. CUNY is about to release a plan for how Fiterman’s 15 stories should be torn down, with new construction to follow. The first phase of work could start this spring.

Fiterman Hall had provided space for the John Jay College of Criminal Justice, an 80-year-old institution that has since moved north to the City College campus. By 2002, a plan for Fiterman Hall’s demolition was reportedly used to help pay for temporary trailers, put up part of the plan and the EPA’s comments will be posted on the web at www.lowermanhattaninfo.com/construction/project_updates/fiterman_hall_39764.asp.

After a chance for public response, said DASNY spokesperson Claudia Hutton, deconstruction work will then begin.

“The PSC will monitor CUNY’s plans for the demolition of Fiterman,” said Greenbaum. “But who will monitor the EPA?” She said that the agency’s track record on air quality and cleanup in lower Manhattan has been “dismally.”

The EPA’s Wendi Thomi told Clarion that the agency’s comments should be completed by late March.

CUNY/DASNY plan is based on environmental testing of Fiterman’s interior that began in September, after a decontamination facility was built to allow for safe entry and exit of environmental consultants. But although that testing was largely completed last fall, the results have not yet been released. “We need to know exactly what contaminants are in the building,” Greenbaum told the February 27 hearing. “And we need to know what procedures will be used to contain [them] when demolition takes place.”

In the month after September 11, the PSC urged CUNY to replace, not repair, Fiterman Hall. CUNY agreed, but the State did not until last year.

INSURANCE DISPUTE

The biggest cause of delay in replacing Fiterman was a dispute with the insurance company, FM Global, which was settled in 2004 for $80 million. Of that sum, $27 million was reportedly used to help pay for temporary classroom space for BMCC.

DASNY estimates that cleaning up Fiterman and tearing it down will cost between $18 million and $22 million. “Decontamination is expected to take five to six months, and deconstruction five months,” said Hutton. Putting up a new building in Fiterman’s place will take two years and cost about $125 million, she added. However, last September, Vice Chancellor Emma Macari told the NYC chapter of the American Institute of Architects that the total of all rebuilding costs would exceed $200 million, of which $187 million had been secured.

The loss of Fiterman’s classrooms had a big impact on BMCC, a campus that was already severely overcrowded. The college resorted to temporary trailers, put up partitions in common areas to carve out some replacement classrooms and rented space nearby.

Those who work or study at BMCC are eager for the process of replacing Fiterman to get started. "Space is an issue here all the time," commented Jane Young, chair of the BMCC’s PSC chapter. "We’re husting at the seams."
On February 16, the PSC bargaining team met with representatives of CUNY, the City and State—the union’s prediction was soon confirmed.

Although CUNY negotiators and the union had agreed last November on a framework for a new contract, University management had failed to win city and state backing for the deal. At the February 16 session, CUNY officially told the union that management was withdrawing its support for the framework it had previously approved.

**Offered Less**

City and state representatives had indicated they could not accept the November package because it was richer than those they had agreed to with other unions. Togeth-

er with CUNY negotiators, they pro-
posed a contract with a smaller eco-

nomic offer.

The biggest change from the Nov-
ember framework was that man-
agement’s proposals did not include an increase of more than 3% to the economic package, which it had pre-
viously agreed to in exchange for an additional office hour from full-time faculty. Without this 3%, CUNY’s February 16 offer had less money for salary increases. Also missing, com-
pared to November, were raising sa-
batical pay, tenure and other equity improvements.

Across-the-board raises followed the settlement with SUNY’s union, United University Pro-

fessions: a lump sum of $600 in the first year, pro-rated for adjuncts; a 2.5% raise in the second year; 2.75% in the third year; 3% in the fourth year; and $800 added to base pay on the last day of the contract after a ten-month extension. This adds up to an average across-the-board in-
crease of about 8.5%; a portion of retroactive pay from the first and second years would go toward stabi-

lizing the Welfare Fund reserves.

**More Funding**

In response, the PSC urged man-
agement to secure additional funding to retain the increase in sabbatical pay to 80%. In November, the union had agreed to support extending the time to tenure from five years to sev-

en, in exchange for the raise in sabb-
atical pay and doubling reassigned time for scholarship by newly hired junior faculty. “The longer time to tenure is typical of colleges and uni-

versities that provide much more re-
search support than CUNY,” PSC Presid-ent Barbara Bowen noted.

The PSC called for restructured contributions to the Welfare Fund, and for funding for all of the equity in-
creases that had been part of the November frame-
work. The union’s bargain-

ing team outlined how both

these changes could be done “within the economic pack-

age management presented,” Bowen said in a report to members.

The next bargaining session, on March 1, began with management rejecting the idea of additional fund-

ing for improved sabbaticals. They also rejected the union’s proposed changes to management’s formula for Welfare Fund contributions.

Management’s stance presented the union with “a difficult choice,” Bowen said in a March 2 report. “work within this inadequate frame-
work or walk away from the table with no contract.” She said the PSC bargaining team decided to work within the economic package now offered by management, to try to find a “principled and imaginative” route to a settlement.

Key elements of the union’s March contract proposal include:

- Providing all newly hired junior faculty with a full year of paid re-

search time, beginning when the tenure clock is extended. While man-

agement has accepted an expansion of junior faculty research time, the union wants this time arranged to al-

low a full year at both senior and community colleges.

- Reorganize some funds in manage-
ment’s offer, including a proposed $300 for employees with “permanent” status and some of the retroactive pay, to stabilize the Welfare Fund re-

serves and increase sabbatical pay to 80%. The union argued that this ap-

proach would provide a longer-term benefit to employees than the $500 because it would not disappear when a given employee leaves CUNY or re-

tires. While strengthening the Fund, it is unlikely that this level of funding would allow for restoration of the dental benefit.

- Include two equity provisions that had been agreed to in the fall: paid sick days for part-time CLTs and non-teaching adjuncts (who current-
ly get none), and the proposal for 100 full-time conversion lines for eligible part-time faculty. (See also page 20.) The union also demanded that the addition to base pay at the end of the agreement include all bargaining unit members, including faculty in Continuing Education.

- Across-the-board raises must not exclude faculty at CUNY’s Educa-
tional Opportunity Centers, and pro-

fessional issues at the Hunter Cam-

pus Schools must also be addressed.

**Some Agreement**

The two sides remained in agree-
ment on several equity improve-
ments worked out in November on issues such as faculty counselor an-
naal leave, reduced teaching load at City Tech, research time for newly hired library and counseling faculty and higher minimum pay for CLIP fac-

ulty. Also remaining was union ac-

countance of a change of three days to the start of the fall semester and the extension of time to tenure (ex-

cept for CLTs and Hunter Campus Schools). Previous management de-

mands for concessions, including slashing HEO job security and re-

moving department chairs from the union, are no longer on the table.

The next session was scheduled for the following week. Union nego-
tiators would then see, said Bowen, “Whether management is seriously prepared to agree to a settlement that moves closer to our goals.” (See www.psc-cuny.org for updates.)
By PETER HOGNESS & DAMIA RAJENDRA

On January 9, the “Academic Bill of Rights” made its debut in New York. The Deputy Majority Leader of the New York State Senate, John DeFrancesco, and eight other senators introduced a bill that would make New York State an “intellectual diversity” state in the university community.

“Too often, students find many college classes biased or one-sided,” asserted the sponsors of S.6336 – and they want the New York State Legislature to do something about it.

Similar legislation has now been introduced in half the states in America. Opponents see this as a neutral-sounding language about “fostering a plurality of methodologies and perspectives” or “making students aware of other viewpoints,” these proposed laws aim to get government in the business of regulating what college faculty must believe.

“The legislation supposes that there is a widespread problem of faculty members discriminating against students based on their political views,” said Steve Leberstein, chair of the PAC Academic Freedom Committee. “But there is absolutely no evidence that this is true.” As a remedy to this supposed problem, Leberstein said, the Academic Bill of Rights (ABOR) “proposes some sort of political overtaking into both curriculum and faculty personnel decisions.”

As the civil liberties coalition Freedom Exchange on Campus declared in a recent policy statement, “Passage of such measures, even when the provisions are not made mandatory, would be an invitation to tie up institutions of higher education in an endless round of public hearings and litigation, in which non-academicians would decide whether enough balance was achieved in the reading list of a particular course.”

AMONG FRIENDS

When New York’s ABOR was introduced in January, it was in a sense coming home. The national campaign in favor of ABOR was launched by right-wing pundit David Horowitz, who says he first got the idea when he came to New York in December 2002 and met with arch-conservative SUNY Trustee Can- dace de Russy, SUNY Provost Peter Salinas, and SUNY Board of Trustees Chair Thomas Egan. “I was sort of among friends,” Horowitz told the Chronicle of Higher Education. “I al- lowed me to think out loud.”

But the New York bill, S.6336, has had some rough sailing since it was introduced at the start of the year. New York State United Teachers responded, and convinced three of the bill’s original nine sponsors to withdraw their support.

From day one, the bill was on the run. The bill’s backers took a different tack in Pennsylvania. Rep. Gib Armstrong (R-Lancaster) complained that he had received some 50 reports of political bias against college students and demanded action. But instead of trying to get ABOR adopted as state law, Arm- strong pushed for statewide hear- ings on the political climate at Penn- sylvania’s public universities. The proposal for hearings required ap- proval from the state’s House of Representatives only, whereas ABOR would have required approval of the state Senate as well.

Pennsylvania lawmakers held hearings in the fall and in January, but Armstrong has yet to produce the letters. The hearings have demonstrated no abuses thus far, leading the AAPP to call ABOR “a solution in search of a problem.”

NO EVIDENCE

The January hearings did gener- ate some news when Horowitz ad- mitted that he lacked evidence for some of his most often repeated sto- ries of bias, including the charge that a Pennsylvania biology profes- sor forced his class to watch Fahrenheit 9/11 just before the 2004 elec- tion. “It’s not fair to have another theory, cause a fuss – and then say, ‘Just a minute example of publica- tion, where professors literally said, ‘If you write against evolution you will be not Creationism,” Kabbany cites a number of ABOR proposals that would give pro- fessors’ when students feel that a Pennsylvania biology profes- sor forced his class to watch Fahrenheit 9/11 just before the 2004 elec- tion. “It’s not fair to have another theory, cause a fuss – and then say, ‘Look, there’s clearly a controversy. Horowitz himself is anxious not to appear anti-evolution. A couple of ABOR provisions even explicit- ly focus on the humanities and so- cial sciences (though most cover all academia).

But it turns out that Horowitz’s main standi- nce toward Intelligent Design is a fairly recent de- velopment. His web-based magazine FrontPage.com features articles such as “The Scientific Case Against Evolu- tion.”

Many legislators support both

These articles were written in 2001, before Horowitz start- ed his campaign for ABOR and began to style himself as “fair and balanced.” Kabbany is now a news reporter in San Diego County. Close association with oppo- nents to ABOR meant that when he didn’t suit Horowitz’s current purposes – it thrives into stark relief the kinds of pressures that academic tenure decisions start to be made by legisla- tors instead of faculty members who are experts in their fields.

But Horowitz has, in his own way, discovered that it’s more effective to “teach the controversy.” After all, if you blow enough smoke, you might convince people that there’s a fire.

“Academic Bill of Rights” comes to New York

“Intelligent design” backers plan to ABOR


David Horowitz declares that his “Academic Bill of Rights” has nothing to do with attacking “Intelligent Design” in science classes. “It would not force teachers to teach unneutral-sounding language about ‘fostering a plurality of methodologies and perspectives’ or ‘making students aware of other viewpoints,’ these proposed laws aim to get government in the business of regulating what college faculty must believe.”

“Academic Bill of Rights” comes to New York

“Intelligent design” backers plan to ABOR

“Teach the controversy”

Luskin particularly praised provi- sions of ABOR that would give stu- dents legal muscle in complaining about professors whose views are not being given enough weight. “We have had cases where professors literally said, ‘If you write against evolution you will be not Creationism,” Kabbany cites a num- ber of ABOR bills.

But the determined response of Pennsylvania lawmakers held hearings in the fall and in January, but Armstrong has yet to produce the letters. The hearings have demonstrated no abuses thus far, leading the AAPP to call ABOR “a solution in search of a problem.”

No evidence

The January hearings did generate some news when Horowitz ad- mitted that he lacked evidence for some of his most often repeated sto- ries of bias, including the charge that a Pennsylvania biology profes- sor forced his class to watch Fahrenheit 9/11 just before the 2004 election. “It’s not fair to have another theory, cause a fuss – and then say, ‘Look, there’s clearly a controversy. Horowitz himself is anxious not to appear anti-evolution. A couple of ABOR provisions even explicit- ly focus on the humanities and so- cial sciences (though most cover all academia).

But it turns out that Horowitz’s main standi- nce toward Intelligent Design is a fairly recent de- velopment. His web-based magazine FrontPage.com features articles such as “The Scientific Case Against Evolu- tion.”

Many legislators support both

These articles were written in 2001, before Horowitz start- ed his campaign for ABOR and began to style himself as “fair and balanced.” Kabbany is now a news reporter in San Diego County. Close association with oppo- nents to ABOR meant that when he didn’t suit Horowitz’s current purposes – it thrives into stark relief the kinds of pressures that academic tenure decisions start to be made by legisla- tors instead of faculty members who are experts in their fields.

But Horowitz has, in his own way, discovered that it’s more effective to “teach the controversy.” After all, if you blow enough smoke, you might convince people that there’s a fire.

“Academic Bill of Rights” comes to New York

“Intelligent design” backers plan to ABOR

“Teach the controversy”
Oops...she did it again

Mellow memo can’t muzzle members

By CLARION STAFF

Last November, LaGuardia Community College faculty and staff were surprised to receive an e-mail from President Gail Mellow insisting that all faculty and staff consult with her office whenever they communicate with the press. “In a crisis,” Mellow concluded, “all communication should come from my office.”

But the policy was short-lived. Days after a strong response from the PSC, CUNY said that the memo would not be enforced.

VIOLATION

“This memo seemed like an obvious violation of our First Amendment rights,” said PSC Chapter Chair Lorraine Cohen. “I know that we have a right to speak to the press and the administration has no legal authority to tell us not to, or require us to consult with them first.”

After Cohen discussed the media memo with others in the union, PSC Executive Director Deborah Bell wrote to Mellow to demand that the policy be retracted. Bell pointed out that a similar requirement imposed by the commissioner of the New York City Police Department was an unconstitutional infringement on the union’s and union members’ free speech rights, according to a 2001 federal court ruling. The letter underscored that the union would defend any member who was the target of retaliation under this illegal policy.

“It’s pretty straightforward,” PSC’s Director of Legal Affairs Nathaniel Charny told Clarion. “The courts have consistently recognized that public employees have an interest in being able to express their views, and the public has an interest in their informed opinions. These are strong interests that cannot be outweighed by a college president’s interest in controlling what the press know and when they know it.”

The PSC got no response from Mellow, instead receiving a letter from CUNY General Counsel Frederick Schaffer – who took pains to re-characterize the e-mail policy statement as “not mandatory” but merely “suggestive.” Mellow’s “suggestions” were “far cry from the mandatory policy of the NYPD,” said Schaffer – and he specifically disavowed the idea of any disciplinary action.

RETRACTION

“In effect, he’s retracting it,” commented Michael Frank, a member of the LaGuardia PSC chapter’s executive committee. “If management tells you that you ‘should’ do something, it isn’t just a suggestion.” Schaffer’s interpretation “changes the substance of the memo,” said Frank.

“It’s a victory for free speech and for the union,” concluded Cohen. “It’s a victory in a string of retreats and reversals for LaGuardia College management, on issues ranging from annual leave to promotions to unilateral imposition of a dress code.

“We’re satisfied,” Bell told Clarion. “CUNY is now on record as characterizing Mellow’s policy as a suggestion and not mandatory. PSC members on every campus have the legal right to speak to the press in their private capacities about matters on and off campus, without fear of discipline or retaliation.”

Brooklyn College tackles two organizing goals

By MARIYA GLUZMAN

Brooklyn College

The PSC’s Brooklyn College chapter has launched two campaigns this spring – organizing for on-campus child care for faculty and staff, and making four-credit courses standard at Brooklyn.

“Organizing is a continuous process,” says Carolina Bank Muñoz, an assistant professor in the sociology department. “It doesn’t end with the first step. We’re still working on the four-credit issue.”

“We’ve heard from junior faculty that the lack of child care is an impediment to their being on campus and conducting research,” says chapter member Edward Kent. “We intend to work with the existing children’s center to explore the issue further.”

CHILD CARE

According to Bank Muñoz, Brooklyn College has one of the best child care centers in the city. The Carleton Washburne Early Childhood Center provides excellent care and education for children four months to 10 years of age, and serves as the laboratory school of the college’s School of Education. Currently, however, the center’s facilities and programs are available only to students.

It is CUNY Central that says on-campus child care is for students only, so “we will need to work together with [other] campuses...to change this,” said a March chapter statement. Funding is another challenge, and the chapter plans to work with the college administration and the Early Childhood Center “to develop a workable plan to finance this endeavor.” The next meeting on this campaign is set for March 21.

The chapter’s other campaign, redesigning the curriculum around four-credit courses, would “enrich the academic experience for the students,” says Joseph Wilson, director of the college’s Graduate Center for Worker Education.

Of some 3,000 courses that Brooklyn College offers, only about 440 are at least four credits. Tithi Dubos, chair of the PSC’s Brooklyn College chapter, says there is a growing national trend to make four-credit courses the norm rather than the exception.

The first and most obvious benefit of having more four-credit courses is that students get to spend more time with their instructors and delve more deeply into the subject they are studying.

Students who have taken four-credit courses at Brooklyn agree that the extra time matters.

“I felt Professor Seeley did a brilliant job in breaking down and explaining the concepts and nuances of such a difficult intellectual subject,” says philosophy major and recent graduate Reginald Davis about the course he took in epistemology. “After all the long and difficult reading assignments, I understood why it was a four-credit course.”

SUCCESS

Sally Bermanzohn, chair of the political science department, says that when her department first decided to make certain four-credit seminars required for majors they worried, “Are we shooting ourselves in the foot?” Would students shy away from a more demanding major? But in fact, providing these challenging courses has had the opposite effect, Bermanzohn said: students really appreciate and enjoy them.

The four-credit courses in political science often combine lectures and labs, and focus on honing students’ skills in research and scholarly analysis. Several examine a specific policy issue in depth, allowing students the time to explore the intricacies of policy analysis. Such experiential learning is valuable in the future, whether students decide to work in the field after graduation or pursue an advanced degree.

FACULTY BENEFIT

Faculty would also benefit from the proposed shift – first, because this new emphasis creates a more intellectually stimulating environment, both for students and the instructor. Four-credit classes also make it more possible for faculty to spend time on research – important in itself, but also something that enriches undergraduate education.

A full-time faculty member is required to teach an average of 21 credits a year, averaged over three years. More four-credit classes mean this obligation can be met with fewer classes. While more time must be spent on each class, there is less administrative “overhead.” The number of hours per class would increase to facilitate a more concentrated focus on fewer classes, making them more productive – in several ways. A shift to four-credit classes can also offer scheduling advantages.

Improving the faculty recruitment and retention is a major reason that the college’s philosophy department began offering four-credit courses, says PSC member Kent Too. Too often, Kent says, his department is seeing talented junior faculty leave for other colleges – an alarming trend throughout the school. Four-credit classes allow faculty more freedom “to do the full range of things academics are supposed to do to help students.” Kent says, and thus help the school to remain competitive.

“[Four-credit] courses are certainly a lot more involved,” notes Bermanzohn. “They take more preparation and more work on the part of the faculty and the students. A major expansion of such classes requires ‘a huge commitment,’ Bermanzohn says, but one that will pay off. ‘Preparing students better is the motivation.’

“Thus far, those faculty who have discussed the idea are excited about the possibility,” says Dubos. “But to make it happen, the faculty must push for it,” advises Wilson.

“This is a matter of faculty prerogative,” says Dubos, noting that CUNY’s governance rules give faculty authority over curriculum.

WELL WORTH IT

To move to a four-credit standard, departments have to decide the changes they want to make to their major and minor requirements before consideration by the college’s Faculty Council. Re-designing individual department curricula will take some doing, as will shifting the core curriculum to four-credit courses. This effort will involve some administrative and scheduling changes, but this administration is “favorably disposed” to doing so.

This entire process can take up to three years, but proponents argue it will be well worth it. “I think it’s a win for both faculty and students,” says Wilson.
CUNY retreats in Travia leave case

By CLARION STAFF

In January, CUNY management backed down from its effort to deny a retirement leave of absence to an employee on the grounds that she was too young. This was the latest in a line of unsuccessful efforts by CUNY to undermine PSC members’ right to retirement leave, which is guaranteed by the union contract and state law.

GUARANTEED

After more than 25 years teaching at the Hunter College Campus Schools, PSC member Amy Liebov had decided to retire from CUNY. She did not plan to retire at home, she wanted to continue in her profession, and her one-semester retirement leave was going to give Liebov the economic cushion she needed as she transferred to her next position.

Retirement leave (also known as “Travia leave”) is a paid leave of absence of up to one semester that can be taken by full-time PSC members who have decided to retire from CUNY, using one-half of their accumulated sick time. Liebov satisfied the few obligations under the contract – she was a member of the retirement system, met her eligibility requirements for service retirement, and she announced her intention to retire from CUNY. When management denied her application for Travia leave because she was not yet 55 years old, Liebov turned to the PSC for help.

CUNY MUST PAY

Clarris Weiss, PSC Director of Pension and Welfare Benefits, told Clarion why the age 55 rule is improper. “The question is not whether you will be collecting your pension, but whether you have earned the right to it,” Weiss said. “Many faculty retire from CUNY and go on to teach at other institutions, and when they start collecting their pensions is not for CUNY to decide. If you are vested in a CUNY retirement plan and you give notice of your retirement from CUNY, you have the right to Travia leave.”

On the eve of the arbitration that would have decided Liebov’s claim for the paid retirement leave, CUNY capitulated, agreeing to pay her the full amount. The Liebov arbitration case was settled immediately after PSC threatened to subpoena a former high-ranking CUNY administrator whom CUNY had found eligible for Travia leave prior to age 55.

“Although this settlement does not constitute a legal precedent,” noted PSC Director of Legal Affairs Nathaniel Charny, “CUNY is now on notice that we will challenge their attempt to exclude those under 55 by calling witnesses to prove disparate treatment.”

Liebov told Clarion that Charny and grievance counselor Charles Molesworth had both done “excellent work” in preparing the case. “I believe CUNY would not have settled were it not for the case presented by Charny and Molesworth,” she said. “I felt very well represented.”

“Liebov noted that she was paid the entire amount of her Travia leave. CUNY had previously attempted to limit retirement leave for most members of TIAA-CREF to those age 62 or older, a position decisively rejected by arbitrator David Stein in a 2004 decision that granted retrial faculty leave to Rose Starr, a professor at the Hunter School of Social Work. CUNY emphasized that Starr would not be eligible to receive retirement health benefits until age 62 – but the arbitrator ruled that Starr had earned the right to Travia leave and was eligible to collect it regardless of when her retirement benefits kicked in.”

NO LAW SAYS 55

Faced with an arbitrator’s rejection of CUNY’s age rule, management is now trying to insist that bargaining unit members must be 55 years old to receive retirement leave. CUNY’s Director of Employee Benefits Leslie Williams recently stated this policy in a memorandum to all human resources directors. Neither the contract nor state law, however, contains any such requirement.

“We have filed a grievance on the new Williams memorandum, in which we challenge CUNY’s attempt to impose an age 55 rule,” said PSC Director of Contract Enforcement Debra Bergen. “In the meantime, if you are denied retirement leave based on this so-called rule, ‘you should contact a union grievance counselor immediately.’

Pensions, unemployment top PSC agenda

This spring, dozens of PSC members are traveling to Albany to lobby for fair funding for CUNY. But the union’s legislative priorities for 2006 go beyond the annual budget battle, in which the PSC is pressing for millions in restorations and 800 new full-time lines. They include several key pieces of legislation, with unemployment in particular a point of contention at the head of the list.

PENSION EQUITY

On the pension front, the union is pushing legislation that requires CUNY to take over the 3% employee pension contribution for members of TIAA-CREF and other programs in the Optional Retirement Plan, after they have 10 years of service. This would correct an inequity dating to 2001, when the state legislature eliminated the 3% employee pension contribution for The Four TRS members with 10 years of service. About 25% of the full-time instructional staff belong to TRS, while about 3% belong to the ORP.

KEEP PUSHING

“Senator Rohbach, who chairs the Civil Service & Pensions Committee, has encouraged us to continue pushing for this bill,” said McCall. “He thinks our chances have gotten better – and this year, with a $3 billion state surplus, we are making it a top priority.” The 2001 change was the equivalent of a 3% raise for eligible members of TRS, who earns the right to Travia leave and was eligible to collect it regardless of when her retirement benefits kicked in.

Working closely with NYSUT

Although the 70% mark for instructional by full-timers is part of CUNY’s 2004-2008 Master Plan, the University is nowhere close to meeting this target. In fact, noted McCall, the proportion of instructional hours taught by full-timers at CUNY is on the decline (see page 20). The PSC is proposing a multi-year plan adding new full-time lines that would achieve that goal and maintain it into the future, including conversion of adjunct positions to full-time lines.

The PSC supports strong ethics requirements for public officials, and is also opposed to changes to the retirement system that would affect faculty who have already vested. The PSC supports the creation of a blue-ribbon commission to recommend appropriate members to the governor and mayor. “We want to ensure that trustees are independent, that they can take an objective view and put the University’s interests ahead of political concerns,” McCall explained. “State and city employees will inevitably be faced with too many conflicts.”

In the PSC’s lobbying in Albany, the union works closely with its affiliate, New York State United Teachers. “As the organization representing all K-12 and higher education teachers in New York, NYSUT has a lot of political leverage,” said Eileen Moran, co-chair of the PSC’s Legislative Committee. “The PSC has been working hard within NYSUT to make higher education as much of a priority as K-12.”

TAX REFORM

To be successful, Moran added, the PSC and NYSUT must also look beyond the details of CUNY’s budget. “As public employees, we can’t accomplish any goals without tax reform,” she said. “We need to ensure that the current tax-cutting mentality will not spread to public employees.”

Along with other unions, NYSUT and the PSC are pressing a proposal to restore the tax rates and personal exemptions in effect in 1972, with the appropriate adjustment for inflation (see page 16). The PSC is also pushing for a 50% tax deduction for any changes, 19 out of 20 New Yorkers would pay less in taxes than they did today, but the State would have nearly $8 billion in additional revenue.
Katrina in slow motion

By JONATHAN BUCHSBAUM

Six months after Hurricane Katrina, the destruction of New Orleans does not simply continue – the destruction moves on. With each week that passes, the damage done by an act of nature becomes a smaller and smaller part of the whole catastrophe.

The background to those mounting social disasters is the same as those that plague CUNY: systematic public disinvestment. The reason such destruction can proceed on such an obscene scale in New Orleans is the same reason the city and state administrations think they can systematically defund CUNY: cities are not all-white suburbs. Cities are where people of color live. The floods wash out Dillard fast and hard, but the reason its survival is now on the line has more to do with decades of inadequate resources. What’s happened at CUNY could be described as “Katrina in slow motion.” This year’s CUNY Week combines a focus on our own institution with a union-wide campaign to raise funds for Dillard and the displaced public school teachers of New Orleans.

Dillard University in New Orleans is our sister institution – except it isn’t. And everything about why Dillard isn’t already our sister institution is what the struggle for CUNY includes: our struggle for an equitable, livable contract – is about.

Once upon a time, Dillard, too, was a model for an urban university. Dillard was a model for an urban university because Dillard did not bar the door to students because they were black.

Today, the combined effects of flood waters, broken levees and 130 years of discrimination have put the very survival of Dillard University into question. Of all the higher education institutions on the Gulf Coast, Dillard suffered the greatest devastation. And just as our government abandoned Dillard and the people of New Orleans in the flood, they have largely been abandoned in the reconstruction as well.

In 1869, when Dillard was originally founded, Louisiana was in the midst of a different reconstruction – one that our government eventually allowed to fail. We must not allow today’s reconstruction to fail as well.

In law, Dillard was not and is not a “public” urban university. Yet it has always worked in the public interest and has always had a public mission. But even after the end of slavery, African-Americans did not belong to the “public” recognized by Louisiana’s state government. What they had once done in secret during slavery, now they might have had a limited right to do – read to their children at night, own books, keep a Bible. But to pursue their studies, the black citizens of Louisiana had to pay for their own education.

The audacity and mean-spiritedness of opposition to public education in Louisiana may be a little different. But the impulse to deny taxpayer funds to schools attended by large numbers of people of color is not peculiar to Louisiana or to the South, and that is starkly clear here at CUNY. CUNY instituted tuition after the color of the student body darkened.

Once tuition was in place, it went up – and CUNY’s public funding fell. Today CUNY gets one-third less state money than it did 15 years ago, while tuition has doubled. SUNY’s state-operated colleges, where the student body is mainly white, are also underfunded. But compared to CUNY, they receive almost twice as much state aid per student. This is not because CUNY students somehow cost less to educate – it is because they are being denied an equal education.

As the government slashed CUNY’s funding, the salaries and working conditions for CUNY’s faculty and staff began to decline as well. As long as CUNY’s students are assigned a discounted education, those who teach them will be given discounted pay and benefits.

CUNY and Dillard: Sister universities

The war is the enemy of the residents’ re-claiming of New Orleans, cradle of so much of the vitality of our culture. The war is the enemy of the Iraqi reconstruction of Iraq, one of the cradles of all civilization.

The war on Iraq is the enemy of public education, at CUNY as surely as at Dillard University. The war takes far more from schools than every available dollar: there is no greater cruelty to education than the killing and maiming of children and young people, Iraqi and American. CUNY will never get back the public financial support it is due while the war rages in Iraq.

Millions “tremble under our violence” in Iraq today. Hundreds of thousands of homeless New Orleans residents scattered to the winds also tremble under the violence of the war in Iraq. Everyone aware of CUNY’s dire situation should be trembling as well. For the sake of our students, for the sake of our government, we cannot be silent.

Teach CUNY: Teach Dillard. Teaching CUNY is teaching Dillard. Teach CUNY Again.

For more information, or to contribute online with a credit card, visit www.psc-cuny.org/KatrinaFund.htm. Checks may be sent to: Gulf Coast Relief Fund, c/o PSC/CUNY Federal Credit Union, Room 311, 25 West 43rd Street, New York, NY 10036. Materials for Teach CUNY Again will be available at www.psc-cuny.org.
By BARBARA BOWEN
PSC President

This has been a hard season of collective bargaining, and I know that you are angry at CUNY’s failure to agree to a decent contract. The hundreds of e-mails you have sent in response to my recent reports often convey your support for the union bargaining team, but they also speak of frustration: at the poverty of the economic offer, at the need to use any retroactive pay to stabilize the Welfare Fund, at management’s failure to bargain in good faith.

Why has it been so difficult to achieve even our modest goals? How can CUNY management countenance a settlement that is clearly inadequate? The reason is as stark as this: the City and State are exercising their power to force public employee unions in New York to accept substantial contracts, and CUNY management is supporting them. At the March 1 bargaining session, we came face-to-face with that power.

The PSC mounted the most ambitious campaign ever from our advocate, and lined up right beside them.

PUBLIC EMPLOYEES

That’s why the fight has been so long and hard. It’s not a trivial fight. Every public employee union in New York City has either accepted an inadequate contract or is still without a contract at all, as are the school principals, nurses, fire officers, the PSC and others.

This is a moment that calls for straight talk and analytical analysis — about city and state power, and our own. It calls on everything we know as people engaged in a political world and committed to the project of public higher education.

That won’t be a magic formula.

First, the political reality that impinges on our contract, or belief that a fair contract can be achieved across the bargaining table; we would not win a better economic package by simply asking for more, or even by organizing more. We will not win it alone. Look at the effort made by the courageous workers in the TWU: even a strike that crippled the city for three days has not yet succeeded in breaking the stranglehold of the State. It’s clear that an even more powerful campaign would be needed.

GAINS IN FRAMEWORK

2) As far as it went, that strategy worked. The PSC mounted the most ambitious campaign the union had ever undertaken and, in November 2005 CUNY agreed to a conceptual framework that, while not spectacular, was arguably richer than many settlements.

The proposal we put on the table on March 1 would maintain party with the salary increases achieved in this round at SUNY, for total salary increases of about 9.5% over four years and 10 months. In addition, it would provide some relief for the Welfare Fund, but probably not enough to restore the dental benefit. Money for the Welfare Fund reserve would be created by a one-time allocation of a portion of the retroactive cash to the Welfare Fund; the percentage of salary increases would not be affected.

SETTLEMENT PROPOSAL

9) The union’s proposal for an immediate settlement is described more fully on page 3, and it’s clear that even within frustrating constraints, it includes some breakthrough elements. Sabbaticals at 86% pay would mean, for the first time, that many of us could actually take them. Additional paid research time would support junior faculty, who already face heightened demands for research and who would, in the future, operate under a seven-year tenure clock. The proposal for 100 new full-time lines for teaching adjuncts and a reduction of the 26-hour teaching load at City Tech.

10) What’s not there in the proposed settlement is also significant. Among management’s least demands were reductions in job security for HEOs and the removal of department chairs from the bargaining unit. We forced both off the table. At the March 1 bargaining session, the union made it clear to management that if we were willing to work within their “pattern” we would expect some flexibility on their part and a willingness to meet our final demands. It’s now up to them to come to the table with an offer that will allow us to settle this contract.

11) I can’t imagine a more important decision for a union than the one we confront together. We have reached the limit of what can be achieved across the bargaining table; we will not win a better economic package by simply asking for more, or even by organizing more. We will also not win it alone. Look at the effort made by the courageous workers in the TWU: even a strike that crippled the city for three days has not yet succeeded in breaking the stranglehold of the State. It’s clear that an even more powerful campaign would be needed.

HIGH STAKES

12) For the PSC, such a campaign would mean, at a minimum, gaining serious student support, forming a united front with other unions, building our capacity for job actions and asking our national and state affiliates for resources to mount a nationally visible campaign. Waiting for a different governor or mayor alone is not the answer; CUNY was deeply de-funded under Governor Cuomo, and pattern bargaining has been upheld by Democrats and well as Republicans. It will take more than a slightly friendlier face in office to break through a system whose effect is to wreck the University.

13) To win even the union’s modest goals this round — let alone transformative salary advances or a livable coursework or a reversed of the adjunct system — would demand a level of union militancy and risk-taking that New York has not seen in at least a generation. It’s a fight worth making. But we have to decide, as a union, whether the moment is now. As we continue to press management to meet our final terms and settle this contract, the union will engage in broad, democratic discussion about the kind of fight it would take to break through the concerted power of City and State. The stakes are high — we’ve invested our academic careers in CUNY, and our students have invested a part of their life-chances. I think the question should be not whether we do it, but when.

A summary of where we stand

their homework, or University leadership lacked the political will and political clout to make that settlement stick. Both the City and the State agreed that the framework CUNY forwarded to them for approval was too rich. When we sat across from representatives of the mayor, the governor and CUNY on February 16 and March 1, they made it clear that they would not budge beyond the “patterns” they have forced other unions to accept. Despite budget surpluses in the billions of dollars in both the City and State, their patterns are below the level of inflation. That their agenda is to reduce employees’ real salaries and benefits could be clearer.

PATTERN BARGAINING

4) “Pattern bargaining” of this kind is especially damaging to CUNY. First, because CUNY is funded (poorly) by both the City and the State, the PSC contract has to be ap
ply and accepted by both. That means the City and the State police our contract – down to the last penny – to make sure it does not exceed the agreements reached with other unions. Even though another 3% for the PSC might seem so much, in management’s eyes it is an additional 3% for every other public employee union. That’s impossible.

5) Second – this is a point the City and State need to understand – the whole idea of a bargaining “pattern” based on the local market is nonsense for a university. All of the other public employee unions in the city have employers that recruit locally – teachers, firefighters, police. CUNY recruits nationally, and even internationally. Pattern wage increases don’t make sense. They are guaranteed to leave CUNY unable to offer salaries that compete in a very different market.

6) The total package of just over 12% off
ered by CUNY, the City and the State sim
does not contain enough money to pro
cide for all three of the union’s goals: salary increases of at least 10%, restoration of Welfare Fund benefits and improvements in equity and working conditions. That’s especial
ly true because the union would not accept the increase in the tenure clock without ad
ditional sabbatical pay and research time, both of which add costs. (Refusing to accept the tenure change would result in an even smaller package). The union negotiating team has squeezed the fairest settlement proposal we can out of the package, but however you divide it, 12% or so over more than four years leaves several areas short.

7) The question faced by the bargaining team was essentially one of timing: is this the moment when the PSC is best positioned to embark on the extended fight it would take to force a better contract out of the State and City? Should we try to achieve the best agreement we can within these para
terms and start right away to build a differ
t kind of fight for the next round, or should we refuse the parameters and begin that fight now? The answers turn on an as
eessment of the current political moment, the forces that would stand with us in such a fight and the will of the union membership. The decision to move to this time or to leave it and take a serious risk ourselves when you vote on ratification of a proposed settlement. But the bargaining team is charged with the responsibility of recommending contract settlements, and its conclusion was that it would serve mem-
ners’ interests best to move ahead within the City and State patterns.

8) The proposal we put on the table on March 1 would maintain party with the salary increases achieved in this round at SUNY, for total salary increases of about 9.5% over four years and 10 months. In addition, it would provide some relief for the Welfare Fund, but probably not enough to restore the dental benefit. Money for the Welfare Fund reserve would be created by a one-time allocation of a portion of the retroactive cash to the Welfare Fund; the percentage of salary increases would not be affected.

NEGOTIATIONS

Straight talk about the contract

1) From the beginning, the strategy of the PSC contract campaign was to create so much pressure on our direct employer, Chan
celler Goldstein and the CUNY Board of Trustees, that they would be forced to agree to an acceptable framework for the contract.

A summary of where we stand
Rx: Organize state by state

By LEONARD ROODBERG, ROBERT PADOUG and other members of the
PSC HEALTH CARE REFORM COMMITTEE

The escalating crisis in employer-based health care is
meaning serious costs, declining coverage, and shifting of costs
from employers to workers. But even as the number of uninsured grows by
an estimated 3 million or more each year, there is no real
action in Washington to reform our health care system. In this non-responsive federal
climate, state-level initiatives are coming to the
fore. Some focus on prescription drugs, but others tackle the lack of insurance coverage.

In a move that has grabbed headlines, some states are encouraging residents to buy
prescription drugs from Canada. Cities were first to take this step, starting with Spring-
field, Mass., which estimates savings of about 30% as a result. Illinois has led the formation of
a nonprofit organization in Wisconsin, Kansas, Mis-
souri and Vermont, through which residents can
purchase Canadian drugs via a single website or toll-free number. Several other states
have similar programs, and the number is growing.

PRESCRIPTION DRUGS

But these state programs are for individual
purchases only, and require participants to pay the entire cost out-of-pocket. The federal
government insists that buying drugs from
Canada is illegal – and it has generally not
prosecuted individuals, but purchasing by
the states themselves would likely be a target for legal action. In 2003, New Hamp-
shire announced that it would buy drugs from
Canada for prisoners and some Medicaid re-
cipients – but it never followed through. As cross border purchases have grown, Canada has started to consider restricting
them. Clearly, everyone in the US can’t buy their drugs from Canada. And there’s no rea-
son why we should. “Why are drugs cheaper up north?” asked Robert Kuttner in
the Boston Globe. “Because Canada has a policy of controlling drug prices through its national
health insurance system…It’s not the drugs
we should be importing – it’s the policy.” In
several US states, activists are organizing to
do exactly that, with a broader reform of how American health care is financed.

Perhaps the most advanced plan for sys-
tem-wide reform is moving forward in Cal-
ifornia. Introduced by State Senator Sheila
Kuehl, a Democrat from Santa Monica, legis-
lation is moving through the State Legis-
lature to create a statewide system of public
health insurance for all services that would
cover every Californian. Studies by the
Lewin Group have shown that such a “sin-
gle-payer” proposal would save billions of
dollars through administrative simplification
– elimination of the complex billing systems
that now burden hospitals and physicians,
and reduction of insurance claim processing
costs and profits – as well as through bulk
purchasing of drugs and other products. A
single system that covers everyone would also
create strong incentives for prevention,
which could reduce the cost of care.

Advocates in Vermont, Massachusetts,
Illinois and New Mexico are organizing sup-
port for similar proposals. But statewide sin-
gle-payer measures have to compete with
other reform plans that would reaffirm our
current uncoordinated multi-payer, employ-
ment-based health care system. Improving health care policies and
drug prices one state at a time

MORE MEASURES

In Massachusetts, the State Legislature
has been contending over rival proposals
that would, in one version, require employ-
ers to provide insurance for their employees
and, in the other, require individuals to buy
insurance if their employers didn’t provide it. In Maine, the Dirigo Plan passed two
years ago was supposed to provide “univer-
sal coverage” through state subsidies for
low-wage workers. But because it is com-
pletely voluntary, and its subsidies are inade-
quate for many low-wage workers, the plan
has far fewer enrollees than its advocates
had expected. And by leaving in place the
vast bureaucracy of HMOs and the private
insurance industry, such measures fall short when it comes to cutting costs.

In California, a proposal that would have
required employers with more than 50 work-
ers to provide insurance for their employees was defeated in a May 2004 ballot refer-
endum vote. The AFL-CIO is now backing
more limited employment-based measures in
some 30 states; these “Fair Share” propos-
als would require Wal-Mart and other “big
box” chains with thousands of employees to
cover their workers. Such a proposal was
just approved in Maryland, over the gover-
nor’s veto.

MORE MEASURES

Measures aimed at big chains could help slow the growth of low-wage giants like Wal-
Mart, and might lessen the competitive pres-
sures now accelerating the decline of private,
employer-based insurance. But they would do little to help workers who are uninsured.

In the Bush Administration’s ill-conceived drug plan for senior citizens, government
generating with pharmaceutical companies for
lower prices is prohibited. Many states, how-
ever, are taking this simple, logical step to reduce drug costs for their Medicaid pro-
grams. Kentucky estimates that its Medicaid
program saved $42 million in 2005 by partici-
pating in a nine-state purchasing alliance
that won lower prices.

The state of Maine has gone further. Man-
ufacturers who refuse to participate in a statewide program can have their products placed on a “prior authorization” list, which
requires physicians to prescribe competitors’
products, where available, for Medicaid pa-
tients. In other words, Maine is using the
considerable power of the state Medicaid
program to lower the cost of drugs for the non-Medicaid uninsured and low-income.

PROGRESSIVE ACTION

In New York, a bill proposed by Assembly-
man Nick Gottfried aims to negotiate the
lowest possible drug prices for an even larg-
ger group of people. A 6,000 would create a
giant pharmaceutical pool for New York’s
state, county, and some city employees, plus individuals and groups, such as union
welfare funds, that desired to join.

So far no state has made major headway in
addressing America’s lack of good, cost-effi-
cient health care coverage. But the ferment
of proposals at the state level is significant.

Canada’s national health insurance system began in the single province of
Saskatchewan. The groundwork for the
New Deal was laid in New York State in the
1920s and early 30s. State action on today’s
crisis in American health care has a similar
potential, to show the way for progressive action on a national scale.

If you are interested in working with the PSC’s Health Care Reform Committee for real
change in New York State, contact Francine
Breuer at francg@earthlink.net.
**Plan for long-term care**

In case of severe impairment or incapacitation

By PETER HOGNESS & DANA R. RINJINDA

If you’ve got aging parents, or if you know someone who’s been unable to care for themselves after a serious accident or illness, you might find yourself wondering whether you should have long-term care insurance.

There are 3,589 people who have long-term-care insurance through the PSC/CUNY Welfare Fund. But this is just one of the many policies available, and the coverage they provide can be very different. How do you decide whether this is something you need – and if so, how should you choose a plan?

**FIRST, WHAT IS LONG-TERM CARE?**

Long-term care is not care that is delivered in a doctor’s office or hospital. It’s not short-term rehabilitation. It’s the help an individual might need for an extended period of time to live his or her normal life after becoming severely impaired.

Long-term care can be provided at home, in, or in a nursing home, assisted living facility or an adult day care center. Long-term care is defined as assistance with the activities of daily living – such as bathing, eating, toilet or dressing – in the event of chronic disease or cognitive impairment.

**WHAT IS LONG-TERM-CARE INSURANCE?**

Long-term care is expensive, and getting more so. According to the federal government, the annual average cost of a semi-private room in a US nursing home is more than $60,000 – and going up by about 5% a year. If that trend continues, in 2012 that average annual cost will be $109,000.

Long-term-care insurance can help you to meet these costs.

Typically, neither health insurance nor disability insurance covers long-term care insurance, unless you don’t need it because they are too young – although more than 40% of people aged 65+ might need some long-term care.

Many experts expect that if you need such care, you will need long-term-care insurance and that it will be very expensive.

**WHAT SHOULD I DECIDE IF I NEED IT?**

First, be clear about why you would want long-term-care insurance. If your main concern is care in old age, you may not want to buy coverage when you are younger.

Third, understand the costs of long-term insurance. Make sure you could afford to continue paying the premium if you are living on a lower income in retirement. Some policies offer ways to recoup some of your past payments if you are unable to pay the premiums later – but of course, policies with such provisions will cost more.

Consider the possibility of a premium increase. Once you buy coverage, you will not be hit with an individual increase on your policy alone, but insurers can adjust premiums to reflect changes in health care costs.

Finally, evaluate what kind of coverage you could afford. Long-term-care insurance policies can vary widely in the percent of costs or type of services that are covered.

**YOUR BENEFITS**

Cover any long-term-care needs. Medicare does cover some long-term care, but with severe limitations. For example, its nursing home coverage is only available if you have first been hospitalized and then need skilled-nursing care, and it requires a daily co-pay of more than $100 after the first 20 days. And it only lasts for 100 days per incident.

Medicaid, the health insurance program for the poor, does cover long-term care, but the policy available through Medicaid is only limited to those who are poor. Medicaid offers no coverage at all for the care you need. You can call care facilities or home-care agencies that you might want to use, and check their costs against the care coverage provided by policies you are considering.

Understand the costs of long-term care. Make sure you could afford to continue paying the premium if you are living on a lower income in retirement. Some policies offer ways to recoup some of your past payments if you are unable to pay the premiums later – but of course, policies with such provisions will cost more.

Consider the possibility of a premium increase. Once you buy coverage, you will not be hit with an individual increase on your policy alone, but insurers can adjust premiums to reflect changes in health care costs.

Finally, evaluate what kind of coverage you could afford. Long-term-care insurance policies can vary widely in the percent of costs or type of services that are covered.

And always compare premiums. One place to start is by looking at the policy available through the PSC/CUNY Welfare Fund. Since 1988, the Fund has sponsored long-term-care insurance through the John Hancock Life Insurance Company. More than 3,500 members are currently enrolled – but only you can decide if it would be the best choice for you.

**INFORMATION RESOURCES**

For more information on deciding about long-term-care insurance, check the following:

- www.consumerreports.org/insurance/long-term-care-insurance
- www.aarp.org/research/longterm-care/
- www.sfedu.org/Re_basics/overview.html

**Research experience needed**

Which projects will get PSC/CUNY research grants? You decide!

The University Faculty Senate will nominate a pool of candidates from the floor and faculty to lead award panels in these disciplines: Anthropology, Chemistry, Computer Sciences, Education, Health and Human Services, Health Sciences, Psychology, and Sociology.

(Panels in other disciplines will be named by five of the nine faculty members.)

In exchange for this service, you will receive intellectual excitement, collegiality, and an in-service allotment account of $6,000 to fund your own research during your three-
PSC elections – April 2006

Vote for union-wide officers

The PSC is holding union-wide elections this spring. Ballots will be mailed to eligible members’ homes by the American Arbitration Association (AAA) on April 3. Completed ballots must be received by the AAA by 5 pm on April 10, and will be counted on the following day. On the following pages are statements and advertisements from candidates and their slates. They are printed in accordance with the PSC’s election rules, which guarantee all candidates equal access to union-distributed media in order to put their views before the members. Each candidate for PSC office is given a certain number of words for a statement. Candidates running on a common slate may pool this amount and devote some of it to a statement from the slate as a whole. Candidates may also purchase advertising space, with the amount allowed to purchase up to one page each.

PSC elections occur on a three-year cycle. In 2006, the elections will be held at chapter-level positions in half of the union’s chapters, and chapter elections in the other half will follow in 2008. The next election for union-wide offices will be held in 2009.

You are eligible to vote if you have been a PSC member in good standing for at least four years running on a common slate may pool this amount and devote some of it to a statement from the slate as a whole. Candidates may also purchase advertising space, with the amount allowed to purchase up to one page each.

PSC elections occur on a three-year cycle. In 2006, the elections will be held at chapter-level positions in half of the union’s chapters, and chapter elections in the other half will follow in 2008. The next election for union-wide offices will be held in 2009.

You are eligible to vote if you have been a PSC member in good standing for at least four years running on a common slate may pool this amount and devote some of it to a statement from the slate as a whole. Candidates may also purchase advertising space, with the amount allowed to purchase up to one page each.

PSC elections occur on a three-year cycle. In 2006, the elections will be held at chapter-level positions in half of the union’s chapters, and chapter elections in the other half will follow in 2008. The next election for union-wide offices will be held in 2009.
The **CUNYAlliance** Wants to Save Your Union

The New Caucus has **failed you in every way**

**OUR PHILOSOPHY**
- Our Union should focus on the needs and well being of its members
  - salary, benefits, working conditions and job security
- Equal benefits for retirees and active members
- An open books policy is essential to sound governance
  - all financial records and minutes of meetings will be posted on the web
- Union members should help guide union policy - we will seek your views with frequent surveys

**OUR EXPERIENCED SLATE INCLUDES:**
- Two current Chapter Chairs
- Three past Chapter Chairs
- A founding member of the PSC
- Experienced negotiators, grievance officers, and others with years of experience in, and commitment to, the union
- Representatives from sixteen CUNY campuses

**THE NEW CAUCUS FAILURES**

1) **The New Caucus put global politics first and union business second, and it has cost us plenty.**
   - Under New Caucus management Welfare Fund reserves dwindled from $15 million to less than $2 million
   - The New York City Comptroller now rates the Welfare Fund at risk of insolvency in a year or two
   - By putting their passion for global politics ahead of their duty to manage union business, the New Caucus eroded our benefits: the dental plan decayed away; we lost a free $50 thousand term life insurance policy; and we are in the verge of having a $400/$800 (individual/family) drug deductible imposed on us

2) **The New Caucus negotiating tactics have failed**
   - We've been without a contract since 2002, and with each passing year inflation eats more of our salary: real income/purchasing power has declined by 12.5% since 2002 due to price inflation in the NYC metropolitan area
   - The blame rests largely with the failed tactics of the New Caucus
   - They weakened our bargaining position by threatening a strike that the members did not support
   - Their noisy street theatrics proved a poor substitute for tough negotiations

**OUR PLAN**

A) The New Caucus spends money and energy on issues unrelated to contract matters and work conditions
   - We will focus your funds and our energy on union business to help restore your benefits

B) We will devote our energy to tough and sustained negotiations, but will deny the university a contract until they satisfy our need for better benefits and working conditions

C) We will post all financial records and minutes of meetings on the web. When tough choices have to be made, we will let your informed views guide our decisions

**WE CAN’T AFFORD ANOTHER THREE YEARS OF NEW CAUCUS MANAGEMENT**

- They routinely demonized management, and then expected them to look kindly on our needs
- Past is prologue. If you reelect the New Caucus, they will continue to focus on global politics and fruitless confrontation.
  - The Welfare Fund will drift closer to bankruptcy, you will continue to lose benefits, and be forced to accept a poor contract negotiated by inept leaders
- We cannot afford another three years under New Caucus mismanagement. The CUNY Alliance will make union business our only business. We'll devote our energy to negotiating fair contracts and to protecting your benefits

**VOTE CUNYALLIANCE IN APRIL**

AND PUT YOUR INTERESTS AT THE TOP OF THE UNION AGENDA

President: Rina Yarmish  ◆  First Vice President: Lilia Melani  ◆  Secretary: Mona Fabricant  ◆  Treasurer: Howard Ross

See the CUNY Alliance profile in this issue of the Clarion for biographies of all 27 Executive Council candidates, and for a more detailed description of our plans

To contact us via email write to: ca@cunyaliance.org  ◆  For more information go to: www.cunyaliance.org
CUNY ALLIANCE
INTEGRITY AND LEADERSHIP

We’ve joined together as the CUNY ALLIANCE in order to provide the membership with an alternate slate, and an alternate vision, for the union in the April Executive Council elections. We are a group of your colleagues who want to provide union representation that is committed, first and foremost, to the needs and well-being of CUNY’s faculty and staff, full-time and part-time, active and retired. We intend on changing the leadership and the direction of the PSC. We believe the leadership should focus on the interests of its members: our salaries and benefits, our working conditions, grievances and job security.

The Alliance has members from across the university, and our slate includes representatives from sixteen campuses. Among our candidates are two current, and three former, chapter chairs; a founding member of the PSC and former member of the Executive Council; a member of campus executive committees; grievance officers; and others with years of experience, in, and commitment to, the union.

Responsible Unionism

The Alliance promises responsible unionism. The bad judgment of the current Executive Council is clear. For months, they promoted a job action, despite no signs of interest among large parts of the membership. Last spring, they asked the Delegate Assembly to authorize a strike referendum, only after this were informational pickets held on the campuses. The poorly attended pickets revealed the membership’s lack of support for New Caucus policies and weakened the Union’s bargaining position in the eyes of management. Without solid faculty support, a strike would not only fail, it could do serious harm to the union.

The Contract

Our first priority is to negotiate a successful contract with the university, one that will include substantial increases and improvements in wages, benefits and working conditions. As you well know, we’ve been without a contract since October 2002. Inflation and the cost of living in the New York region have eaten away at our salaries: in the last forty months, PSC members have lost 14.5% in purchasing power. Those at the top of their scales have not seen a raise since August 2001. Nor will we accept the further erosion of our benefits. Our opponents have paid lip service to the same goals, but have failed to honor them and – as yet – have failed to make meaningful progress in achieving them.

FOR PRESIDENT

Rina Yarmish, a Professor of Mathematics at Queensborough Community College, has been Chair of the Department of Mathematics and Computer Science since 1997. She served as University Faculty Senator representing KCC from 1994 to 1997 and as PSC Chapter Chairperson from 1998 to the present, after a 3-year term as chapter Vice Chair. Rina was a long-term member of the Board of Trustees of the PSC-CUNY Welfare Fund during the presidencies of both Professors Polisook and Bowen, and served as Treasurer of the Welfare Fund for many years. She has been KCC representative to the Welfare Fund Advisory Council for over a decade. She thus has comprehensive understanding of the Welfare Fund, its operation, and its finances. A product of CUNY, Rina received her BA in Mathematics from Queens College and her MS (Applied Mathematics) and PhD from New York University. She has authored three books on programming languages, her book Assembler Language Fundamentals has been translated into both Russian and Malaysian. She has published extensively in the fields of programming languages, mathematics, and mathematics education. She was promoted from research assistant professor to full professor after a carefully orchestrated plan involving academic promotions and the Welfare Fund, along with extensive and detailed understanding of issues affecting our professional lives, makes her eminently qualified to assume the leadership role in the PSC at this very critical time. Rina believes that the PSC should focus on the needs of its members – particularly bread-and-butter unionism. Attention must be focused on salary, compensation, benefits, grievances, job security and working conditions, and on improved relationships with state and city officials, the press and the public.

FOR FIRST VICE PRESIDENT

Lilia Melani’s commitment to our union has moved her to run for office again. Her union experience is extensive and seminal. She was a founder of the PSC, member of the first PSC Executive Committee, of several contract negotiating committees and of the Central Grievance Committee. Brooklyn College Chapter Chairperson; delegate to the Delegate Assembly; and grievance counselor. As a member of the Executive Council, she helped plan, voted for, and participated in the activities leading to the membership’s strike votes in 1972 and 1973. The membership’s overwhelming support of the Union leadership forced the University to negotiate a contract. The two strikes were part of a carefully orchestrated plan involving informational pickets, mediation, fact-finding, and the support of politicians and students. Despite this successful example of how – and when – to do it, the New Caucus have not been good stewards. When they took office, they inherited a reserve of $15.4 million. Today the reserve is less than $2 million. As reserves dwindled, so did our benefits. For example, our opponents eliminated a free $50,000 term life insurance policy and switched to a dental plan that requires us to pay $263 for root canals that were previously cost-free. They have already approved a plan to impose a $480 deductible on individuals (and $960 for families) for prescription drugs, contingent on Fund reserves falling below $1 million.

According to a 2006 NYC Comptroller’s report, the Welfare Fund in 2003 ran a deficit of $3.4 million on revenues of $26.4 million and was at risk of insolvency in one to two years. The Welfare Fund avoided bankruptcy this year only because the university agreed to a tranche of professional development funds. Asking for such a concession was not a good position for a union in the middle of contract negotiations. We realize that with rising costs for insurance, difficult choices have had to be made. However, we never told how our money was being allocated. Members have a right to know exactly how some $28.9 million dollars a year are spent while benefits are reduced. When elected, we will survey the membership about priorities, shift funding accordingly, and negotiate for greater allocations for improvements in wages, benefits and working conditions. We will strive to restore your benefits in the most cost-effective ways with the best possible providers.

Retirees’ Welfare Benefits

There should be no distinction between the benefits of retirees and the active faculty and staff. This is a principle that the current officers overturned when they applied to retirees a $50 deductible for prescription drugs. A small amount, but a dangerous precedent. The contributions that retirees have made to CUNY entitle them to equal consideration and benefits. We are committed to negotiating a better benefit package for retirees and for active faculty and staff.

Our Commitment to Individual Groups

The Alliance recognizes that many constituencies make up the PSC. In consultation with them, we will identify and address their needs.

FOR SECRETARY

Mona Fabricant is a Professor of Mathematics at Queensborough Community College and Co-Director of TIMFQCC, an NSF-funded program to prepare future secondary school mathematics teachers. From 1993-2002 she served as Chair of the Department of Mathematics and Computer Science at Queensborough. She served as the founding secretary of the CUNY Council of Mathematics Chairs (1995 - 1999). She received the QC Award for Excellence in Faculty Support (2003). She has been awarded the Melani Scholarship, which CWC established. She helped create the Women’s Studies Program and the Women’s Center at Brooklyn College. Lilia wants to use her considerable skills and experience to restore the PSC as an effective union.

Negotiating with the University

The goals of the Alliance’s platform are ambitious. We intend on going into serious and sustained negotiations with the university. While we recognize that the union and the university are natural opponents in the collective bargaining process, we do not believe that demonizing the administration is a productive strategy. We want, and will get, better benefits, wages and working conditions by tough and tenacious negotiating, not by theatrics and empty strike threats. We pledge to stay at the bargaining table for as long as it takes to get an agreement that substantially advances our members’ interests. We are prepared to deny the university a contract unless and until we meet that goal.

The CUNY Alliance Means Leadership

The central issue in this election is leadership. Our platform and proposals are only a small part of achieving our goals. They must be modified through the bargaining process in any case. The problem has been that the PSC cannot reach the goals broadly shared by the entire membership – substantial gains in salary and improvements in benefits and working conditions – because of the poor judgment and the misplaced militancy of our opponents.

We cannot afford another three years under New Caucus officers who care more about global politics than they do about union business. There is an alternate future: choose the CUNY Alliance, and we will devote our energy to negotiating fair contracts and to protecting your benefits.

VOTE CUNY ALLIANCE, FOR AN EFFECTIVE UNION

FOR DIRECTOR

Vladimir Kagan is a Professor of Economics at Queensborough Community College and a member of the PSC's Executive Council. Trained in economics at Moscow State University, he received his PhD at New York University. He is a member of the International Association of University Professors and Scientists, and the New York State Political Caucus. He is the author of several books and numerous articles. Kagan has been a leader in the New Caucus since the early 1990s, and is a vocal defender of the university’s interests and needs. Kagan brings to the union leadership a strong commitment to the principles of unionism and democratic governance.

FOR TREASURER

Lilia Melani is a Professor of Mathematics and Computer Science at Queensborough Community College. She received the QCC Award for Excellence in Faculty Support (1998), the Martin and Helen Tarter Mathematics Fundamentals Award (1999). She received the QCC Award for Excellence in Faculty Support (2002), the Mathematical Association of America Metropolitan New York Section Award for Distinction in Mathematics Education (1992). She has published numerous articles and co-
Michael Barnhart is a Professor of Philosophy at Kingsborough Community College. He teaches courses in all areas of philosophy, but his research centers on issues in comparative philosophy and ethics about which he has written numerous articles and published a book, *Varieties of Ethical Reflection*. He is also active in the University Faculty Senate and the CUNY Academic Policy Committee. Michael serves as Kingsborough’s PSC-CUNY grievance counselor and as a delegate to the Delegate Assembly.

Howard Ross graduated from the Bronx High School of Science and Columbia University, A.B. and Ph.D. He taught at Yale, Vassar and is currently Professor of Economics and Finance at Baruch College. Howard served as a consultant to the United Nations Development Program and the government of Greece and as Visiting Professor to the People’s Republic of China and to Russia. Howard was Baruch’s Chapter Chair to the PSC for two terms as well as Chair of the department. His current research focuses on production and employment and tracking the changes in productivity due to technological and non-technological forces, 1960 to the present. Past research was in the area of industrial organization and the behavior of prices over the business cycle and altruistic behavior. He is currently teaching macroeconomics. As treasurer who monitors revenues and expenditures, Howard pledges to ensure that the accuracy and accountability so that members will have no doubt how their dues and fees are spent. The treasurer’s reports will be informative and, he trusts, enlightening and reflect the changing economic and financial forces which determine how we live.

**FOR UNIVERSITY-WIDE OFFICERS**

Edward Catapano is a Professor of Biology at Medgar Evers College. He was Chair of the Department of Biology for thirteen years and during this time he was involved in grant-funded programs designed to increase the number of under-represented individuals completing undergraduate degrees in the sciences and going on to graduate and professional schools in biology and medicine. He also has an active physiology research program, with over one hundred articles and presentations on his research work. Edward has been an active member of the PSC during his entire thirty-year CUNY career, initially serving as a Chapter Member-at-Large, a member of the University Senate and Chair of the Chapter Senate since 1998. He has also been active in the college’s Faculty Senate throughout his career and has been an Executive Member for most of his tenure.

Lydia S. Rosner is an Associate Professor of Sociology at John Jay College of Criminal Justice. She is a founding member of the Sociology Department Personnel and Budget Committee for many years, the College Council, the Faculty Senate, and various other college and university committees. A child of the labor movement and a born and bred New Yorker, she attended local public schools, Hunter College, and received her Ph.D. from the CUNY Graduate Center. Lydia is a criminologist with a specific interest in migration. Her book, *The Sextet Way of Crime*, examined the migration patterns of convicted street criminals to Brighton Beach. The consequence of migrant behavior patterns, both criminal and non-criminal, to the new environment. She has consulted with the Organized Crime Task Force, appeared on both national and international television programs, The Voice of America, and published both here and in Russia. She is particularly interested in global organized crime and migration patterns.

Michael Maller is a Professor of Mathematics at Queens College. He received his BA from Columbia, his MA from Harvard (on work on the Weyl groups and the representation of finite groups), and his Ph.D. from the University of Warwick in 1980. He previously taught at USC and Northwestern, and is currently an adjunct at Hunter College. He has published papers in differential topology, in dynamical systems, and in continuous computational complexity. He has received grants from the NSF and CUNY grant program, has been a reviewer for *Math Reviews*, *Foundations of Computational Mathematics*, and other journals; and served on the CUNY-CUNY math panel in recognition of two years of service as a summer spent as a voter registration volunteer for the Mississippi Freedom Democratic Party in the Mississippi Delta in 1965. In 1970, Michael was one of the organizers of an attempt to form a union of teaching fellows at Harvard. As the child of a NYC public school teacher, he is a second generation member of the AFT. He is a certified instructor and holds a fifth degree black belt in Aikido. Michael believes the PSC should focus on issues of bread-and-butter unionism and leave world politics to other organizations.

Rishi S. Raj has been teaching Mechanical Engineering at City College for the past thirty years. He also served as a dean. Rishi served on the City College Senate for more than fifteen years and also served on the CUNY Senate. He has been a Distinguished Fellow of ASME-UN, NASA, and a technical specialist in the U.S. Army. Rishi has written four books: *Science and Logic of the Absolutely Pure, Balance, Turning Point, and Applied Chemistry*. He was recently appointed by the Governor of the State of NJ to serve on the Senate Board of Engineers and Land Surveyors. He was also the founder and president of the Society of Indian Academics in America and has lectured extensively in India, Russia, Australia, Israel, UK, Germany, Canada, Holland, Belgium, and the US.

**FOR VICE PRESIDENT FOR COMMUNITY COLLEGES**

Ronald Forman began his CUNY career more than forty years ago at Brooklyn College. Following his service as Associate Professor of Science and Master of Arts in Mathematics degrees, he continued his studies at the University of Pennsylvania. He received his CPA license in Courant Institute of Mathematical Sciences. While at NYU, he began his teaching career as a lecturer and adjunct professor at Brooklyn College before taking a faculty position at Kingsborough Community College in 1968. Ronald currently teaches mathematics and statistics at KCC and for the last six years has served on the Executive Committee of Kingsborough’s chapter of the Professional Staff Congress. He has served as the chapter Grievance Officer. He also served as Mathematics Coordinator for the College. Although he did not have an appointment to CUNY for his entire life: his father, Dr. William Forman, was a mathematics professor at Brooklyn College for sixty-two years, two of his sons were students at the College of Staten Island, and a third son attended Hunter College High School. For the last seven years, he has hosted a radio program on WKRB-FM that traces the history of American popular music.
Borough of Manhattan Community College in 1985 and has served as Chair of the Accounting Department since 2008. He has written numerous articles that have appeared in such publications as The New York Daily News, Crain’s New York Business, Accounting Today, The Queens Chronicle and The Nassau Observer.

David Gordon teaches history at Bronx Community College and the Graduate Center. He received a B.A. from Brooklyn College and his M.A. and Ph.D. in History from Brown University. David authored two books, Merchants and Merchandise: Internationalization and Provincial Politics in Mid-Nineteenth Century France and Liberalism and Social Reform: Industrial Growth and Progressive Politics in France, 1880-1914, as well as a number of articles on French and African history. He has taught at the University of North Carolina, Chapel Hill, the University of California at Riverside, where he was a union organizer, and the University of North Carolina, Charlotte. David also taught for two years as an exchange professor at Kaohsiung Teachers University, Taiwan, and was a seminar director at the Ecole du Louvre. David has participated in numerous student and faculty study abroad initiatives. David has pledged himself to the restoration of the union welfare fund and especially to a reformed Chapter II plan. He believes that we have lost too many benefits under the present leadership and that it is time the union concentrates on the basic needs of its members.

Alfonso J. Garcia Osuna (Havana, 1953) is the Chairperson of the Department of Foreign Languages at Kingsborough Community College. He received his Ph.D. (1989) from the Graduate School and University Center of the City University of New York. He has published several articles in scholarly journals; among his most recent books are Incidentes de Travel on the Road to Santiago (1998), La filmografía cubana, 1897-2003 (2002), and La filmografía cubana, 1897-2003 (2003). He also regularly publishes in Cuban and Latin American Studies in the United States and around the world. Because of his chosen field – the Classic sources of Spanish Renaissance literature – he has attained a solid working knowledge of Koine Greek, Latin, and Italian, and is also fluent in Spanish regional languages.

FOR VICE PRESIDENT FOR CROSS-CAMPUS CHAPTERS

Lisa M. Decker is a HEO Associate at Hunter College where she has been the Director of Distance Learning since 1996. Completing her graduate work at Kent State and Virginia Commonwealth Universities, Lisa has more than fourteen years’ experience in the delivery of training and instruction using a wide range of distance learning technologies. Among her most notable initiatives is the design and implementation of a Cross-Campus Distance Learning Course, has led the development of distance learning initiatives in videoconferencing, blended learning, and the newly emerging technology of webcasting. Lisa has supported the development and delivery of thousands of hours of distance learning instruction and training while providing training to faculty across disciplines in the use of instructional technologies. Lisa has taught graduate special education courses both at Virginia Commonwealth University and the University of Georgia. She brings a unique perspective on both HBO and faculty issues facing our Union members.

FOR CROSS-CAMPUS OFFICERS

Guillermo Rocha is a Senior Laboratory Technician in the Geology Department at Brooklyn College. Guillermo has worked for the College as a Lab Pro- gram as a lecturer for the past 8 years. This program gives struggling students an opportunity to achieve higher standards and increase their enrollment. Guillermo finds this a very rewarding activity because he has the opportuni- ty to change the life of a young person who otherwise would have no possibility of entering college. Guillermo has also taken on other issues such as the discriminatory treatment of immi-

FOR OFFICE FOR PART-TIME PERSONNEL

Martin Teplitzky has been an Adjunct in the Mathematics Department at Lehman College for over twenty years. He retired as a supervisor from the Academic Support Program.

FOR OFFICE FOR PART-TIME PERSONNEL

Several years ago, Guillermo was an assistant principal in a high school. He also served as intern principal for the 2001-2002 school year.

Ellen Ackrill is an Adjunct Lecturer of Mathematics at Baruch College. During her career as both a Professor and a Chairperson, she has taken on the leadership roles of every major initiative at CUNY. In addition to her work as an educator, she has had extensive experience on both sides of the bargaining table. Fifteen years into her career, she earned her Doctorate of Education in Industrial and Labor Relations. She taught at a two-year proprietary college, then served as Director of Academic Affairs and an Associate Professor of the college. As a teacher, she served on the union’s executive committee and was elected Chairperson, during which time she negotiated two contracts. Later as both Academic Director and Executive Director, she represented management in further negotiations. She has had extensive experi- ence in arbitration, mediation, and other forms of Alternate Dispute Resolution, including testimony before the labor board.

Colley Baldwin is an Adjunct Lecturer of Physics in the Department of Physical, Environmental and Computer Sciences of Medgar Evers College as well as an Adjunct at the Borough of Manhattan Community College. His research includes ultra-high-vacuum technology investigating nitrilin in- var alloy films with applications to microelectronics and storage devices as well as practical laboratory and research experience in atmospheric studies of stratospheric aerosols in the New York City area. He is active in the union at Medgar Evers College and understands issues facing adjuncts in CUNY.

FOR RETIREE EXECUTIVE COUNCIL OFFICERS

Sheila Chustek has been teaching Mathematics as an Adjunct Lecturer in the Mathematics and Computer Science Department of Queensborough Community College since 1993. She is the recipient of the President’s Award for Excellence in Teaching by an Adjunct Faculty in 2002 at Queens College, where she also taught from 1982 until she retired in 2003. At Queens College she taught Mathe- matics and Physical Science in the Adult Collegiate Educa- tion Program. She was also the advisor of the Adjunct Lecturer of the Year in 1990 by the ACE Student Association. Her book, Physical Science - An Introduction to Our World, was published by Kendall/Hunt and is still being used at the college. Ms. Chustek served on the Immersion Curriculum Task Force Committee and the Numeracy Across the Cur- riculum committee. After receiving her award, she was chosen to chair the President’s committee to select future teach- ers of excellence at the college. Prior to joining the CUNY faculty, Ms. Chustek taught Mathematics with the NYC Board of Education and was a computer programmer for several years.

John Donoghue is a Professor Emeritus at NYUCT. He graduated from Boston College with an MA & MS. His Ph.D. from NYU is in Architectural History, his dissertation, selected as one of the ten best in 1996, was pub- lished by Arno Press. John taught at Merrimack College, New Hampshire Technical School, University of Rhode Island, SUNY, and over twenty years at NYU. He served for over twenty years in the Faculty Senate, including six years on the Exec- utive Committee. John has been involved in the PSC since it was founded, serving on the Executive Committee and as Chapter Chair.
I’m Voting
New Caucus
Because...

“This is a team that does not buckle under pressure and comes up with out-of-the-box creative approaches to obtain faculty and staff needs. As a science and engineering representative, I greatly appreciate the advances made for released time for new faculty, the strong stand taken to increase support for sabbaticals, and willingness to bargain for the seven-year tenure clock.”

Shelly Weinbaum, CUNY Distinguished Prof. of Engineering, Elected member of all three U.S. National Academies: Science, Engineering, and Medicine

“As one of the members of the Welfare Advisory Council representing the Baruch College Chapter of the PSC, I have seen firsthand the professional manner with which the members of the New Caucus carry out their responsibilities. Their approach to the issues confronting the Fund is fiscally prudent and morally responsible.”

Terrence F. Martell, Saxe Distinguished Professor of Finance, Director, Weissman Center for International Business, Baruch College

“It is a pleasure and relief to work with the PSC leadership, who understand the importance of the electoral process. I see candidates for public office who once laughed at the PSC now come to see me and ask what they need to do for our support and endorsement.”

Ken Sherrill, Professor, Political Science, Hunter College

“Retirees are actively involved in the life of the union and are members of most, if not all, PSC committees. They gladly participated overwhelmingly in the contract campaign.”

Irwin Yellowitz, History Professor Emeritus, CCNY, and Chair PSC Retirees Chapter

“New Caucus leaders have been consistently responsive to the needs of junior faculty; fighting for more full-time faculty lines, sponsoring orientations and professional development workshops for new faculty and encouraging active participation in the union. The 12 hours of reassigned time in the last contract was a great breakthrough.”

Penelope Lewis, Instructor, Social Science Dept, BMCC

“The New Caucus leadership of the union negotiated the paid professional hour that benefits many adjuncts and added the three part-time representatives to the Executive Council. I also support their commitment to social justice.”

Wendy Scribner, Adjunct, English Dept, NYCT

“Under the leadership of the New Caucus, the PSC is finally addressing the full range of HEO contributions to CUNY and the challenges we face in our daily working lives.”

Joshua Brown, Executive Director, American Social History Project/Center for Media and Learning, The Graduate Center

“The New Caucus is navigating us through very hostile anti-union waters. At Hostos, the New Caucus leadership of the PSC has played an absolutely crucial role in defending faculty and enforcing the contract.”

Norma Peña de Llorenz, Chapter Chair, Hostos

“I support them because I believe in solidarity, standing with all members of the union: full-timers, part-timers, retirees, new hires, CLTs and HEOs. This union leadership has proven that they represent all of us not just a privileged few and will struggle against injustice in the workplace and in the world.”

Susan A. Farell, Coordinator, Sociology Area, Co-Director, Women’s Studies, KCC

“The leadership of the New Caucus has been energetic, vigorous, and savvy with a whole lot of integrity to boot. Now, more than ever, I see no reason why the union needs to change leadership.”

Frank Kirkland, Associate Professor, Philosophy, Hunter College

“The New Caucus leadership of the union has fought for the protection of academic freedom across the university when the right of faculty to speak their minds has been under attack across the country.”

Gerald Markowitz. Distinguished Professor of History, JJ and the Graduate Center

“The New Caucus has set a place at the table for part-time faculty. We still have a ways to go, but now we have a fighting chance of winning our right to be treated as professionals and to have equity with our full-time colleagues.”

Norah Chase, Retiree, KCC

“New Caucus leaders offered me a forum to advocate on behalf of CUNY faculty, staff and students of color. The Diversity Committee and the Executive Council planted the seeds that hopefully will grow through the increased participation of members of color at the local chapter level and in the leadership.”

Samuel Farell, Lecturer, LaGuardia CC

“I support them because I believe in solidarity, standing with all members of the union: full-timers, part-timers, retirees, new hires, CLTs and HEOs. This union leadership has proven that they represent all of us not just a privileged few and will struggle against injustice in the workplace and in the world.”

Susan A. Farell, Coordinator, Sociology Area, Co-Director, Women’s Studies, KCC

“Through the PSC Legislation Committee, I have worked with dozens of City Council members and their staff on behalf of the PSC on issues related to higher education, civil rights. These activities have led to the passage of important pieces of legislation that improve the conditions of our lives and reflect PSC’s political access and clout in City Hall.”

Ron Hayduk, Asst. Professor, Social Sciences, BMCC

“The New Caucus has set a place at the table for part-time faculty. We still have a ways to go, but now we have a fighting chance of winning our right to be treated as professionals and to have equity with our full-time colleagues.”

Vincent Tirelli, Adjunct, Political Science, Brooklyn College

To read other voices of support, visit our website at

www.newcaucus.org
In less than six years, the New Caucus has changed the face of the union and begun to change the university. We made a promise to you when we were first elected in 2000 and then re-elected overwhelmingly in 2003. We have kept that promise.

The New Caucus pledged that we would bring democracy and energy to the PSC, that we would expand the union’s intellectual and political reach—and that by doing so, we would make the PSC a more effective union. The record bears us out: under New Caucus leadership the PSC has won a series of victories large and small that have tangibly improved life at CUNY.

If you received a long-overdue salary increase in the last contract, if you benefited from full paid research time for junior faculty, if you have witnessed a strong defense of academic freedom at CUNY, if you have noticed hundreds of CUNY’s neediest students receiving tuition support—and if you have experienced the work of the New Caucus.

We have a record of fighting and winning in the real world. Anyone can make promises; the New Caucus has delivered:

- Salary increases in the 2000-2002 contract that were the best for the PSC in a decade.
- A reversal of the twenty-year trend of declining State and City funding for CUNY.
- A more than 50% increase in union membership.
- Active campus chapters that win victories on issues such as workplace safety, faculty computer access, timely pay for adjuncts, movement up salary steps.
- A landmark legal victory on the right to bargain in intellectual property rights.
- A vigorous defense of academic freedom.
- The first-ever paid research time for CUNY junior faculty.
- The first-ever paid office hours for CUNY adjuncts.
- The first-ever professional development funds for CUNY staff.
- Protection of members’ rights to Trivia leave through an arbitration victory.
- A major legal victory on pensioning overloads.
- Legislation passed protecting the rights of immigrant students to in-state tuition.
- Legislation permitting the 20,000 CUNY students on welfare to continue their classes.
- Maintenance of prescription drug benefits for active and retired members, health insurance for eligible adjuncts in the face of undermining benefits.
- A principled, energetic fight in this round of bargaining for a contract worthy of our members.

A Leadership with Vision

What’s remarkable about this record (not so remarkable if you think about labor history) is that the leadership with strong political vision is also the leadership with the best record of making economic and professional gains. The truth is that the PSC under New Caucus leadership has been successful on economic issues—of course because of personalities, but because of labor laws that favor management, CUNY’s failure to advocate for faculty and staff, and City and State governments that have explicitly targeted labor. That’s why the PSC under New Caucus leadership has taken a leading role in seeking reforms to the Taylor Law. As long as New York State’s labor law fails to create a level playing field and makes strikes by public employees illegal, no members will not have the power they need to win good contracts.

Why have we had to fight so hard to restore Welfare Fund benefits? Without minimizing CUNY’s historical under-funding, it’s because union-won healthcare has been targeted by private and public employers, and because the national rate of inflation for prescription drugs has soared to more than 15% annually. The PSC under New Caucus leadership has engaged in intense collective bargaining and member mobilization to demand support for our Welfare Fund. But we have also become the voice not just for a labor campaign for universal healthcare. If union members continue to be the only group in the country with health insurance, we will remain a target for conservative interests who claim we shouldn’t be better off than other employees. But if labor campaigns to make healthcare universal, our own benefits will be safer.

Effective unions do political work, and the PSC under New Caucus leadership has been effective in the workplace because of the political work we have done beyond.

Restored CUNY Funding

Take CUNY’s budget. For almost twenty years, public funding for CUNY had been in a downward spiral. The New Caucus came into office determined to reverse that pattern. We began by working to elect officials who had demonstrated support for CUNY, and succeeded in helping to bring a noticeably different attitude to CUNY in the City Council. For the first time in the union’s history, the PSC developed an independent budget proposal for what the University needs. (In the past, the PSC had just followed along with management’s plan.) We did the research to find out exactly what our proposals would cost. We organized hundreds of members to visit their elected representatives in Albany and their local offices, and hundreds more to contact the City Council. We notified each legislator of the number of CUNY students in his or her district. We established personal relationships with key legislators in Albany and City Hall. We generated 104,453 postcards to the Governor demanding additions to CUNY’s operating budget.

The result was a restoration of the disastrous 2004 State budget cuts to CUNY, a City budget that has dramatically increased CUNY funding every year since 2002, and a PSC initiative to provide $4 million in scholarship funds to CUNY’s neediest students.

A Record to Be Proud Of

The New Caucus welcomes a contested union election—elections are healthy for unions, they clarify what is at stake. As the leadership caucus, we are proud to run on our record. We are happy to discuss how we have aggressively defended members’ rights and academic freedom, how we have developed a network of 400 member-organizers across the campuses, how we have joined the proud labor initiative of opposing the war in Iraq, how we have helped to secure millions of dollars of restored funding for CUNY. We invite our challengers to debate us openly. We invite them to compare their record of achievement on the campuses to ours; we invite them to discuss what qualifies them to lead the union.

Our Opponents

We think you will find that our opponents have no record. Lack ing both a history of accomplishments and a coherent political approach, they have resorted to the dehumanized but familiar tactic of threatening as many lies as they can at and counting on some of them to stick. The real danger our opponents represent, aside from the distastefulness of their tactics, is to our individual and collective professional lives. First, with a history of being no-shows in the union positions they’ve held, they offer no assurance that they wouldn’t be equally lazy in representing you in top leadership. Second, their political message, though it may sound like common sense, is naïve— or worse, disingenuous.

They say the PSC can advance by taking a “bread-and-butter” approach to unionism and being cooperative with management. They offer a list of goals (strangely similar to the New Caucus platform), but provide no analysis of how to achieve them. Slogans do not win contracts, and it is no trick to cooperate with management when cooperation is in our mutual interest. Under New Caucus leadership the PSC has worked productively with CUNY management on budget and legislative issues in Albany and City Hall. But where union and management interests diverge, it’s a fantasy to believe that unions can succeed by being “nice” or “concentrating on the contract.” You don’t win major battles by refusing to address the conditions that make those battles difficult. We believe that CUNY faculty and staff deserve a union leadership that is unafraid of serious political analysis and offers more than hollow opposition to management.

Now More than Ever

If the PSC needed principled, progressive leadership in 2000 and deepening it could only have gained more than ever. What we didn’t know when we first won election was how the political climate would change. In six years we have seen a war that has drained the public budget for education and healthcare, a national right-wing campaign to control the political affiliations of faculty in academic departments, an increase in the number of witch-hunts of progressive faculty, and a fierce assault on workers’ rights to everything from ergonomic standards to healthcare to pensions.

This is not the climate in which to pretend that PSC members will be better off with a union that sticks its head in the sand. The way to advance our interests is to fight back against the real opposition to those interests. That means not turning away from political reality at the moment of crisis, but rather redoubling our efforts both within CUNY and without. The New Caucus, which has a record of keeping its promises, gives you our commitment that we will rise to the tough occasion of this political moment and go forward in our fight for faculty and staff, for a university worthy of our work.

1. We will finish the fight for the best contract we can achieve.
2. We will build on the struggle for this contract and develop the militant political force that will be needed to break through the contract “patterns” of both the City and the State by coalescing with students, community groups and progressive organized labor.
3. We will defend academic freedom, under assault both nationally and at CUNY, as the bedrock condition for intellectu-
    al work; we insist that there is no academic freedom for any of us when some of us, especially part-timers, do not have its protections.
4. We will expand on our success in increasing public funding for CUNY.
5. We will deepen the culture of organizing on campus and continue to enrich the life of the union.
6. We will take the leadership role in state and national cam-
    paigns for legislation to reverse the underfunding and corpo-
    rate control of higher education.
7. We will continue our strong defense of members’ individual and collective rights, our commitment to supporting the intellec-
    tual lives of all faculty and staff, our transparency and hon-
    esty with you.

The New Caucus is now more than ten years old. Hundreds of CUNY faculty and staff, with many other calls on their time, 
have dedicated their political lives to the project of making CUNY the best place in the world to work and a place CUNY 
 deserves. Like all serious thinkers, we dwell in possibility, but also in the reality of what it takes to make political change. We are 
 preparing to continue that work in service. We ask you for your support.

FOR PRESIDENT

Barbara Bowen, elected president of the PSC in 2000 and overwhelmingly reelected in 2003, has brought tangi-
ble improvements to members’ pro-
 fessional lives. The first contract nego-
 tiated under her leadership won PSC members their best salary in-
 creases in more than a decade and new benefits that testify to Bowen’s vision for CUNY: junior faculty research time, adjuncts’ paid office hours, and profes-
 sional development grants for staff. A serious scholar who earned her Ph.D. in English at Yale, a member of CUNY’s 
 doctoral faculty, and a prize-winning teacher, she has a prodigious appetite for work, in a history the labor move-
 ment, and a strong belief in grass-roots organizing as the key to a union’s power. She has earned a national reputation as a 
thoughtful and principled advocate for public education and organized labor. The PSC is strengthened by her election 
 to leadership posts in the statewide teachers’ union, New York City’s two major labor boards and to a vice-presidency in 
 the American Federation of Teachers.

FOR FIRST VICE PRESIDENT

Steve London, first elected in 2000 and reelected in 2003, is associate professor of Political Science at Brooklyn Col-
 lege. A founding member of the New Caucus in the 1990s he served three terms as 
 Brooklyn College’s chapter chair and as a University Faculty Senator. He 
 serves in the PSC’s monthly film series since its inception in 2002.

FOR SECRETARY

Arthurine DeSola is a Higher Educa-
 tion Assistant in the Counseling De-
 partment at Queensborough Commu-
 nity College. A member of the CUNY 
 community for over twenty-five years, she has extensive experience, having served as tenured faculty at La-
 Guardia Community College and as a member of the professional staff at Queensborough. She is a 
 HEO Cross Campus Officer, a member of the PSC Executive Council, and the Delegate Assembly. Arthurine chairs the 
 HEO/CLT Professional Development Fund Committee where she focuses her efforts on assisting college laboratory techni-
 cians and professional staff to receive advanced professional development activities. She has joined the 
 PSC lobbying team to advocate in Albany on behalf of the stu-
 dents and faculty. She is committed to forwarding and advanc-
 ing the goals and objectives of the New Caucus.

FOR TREASURER

Michael Fabricant is a professor and executive officer of the Ph.D. Program in Social Welfare and is currently PSC 
 Vice President for Senior Colleges. He has been a faculty member at Hunter College for twenty-six years. Mike has 
 authored numerous articles and five books. He is presently writing a book entitled “Building Parent Power in the 
 Bronx to Transform Public Education.” He has also served as the Treasurer of the National 
 Coalition of Community Service and Community Access United, an agency serving the disabled. Mike has a long ac-
 tivist history on issues ranging from housing and homelessness to positive U.S. foreign policies. During the 
 last six years he has been a member of the PSC’s Negoti-
 ating Team, Executive Council and Delegate Assembly. Mike has consistently argued that the basis for building the power of the PSC is to make a greater investment in organizers and organizing.

FOR UNIVERSITY-WIDE OFFICERS

Stanley Aronowitz is a Distinguished Professor of Sociology at the CUNY Graduate Center. He serves as the chair of 
 CUNY’s Center for the Study of Culture, Technology, and Work. Before joining the graduate faculty in 1983, Stanley served as a Social Science 
 Studies Associate of the Center for Urban Research. Under his leadership won PSC members their first contract in a 
 generation and the rise of contingent work, ex-
 setting NYS Appellate decision affirming bargaining rights over intellectual property. As a Welfare Fund Trustee, he led 
 the union’s power. She has earned a national reputation as a 
 thoughtful and principled advocate for public education and organized labor. The PSC is strengthened by her election 
 to leadership posts in the statewide teachers’ union, New York City’s two major labor boards and to a vice-presidency in 
 the American Federation of Teachers.

Jonathan Buchsbaum, a professor of media studies at Queens College and in the Graduate Center’s Theatre De-
 partment, is PSC chapter chair at Queens and a member of the PSC Ex-
 ecutive Council. His scholarly work fo-
 cuses on political and cultural issues 
 recently on the political economy of French cinema and on filmmaking in Nicaragua during the Sandinista Labor 
 Goes to the Movies committee, he has organized and run the 
 PSC’s monthly film series since its inception in 2002.

Lorraine Cohen is a professor of soci-
 ology at LaGuardia Community Col-
 lege. As co-chair of the PSC Women’s Commit-
 tee, she has led the union’s campaign to bring back to CUNY stu-
 dents on public assistance forced to drop their education for Workfare. Currently, she is a member of the Delegate As-
 sembly and a leader of the Delegate Assem-
 bly, she is a staunch anti-racism fight-
 er believing in grassroots organizing and the development of a labor movement that fights for a progressive social and po-
 litical agenda.

John P. Pittman is associate profes-
 sor in the Department of Art, Music, and Philosophy at John Jay College. His philosophical research has been on 
 German Idealism, the Hegelian research, preparation of NYS budget proposals for CUNY, and serves on the Negotiating Team. As a NYSUT Board Director, he has in-
 creased the focus on the higher education agenda and gained more resources for the PSC. Co-editor of two books, Steve 
 brings his expertise to the union’s work.

FOR SENIOR COLLEGE OFFICERS

Kathleen Barker, a professor of psy-
 chology at Medgar Evers College. She has served on MECC’s College Council, the University Faculty Senate, and the last 
 Executive Council since 2004. He has 
 worked on political economy of French cinema and on filmmaking in Nicaragua during the Sandinista Labor 
 Goes to the Movies committee, he has organized and run the 
 PSC’s monthly film series since its inception in 2002.

FOR VICE PRESIDENT FOR SENIOR COLLEGES

Robert Cermele, associate professor of mathematics at NYCCC, has been on the faculty for thirty-four years and 
 a PSC member for thirty-three. He is serving his second term as PSC chap-
 tain and on the Executive Council as a Senior College Of-
 ficer, and is a member of the Delegate Assembly. In March 2003, Bob became 
 a Trustee of the Welfare Fund and subsequently the Fund treasurer. He is a representative to the University Faculty Senate, serving on its Budget Advisory 
 and Status of the Faculty committees.

FOR VICE PRESIDENT FOR COMMUNITY COLLEGES

Anne Friedman, professor of develop-
 mental skills at Borough of Manhattan 
 Community College, is PSC Vice Pres-
 ident for Community Colleges and re-
 presents the community colleges on the Negotiating Team. In 1997, she co-
 founded the Community College Con-
 ference, advocating for this con-
 stitutency. She is on AAPP’s Communi-
 ty College Conference, advocating for this con-
 stitutency. She is on AAPP’s Communi-

FOR COMMUNITY COLLEGE OFFICERS

Jay Appleman, professor of mathematics at Queensborough Community College, has served as QCC’s chapter chair since 2001, revitalizing the PSC departmental representative structure, and is currently implementing the appointment of a diversity advocate. He chaired the PSC Elections Committee, whose rules were revised during his tenure. Currently, he is on the PSC Legislation Committee and a delegate to AFT and NYSUT conventions. He will work to develop cohesiveness among CUNY’s six community colleges.

Lizette Coton, a counselor at Hostos Community College, has spent twenty-three years at Hostos in various roles. As a member of the chapter Executive Board, she has been active with the staff in assuring their rights under the contract in the face of an intrusive administration that acts first and consults later. She feels that it is urgent for CUNY faculty to organize and demand a working environment where “we are valued, respected, and are not afraid to demand our rights.”

Susan O’Malley, a professor of English at Kingsborough Community College, teaches at the CUNY Graduate Center and at the City College Center for Worker Education. She is a university-wide officer for the PSC, chairs the PSC Legislation Committee, and is a member of the Contract Action Committee. She has devoted fourteen of those years to the PSC. A tireless in-house grievance counselor for the past three years, she is also currently an alternate HEO representative to the Delegate Assembly and a member of the Contract Action Committee. Participating in the work of the PSC has helped her to grow as an activist who intends to contribute to the success of the union.

Steve Trimboli, a senior laboratory technician in the Department of Biological Sciences at Lehman College, has been an active member of the College Laboratory Technicians chapter and the PSC since the early 1980s. A member of the PSC Contract Negotiating Team, he is also on the union’s Executive Council and the Delegate Assembly, serves as grievance chair of the CLT chapter and on the HEO/CLT Professional Development and the Grievance Policy committees. Steve has contributed importantly to achieving significant gains for cross-campus members.

Vera Weekes, assistant director of the Caribbean Research Center at Medgar Evers College, is a cross-campus officer and Executive Council member of the PSC, a grievance counselor, a member of the Grievance Policy Committee and co-chair of the Legislation Committee. Since 1995 she has worked tirelessly to assist displaced citizens from the island of Montserrat who were granted temporary protected status in the U.S. She lobbied for legislation to adjust their status, winning the support of both NYSUT and AFT.

FOR VICE PRESIDENT FOR PART-TIME PERSONNEL

Marcia Newfield, adjunct lecturer in the English Department at Borough of Manhattan Community College, was elected Vice President for Part-Time Personnel in 2003 and initiated First Friday meetings of the Delegate Assembly Part-Time’s Committee. She is on the Contract Negotiating Team and the Women’s, Grievance Policy and Academic Freedom Committees. Other activities include: grievance counselor, representative to the Welfare Advisory Board, and member of adjunct advisory committees of AFT and AAUP.

FOR OFFICERS FOR PART-TIME PERSONNEL

Susan DiRaimo began her career at CUNY in 1981 as an Adjunct Lecturer of English as a Second Language at CCNY. She has also taught at Lehman College and Bronx Community College. She is co-chair of the PSC Open Access committee and a part-time officer who has worked to achieve job security and pension benefits for adjuncts, lobbying in Albany to extend unemployment benefits to this constituency. Away from CUNY, she is the Director of the Kingsbridge Heights Community Center homeless shelter.

David Hatchett has been an adjunct lecturer in English at a number of CUNY campuses, primarily Medgar Evers. Before CUNY, he was a freelance journalist who wrote for Crisis, the journal of the NAACP. For several years, he served as an organizer of part-timers at Medgar Evers and Hostos Community College. In 2005 he was elected to the Executive Council as a Part-time Officer. He is committed to working with the Diversity Committee and the PSC’s Part-time Organizing Project as well as the Medgar Evers Labor Committee and Faculty Senate.

Diane Menna has been an adjunct lecturer in English across CUNY for over 20 years, primarily at Queens College. A member of the Executive Council and Part-timers Affairs Committee, she is currently a member of the Higher Education Council of NYSUT. Both on her campus and CUNY-wide, she has been active on PSC committees: Elections, Health and Safety, Constitution Review, and the Contract Steering Committee and has been a grievance counselor for adjuncts. Before the New Caucus, she was reluctant to join a “ma and pa” union that did not represent the interests of part-timers.

FOR RETIREE EXECUTIVE COUNCIL OFFICERS

Peter Jonas is a retired Associate HEO from LaGuardia Community College. As an active member of the Retirees’ Chapter Executive Committee, he led the fight to gain timely rebates of Medicare Part B contributions for TIAA members. In the PSC Delegate Assembly and the PSC’s state and national affiliates, he continuously works for improved funding for CUNY, better federal and state support of health benefits, an improved COLA for TRS members, and pension equity for active and retired TIAA-CREF members.

Jim Perlstein is a member of the Executive Board of the Retiree Chapter. Jim taught American and European history as a full-timer at CUNY, primarily BMCC, for 43 years. He is an Alternate Delegate to the PSC Delegate Assembly and co-chairs the PSC Solidarity Committee, coordinating PSC work on common issues with sister unions and with community, advocacy, and student groups. He serves on the union’s Grievance Policy Committee and represents the union at the City Council, lobbying for immigrant rights. His resolutions on behalf of human rights have been acted upon by NYSUT.

PSC ELECTION REMINDER

Make sure to cast your vote!

- April 3: ballots mailed out by American Arbitration Association (AAA).
- April 10: If you are eligible to vote and have not received a ballot by April 10, call AAA at 800-529-5218 to request one.
- April 24: All ballots must be received by AAA, which is supervising the vote, by 5:00 pm.
Adjunct conversions help all

By STEVE LONDON
PSC First Vice President

What do 500 conversion lines for long-serving adjuncts have to do with full-time faculty reassigned time? The answer is, plenty. As CUNY management struggles to meet its stated goal of 70% full-time faculty instruction, one method it is using to reach this goal is squeezing full-timers’ use of reassigned time. A more effective method for achieving the 70% goal, one that builds a stronger university, is to hire long-serving adjunct faculty into full-time positions.

The PSC has proposed, as part of this year’s state budget for CUNY, the addition of 800 new full-time faculty lines and additional support positions. This number is divided into two parts: 300 lines to be distributed among the colleges for faculty into full-time positions. This number is divided among the colleges for faculty into full-time positions. This number is divided into two parts: 300 lines to be distributed among the colleges for regular searches and 500 full-time lines reserved for long-serving adjunct faculty.

MASTER PLAN’S 70% GOAL

Another 100 conversion lines are also under discussion in the current contract negotiations. This plan would allow eligible long-serving adjuncts to apply for full-time lecturer positions (with the possibility to earn a CCE or tenure-bearing professorial titles, as appropriate). Hiring from within this pool would follow normal department procedures, and advancement possibilities would follow current CUNY Bylaws and state education law.

There is no doubt that we need thousands more full-time faculty to deliver the quality education our students deserve. Even with the addition of over 400 full-time lines in the last few years, we have actually lost ground in the senior and comprehensive colleges. Largely because of increased student enrollment at most CUNY colleges the percentage of undergraduate instructional hours taught by full-time faculty is on the decline.

In 2004, according to figures released by the CUNY budget office, the senior colleges stood at 48.5% full-time instruction; at the comprehensive, the figure was 41.4%. In both cases, the share of undergraduate instructional hours taught by full-time faculty had dropped by approximately 2% since 2002. The community colleges did see an increase of seven percentage points during the same period, finishing 2004 with 49.7% of instructional hours taught by full-timers.

CUNY is building in incentives for presidents to reach the 70% goal, and college presidents are evaluated on their progress toward meeting the goal. As a result, presidents and colleges are being discouraged from providing full-time faculty with “discretionary” reassigned time or time-based compensation for supervision of internships, doctoral and master’s theses, independent study and other instructional activities — so that faculty spend more time in the classroom.

Full-time faculty have also experienced the withdrawal of reassigned time faculty is on the decline.

SQUEEZING THE FULL-TIME FACULTY

Meeting the 70% goal is part of the chancellor’s “Performance Management Process.” Centrally, time for a range of activities that are vital to any healthy university: committee assignments, unsponsored research majors, student counseling and advisement and administrative work. In order to meet the 70% goal, reassigned time, especially for unsponsored research, has been withdrawn from full-time faculty to squeeze them to teach more classes. Unless CUNY changes course, this pressure is certain to get worse.

But squeezing time out of full-time faculty will only produce marginal gains toward the 70% goal — and in the end it will harm their effectiveness and research productivity. It has a negative impact on faculty’s professional lives, and damages recruitment and retention. This problem can be truly solved only by adding more resources — that is, more full-time lines.

ADJUNCT CONVERSION LINES

While the University should remain committed to obtaining more regular full-time faculty lines, the 500 conversion lines should be part of the mix as a way to move more quickly to the 70% goal. This proposal will draw from the existing pool of experienced faculty who have taught our students for many years, undergoing continuous evaluation and observation, and offer them the opportunity for full-time status.

Converting to full-time positions in this way is relatively affordable. Right now, CUNY pays approximately $28,000, including modest benefit costs, for 27 teaching hours of adjunct lecturers. These 27 teaching hours constitute a full-time equivalent (FTE) position. That is, to hire in a full-time lecturer position, 27 hours of current adjunct teaching, or one FTE, will be replaced by the new full-time line. Moving a currently teaching adjunct to a full-time lecturer position in this way will add between $15,000 and $20,000, including benefits, to University costs. This means CUNY can add 100 new full-time positions for less than $2 million. The PSC’s budget proposal is for 500 new positions at a cost of $90 million. This is an affordable way make progress towards the 70% goal. Also, in a CUNY budget approaching $2 billion dollars, this initiative is comparatively inexpensive.

Adjuncts have been teaching our students for years. CUNY and our students depend on them. Current-