HEO/CLT GRANTS
January 3 deadline
Higher Education Officers and College Lab Technicians can apply for new PSC/CUNY professional development grants for conferences, study and research.

NEW HIRE
Pataki official lands at City Tech
An Al D’Amato protégé gets a job at City Tech – a post created for him at the insistence of CUNY central administration, which will pay his salary.

CUNY HISTORY
Academic freedom?
Many CUNY faculty and staff were fired from the 1930s to 1950s in politically motivated witch-hunts. A look back at CCNY and Queens.

NEGOTIATIONS
UAPC workers seek contract
Low salaries are a hot issue in new unit.
By TOMIO GERON

A longtime Pataki administration official lands at City Tech

City Tech already has a Vice President for Institutional Advancement, Patrick Madama. Madama will leave his position in January, and a search is taking place for his successor. But no search was involved in hiring Blue, City Tech spokesperson Michele Forsten told the PSC.

At first, no one would discuss the source of Blue’s salary.

Forsten was asked how Blue had been chosen. “I don’t know the selection process,” she said, “but he has a strong record in public service, most recently as senior vice president for the Battery Park City Authority.” Forsten said she did not know if CUNY central administration had been involved in the decision to give Blue this new position. When asked if Beaufait had chosen Blue, she said, “I don’t think so, but I don’t know.”

When Clarion asked Beaufait’s deputy, Steve Solfer, about the source of Blue’s salary, he said, “You’re getting into areas that are making me nervous.” Beaufait himself would not comment.

When Harris was asked who would cover the cost of Blue’s pay-check, she said she did not know. College spokesperson Michele Forsten initially said she had no comment on the source of the funds. After Clarion twice put the question to CUNY Director for Media Relations Michael Arena, Forsten called back to say that Blue’s position would be funded by CUNY central administration. But no one at City Tech would say how much Blue will be paid, and Arena did not respond to requests for comment.

Pataki officials land at City Tech

Patrick Madama, who was hired to lead City Tech’s Institutional Advancement, will leave his position in January, and a search is taking place for his successor. But no search was involved in hiring Blue, City Tech spokesperson Michele Forsten told Clarion.

Michelle Harris, the college’s executive director of human resources and labor relations, said that Blue will have broad responsibilities at City Tech. “Basically we expect he will be developing and advancing proposals for City, State and federal support,” she said.

Harris added that Blue will help to “create public-private partnerships with corporate partners.”

At a September 16 meeting of City Tech’s College Council, President Fred Beaufait told faculty that Blue would not be coming to Tech because of difficulties in negotiating the details of his hiring. However, at a subsequent Council meeting on November 4, Beaufait said that Blue would be hired, but would not be funded by City Tech funds. For the next two weeks, no one in college administration would discuss the source of Blue’s salary.

“I think the faculty is patient but concerned that a new position is being created,” said Lois Dreyer, chair of the College Council. “And the governance leadership is hoping to meet with Mr. Blue to get a sense of his vision. But we have no choice in this. Neither does the President [Beaufait].”

This is a decision made higher up.”

Dreyer has been unable to learn the source of Blue’s salary, or how much he would be paid. “We can’t seem to pin it down. It’s not coming out of our normal budget,” she said. “The president would not discuss it. This is a public institution, that should be public knowledge.”

Within the present constraints that we all recognize and labor under, the PSC can no longer afford taking an uncompromising position now in support of adjunct equity.

Peter Ranis

Graduate Center (emeritus)

Iraq & labor rights

Your article “Labor Rights in Iraq” (November Clarion) was right on target. The International Labor Organization (ILO), an integral part of the UN, has protocols developed by employer and labor organiza-

tions. The only one accepted by the US is the one against child labor, and even that is not vigorously en-

forced. The US should be against all child labor.

But the US is the one against child labor, and even that is not vigorously en-

forced. The US should be against all child labor.

Peter Ranis

Graduate Center (emeritus)

Iraq & labor rights

Your article “Labor Rights in Iraq” (November Clarion) was right on target. The International Labor Organization (ILO), an integral part of the UN, has protocols developed by employer and labor organiza-

ations. The only one accepted by the US is the one against child labor, and even that is not vigorously en-

forced. The US should be against all child labor.

But the US is the one against child labor, and even that is not vigorously en-

forced. The US should be against all child labor.

The text is cut off here.
By ELLEN BALLEISEN

80th Street, presidents get generous raises

“Performance” cited

CUNY Chancellor Matthew Goldstein received a $100,000 raise on October 27, when the Board of Trustees voted to raise salaries for administrators covered by the Executive Compensation Plan. The 40% increase, Goldstein’s first since taking office in 1999, brings his total annual pay to $350,000.

Pay rates at the Central Office include:

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE</th>
<th>NEW SALARY</th>
<th>% INCREASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matthew Goldstein</td>
<td>Chancellor</td>
<td>$350,000</td>
<td>40.0%</td>
</tr>
<tr>
<td>Jay Hershenson</td>
<td>Vica Chancellor for University Relations</td>
<td>$193,019</td>
<td>19.4%</td>
</tr>
<tr>
<td>Ernesto Malave</td>
<td>Vica Chancellor for Budget and Finance</td>
<td>$185,480</td>
<td>8.0%</td>
</tr>
<tr>
<td>Laura Mirre</td>
<td>Executive Vice Chancellor for Academic Affairs</td>
<td>$221,169</td>
<td>7.0%</td>
</tr>
<tr>
<td>Allan Dobrin</td>
<td>Senior Vica Chancellor and Chief Operating Officer</td>
<td>$198,485</td>
<td>7.0%</td>
</tr>
<tr>
<td>Frederick Schaffer</td>
<td>Vica Chancellor for Legal Affairs and General Counsel</td>
<td>$194,720</td>
<td>7.0%</td>
</tr>
<tr>
<td>Russell Hotzel</td>
<td>Vica Chancellor for Academic Programs Planning</td>
<td>$165,360</td>
<td>6.0%</td>
</tr>
<tr>
<td>Emma Espino Macari</td>
<td>Vica Chancellor for Facilities Planning</td>
<td>$165,360</td>
<td>6.0%</td>
</tr>
<tr>
<td>Brenda Richardson Malone</td>
<td>Vica Chancellor for Facilities and Staff Relations</td>
<td>$165,360</td>
<td>6.0%</td>
</tr>
<tr>
<td>Otis Hill</td>
<td>Vica Chancellor for Student Development</td>
<td>$159,000</td>
<td>6.0%</td>
</tr>
</tbody>
</table>

New rates for College Presidents are:

<table>
<thead>
<tr>
<th>NAME</th>
<th>COLLEGE</th>
<th>NEW SALARY</th>
<th>% INCREASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ricardo Famández</td>
<td>Lehman</td>
<td>$184,890</td>
<td>9.0%</td>
</tr>
<tr>
<td>Antonio Pérez</td>
<td>BMCC</td>
<td>$179,670</td>
<td>9.0%</td>
</tr>
<tr>
<td>Eduardo Marti</td>
<td>Queensborough</td>
<td>$176,580</td>
<td>9.0%</td>
</tr>
<tr>
<td>Jennifer Raub</td>
<td>Hunter</td>
<td>$189,000</td>
<td>8.0%</td>
</tr>
<tr>
<td>Christopher Klineich</td>
<td>Brooklyn</td>
<td>$199,381</td>
<td>7.8%</td>
</tr>
<tr>
<td>Marlene Springer</td>
<td>Staten Island</td>
<td>$182,131</td>
<td>7.5%</td>
</tr>
<tr>
<td>Carolynn Williams</td>
<td>Bronx</td>
<td>$172,699</td>
<td>7.5%</td>
</tr>
<tr>
<td>Edison Jackson</td>
<td>Medgar Evers</td>
<td>$179,687</td>
<td>7.2%</td>
</tr>
<tr>
<td>Frances Horowitz</td>
<td>Graduate Center</td>
<td>$195,625</td>
<td>6.0%</td>
</tr>
<tr>
<td>Gail Mellow</td>
<td>LaGuardia</td>
<td>$167,184</td>
<td>6.0%</td>
</tr>
<tr>
<td>Dolores Fernández</td>
<td>Hostos</td>
<td>$166,462</td>
<td>6.0%</td>
</tr>
<tr>
<td>Ned Regan</td>
<td>Baruch</td>
<td>$190,190</td>
<td>4.5%</td>
</tr>
<tr>
<td>Gerald Lynch</td>
<td>John Jay</td>
<td>$178,462</td>
<td>4.5%</td>
</tr>
<tr>
<td>Fred Buebaud</td>
<td>NYCC</td>
<td>$171,380</td>
<td>4.5%</td>
</tr>
<tr>
<td>James Mayhew</td>
<td>Queens</td>
<td>$197,600</td>
<td>4.0%</td>
</tr>
<tr>
<td>Gregory Williams</td>
<td>City</td>
<td>$221,776</td>
<td>3.2%</td>
</tr>
<tr>
<td>Robert Hampton</td>
<td>York</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>**</td>
<td>Kingsborough</td>
<td>*</td>
<td>*</td>
</tr>
</tbody>
</table>

*York President Robert Hampton was hired in Spring 2003 and has not yet received a pay increase.
**Kingsborough President Byron McClenn recently announced his retirement. Interim president Fred Malamet will take office in December 2003.

CUNY in Brief

QCC prof honored
Paris Svoronos, professor and chair of the chemistry department at Queensborough Community College, was named Community College Professor of the Year by the Carnegie Foundation and the Council for the Advancement and Support of Education, Svoronos, honored for “outstanding undergraduate teaching and mentoring,” created the QCC Chemistry Club to engage students in science and research, and he advises as many as 50 students at a time. Four years ago, two of Svoronos’s students presented at the prestigious American Chemical Society’s annual symposium, the first time community college students have ever presented there. This year, 14 QCC students presented, the highest of any participating college.

Oregon Gov for higher ed
Governor Ted Kulongoski of Oregon asked for the resignations of four of the 11 members of the state Board of Higher Education in November. The move, along with planned introduction of legislation to quantify scholarships to state colleges for all students with high grades, is intended to prioritize higher education in the state.

IN BRIEF

December 4-5: “Race and Labor Matters” conference. A “reframing” of the relationship between race and labor. At the CUNY Graduate Center.

FRIDAY, DECEMBER 5: 10 am: City Council hearing on CUNY executive raises. Come give your testimony on management pay raises. At City Hall.

Monday, December 8: 6 – 8 pm: Open House with the PSC negotiating team. Hear about the contract negotiations firsthand. At Hunter School of Social Work, E. 79th St. and Lexington Ave.

Friday, December 12: 6 pm: “Modern Times” at Labor Goes to the Movies. The classic Charlie Chaplin film is both hilarious and a critique of mass production. At Hunter School of Social Work, 67th St. and Lexington Ave.

Through Friday, January 9: Exhibits. “Images of Academic Freedom, 1831-1942.” Documents the first attempts to organize faculty and staff at City College. Displays the efforts of Teachers Union Local 5 and later College Teachers Union Local 537 (both AFT), both targeted by the Rapp-Coudert Committee. At CCNY’s Morris Raphael Cohen Library. Call 212-490-7292 for hours.
The Welfare Fund trustees accountable to membership

By TOMO GERON

The trustees of the PSC-CUNY Welfare Fund are the people responsible for overseeing how the Fund operates and making decisions about its future. They head the board of the Welfare Fund Advisory Council, whose members are elected from each campus. But it is ultimately the trustees who must make the decisions about how the Fund’s benefits are structured.

Who are the Welfare Fund (WF) trustees? They have a wide range of experience in health-care issues, from hands-on care delivery to policy issues to management. But there is one thing they have in common—they are all Welfare Fund members, and the decisions they make directly affect each one of them.

Three new trustees with diverse backgrounds have recently joined the WF Board: Nancy Aries, Janice Kydd, and Alicia Georges. All are PSC members.

BARUCH & MT. SINAI

Nancy Aries is an associate professor in the School of Public Affairs at Baruch College, with 20 years of experience in health-care policy and management. She has been the director of Baruch’s MBA in Health Administration program, which is run jointly with Mount Sinai School of Medicine. Aries did not know she would end up in health care; she graduated from college in the 1970s. In her first job, she worked for the first government family-planning program in Massachusetts. “Women had no access to publicly funded family planning or birth control services throughout the state,” she recalls.

Aries later got her Ph.D. in social welfare at Brandeis University and has worked at Baruch since 1981. Aries’s current research includes one study on health-care delivery to people healthy on the job.

Of the difficult choices faced by the WF, Aries says: “Everyone’s concerned about how to maintain the level of benefits they have, given that the cost of health care is increasing very rapidly. [Health-care] expenses are increasing close to 20% this year.”

HOME-GROWN CUNY PRODUCT

New WF Trustee Janice Kydd, a higher education associate at LaGuardia Community College, is acting director of the college’s Family Institute for Education and Training, Employment and Research. She oversees a variety of programs, including those for at-risk youth, welfare-to-work training for people in Section 8 housing, and hands-on job training for workers in New York City’s Health and Hospitals Corporation to become certified nurse aides. “We do free trainings for elements of the population that would normally not be served,” she explains.

Kydd graduated from Queens and went on to get a master’s in urban policy at SUNY Stony Brook. As a “product of the CUNY system,” Kydd says, she has a particular interest in making the Welfare Fund a quality program. She previously served on the WF’s Advisory Council.

“It has been a difficult time for the Fund,” Kydd says. It has been important for the trustees to ask members what they consider top priority, she says. “Decisions have been made to maintain parity across the membership,” as a result.

A range of experience, from care delivery to policy issues to management.

Mohammed Youssef is the Board’s longest-serving member; he has been a trustee since 1985, when the Board was last reorganized. A professor of engineering at College of Staten Island, Youssef was a founding member of the PSC. He served as chapter chair—a position he held for over 20 years—and has also been a member of the PSC’s Executive Council and Delegate Assembly.

Youssef is a member of the Fund’s Strategic Planning Committee (SPC) and has been a key participant in many fiscal discussions, and a key participant in the search for a new director of nursing care in African American nursing students.

Experience

As chair of the nursing department at Lehman College, Alicia Georges focuses on improving health-care services for patients as well as the working conditions of health-care employees.

“You need a lot of questions that need to be answered,” she says. “And we’re still working on being able to bring our years of hands-on experience in health care to the Welfare Fund.”

“I know it’s a very important appointment, and a great responsibility,” says Georges, who has been at Lehman since 1975. “I’m working in health care delivery—I understand what should be and what doesn’t constitute quality health care.”

“I need to be accountable to our membership,” Georges adds. “And really work within the confines of the fiscal restrictions to make sure that everybody benefits.”

Alicia Georges

When he tackles his responsibilities as a Welfare Fund Trustee, Dave Kotelchuck draws on his extensive experience working to keep people healthy on the job. Kotelchuck is the director of the Environmental and Occupational Health Program at Hunter College, where he has been for almost 20 years. He is also an associate professor in the urban public health program, as well as a co-chair of the union’s health and safety committee.

Kotelchuck also has over two decades of experience with broader health policy questions. He worked with the Health Policy Advisor (Health/PAC) from 1973 until 1991, as a staff member and also on the Board of Directors. Health/PAC was a Nader-like group that was a resource for community groups trying to change and improve the health care system and preserve public hospitals,” he explains.

In addition to his academic work on occupational health, Kotelchuck has worked with the PSC’s other health and safety co-chair, Joan Greenbaum, on improving CUNY workplace conditions. “There are many more health and safety problems than we realized when we took this position,” he says, “in part because people had come to expect that a union would help so they stopped complaining.”

BUILDINGS

Because members now see that speaking out can lead to results, they say, there have been more people notifying the PSC about problems with their buildings. Indoor air quality is a particular problem.

Kotelchuck, who has a master’s in public health from Harvard (and a Ph.D. in physics), has done research in asbestos exposure, occupational epidemiology, and hospital health and safety.

He has been a WF trustee since 2001, a period when the WF has faced several difficult decisions.

“We are in the midst of a fiscal crisis for the Welfare Fund, and since I joined the board we’ve had to make lots of changes in the dental, drug, and life insurance programs,” he says. “While I regret that we have to pay more for some services than in the past, we’ve been able to save the fund from bankruptcy.”

SG

The Clarion | December 2003

4

W. K. Kellogg Foundation to examine the dual “health-care crisis” of the shortage of nurses and the quality of nursing care in African American communities. “Those communities that serve African Americans are harder hit. They have less resources and sicker people,” says Georges, a registered nurse.

NURSING SHORTAGE

At the same time, there is a critical shortage of African American nurses, says Georges, who is president of the National Black Nurses Foundation. There is evidence that this “mismatch in the cultural diversity” can ultimately hurt patient care, she says.

The Kellogg grant began last year, and it supported a survey of over 100 nurse leaders nationwide; Georges has just begun to present her findings at nursing conferences. “We’re not bringing young people into the profession,” she tells Clarion. “We have to look at how we’re training nurses in health-care facilities. Nurses feel they’re not supported.”

Dave Kotelchuck
Management at City Tech has failed to implement the one-hour workload reduction for the school's faculty that won in the 2002 contract settlement. The PSC chapter at City Tech has filed a grievance on the issue, and a second-step hearing has not yet been scheduled.

City Tech is one of four CUNY colleges that offer both two-year and four-year degrees, but under the previous contract it was the only one of these “comprehensive colleges” whose faculty had an annual teaching load of 27 contact hours, the same as CUNY’s community colleges. The current contract states that City Tech’s teaching load shall be reduced by one hour, to 26 – but it has not yet resulted in an actual decrease for most faculty.

**SCHEDULE**

“The college president says if a faculty member can teach exactly 26 hours every year, then it’s OK – but otherwise we say we’re required to work 27 and he’ll pay us for the extra hour,” explains Pat Rudden, the chapter’s grievance officer. Since City Tech’s schedule makes it impossible for most faculty to construct a schedule of exactly 26 hours, the majority would never be able to take advantage of the workload reduction.

**ACADEMIC REASON**

By assigning mandatory overloads for administrative convenience, City Tech management is also in violation of the Board of Trustees’ policy on multiple positions, says Rudden. “Over the years the Board has come out with stricter and stricter rules on teaching overloads,” she notes. “It has to be for academic reasons, not clerical reasons, and you’re absolutely barred from teaching an overload if you have reassigned time for research.”

**DISSENT**

Supporters say that Malo is being arrested for expressing his beliefs as a student. He is a merchant major, a member of the Hostos Student Senate and a first student was arrested, according to witnesses, Javier Genao of Brooklyn College was arrested after a court officer ordered him to remove a sticker supporting Malo. Malo had been given the opportunity to just apologize to the two security officers. He opted not to take that, she said. “It’s unfortunate.”

**UAPC contract talks**

PSC negotiators are pressing for faster progress in bargaining for a first-ever labor contract for the University Applications Processing Center – especially now that economic issues are coming onto the table.

“A few more are a lot of stalling,” said Neil Roberts, a bargaining team member who works in the operations department. Julio Medina, a team member who works in the domestic transfer department, agreed. “It’s a slow fight over every single word,” said Medina. “They’re really taking their time, just delaying what’s eventually going to happen.”

**MEETINGS**

When contract talks started at the beginning of this year, management met with the union not more than twice per month. After UAPC members circulated flyers that criticized this foot-dragging, management agreed to meet three times a month and to let PSC negotiators have a half hour of release time from work so that negotiations could start earlier.

Among the noneconomic demands presented by the union is a proposal for a standard nondiscrimination clause, which would specifically commit management not to discriminate on the basis of such factors as race, religion, sexual orientation, gender, and political belief. Although similar language exists in a policy statement on the RF Web site, management has so far refused to put such a clause in the contract.

A key issue is the lack of a uniform salary scale.

**Academic reason**

Forced overtime at issue

Another part of the contract provides for averaging teaching load limits over a three-year period, but President Fred Beaufait refuses to do so. “People should be able to work 27 hours in one year, 27 in another and 24 in another,” says PSC Chapter Chair Bob Cermele. “In math, where we have four-credit courses, you could alternate between 24 and 26.”

**Contract**

“The president says he just feels uncomfortable having loose ends year-to-year,” Cermele explains. “But no one can pick and choose which parts of the contract they want to follow – not me, not the president, not the chancellor.” The basic issue, Rudden argues, is whether faculty can be forced into working overtime: “If he can require us to work 27 hours, why not 37? It’s a clear violation of the contract, and paying us doesn’t change that.”

Steve London, PSC first vice president, told Clarion: “When the PSC negotiated a one-hour teaching load reduction, CUNY and the PSC calculated the cost based on hiring full-time faculty. Paying existing faculty for an extra hour at the adjunct rate is much cheaper than hiring full-time faculty, but that wasn’t the agreement.”

Richard Patterson has been a professor of English at City Tech for many years. “I’ve been here since dinosaurs were frisky,” he says – and Patterson feels the workload reduction is long overdue. “We need this time for our scholarly work,” he says. “Even if it’s just one point, it accumulates and becomes a full course worth, and then we can use that time for research.”

City Tech is in many respects a four-year college, argues Patterson, and will ultimately offer graduate-level courses. “We need to prepare for that,” he says, “and this requires an appropriate workload.”

Some faculty members feel so strongly that they have refused to cash the check they were sent last semester for the 27th hour.

**Academic reason**

By assigning mandatory overloads for administrative convenience, City Tech management is also in violation of the Board of Trustees’ policy on multiple positions, says Rudden. “Over the years the Board has come out with stricter and stricter rules on teaching overloads,” she notes. “It has to be for academic reasons, not clerical reasons, and you’re absolutely barred from teaching an overload if you have reassigned time for research.” Rudden herself had reassigned time for grants starting this past last semester – yet she was issued a check for the one-hour overload. Like several others, she has refused to accept it.

A first-step ruling on the grievance this summer, by City Tech management’s labor designee, held that the mandatory overloads were “an administrative prerogative” of the college president. It added that such mandatory overloads were desirable because they allowed for “decreasing use of adjuncts,” thus improving the college’s full-time/part-time ratio. (Beaufait’s “performance goals” for this year, which determine the size of his raise in pay, include decreasing the share of instruction by part-time faculty.)

Clarion asked President Beaufait about the academic rationale for mandatorily assigning a 1-hour overload to college faculty, and for a more general explanation of management’s position regarding for us to make any comments on an ongoing grievance,” the president responded through a spokesperson.

“We have every faith in the efficacy of that process.”

**Faculty say they need this time for their scholarly work.**

Booras. “At least a half dozen people have been here 15 to 20 years and are still making below $23,000. You give 38 years and you’re still making $21,000.” Low salaries were a key reason why 85% voted to unionize, he said.

At a December 10 hearing, the National Labor Relations Board will consider an unfair labor practice charge that the PSC filed against City Tech management. Workers say that in the months since workers voted to organize a union, management has tried to impose mandatory overtime, productivity quotas and changes in annual leave – even though the law does not allow such changes in practice unless they are negotiated with the union.

The staff at UAPC do crucial work for the University, said PSC organizer Maggie Dickinson: they process CUNY applications, evaluate student applications and financial aid, and match applicants to the available spaces at CUNY’s colleges. “They do a really important job,” she said, “and it is becoming even more important with rising enrollment.”
Silencing dissent

Attacks on academic freedom at CUNY in the 1930s and 1950s have been re-examined in a current exhibit at City College and a recent conference at Queens. In both periods, government bodies investigated CUNY faculty and staff for alleged ties to communism – and a professor might be suspect for such activities as being a union member, organizing against racial discrimination, or having opposed fascism in Spain. The photos and art on these pages are from the exhibit on CCNY in the 1930s, while the commentary by Al Young recalls the 1950s at Queens. Both the exhibit and Young’s article also show the connections between these two episodes of political repression.

Today fear of terrorism has replaced fear of communism as the most common justification for limiting freedom of thought in the academy. At right, the chair of the PSC’s new Academic Freedom Committee discusses the challenges we face today.

Queens College in the 1950s

By ALFRED YOUNG

“The McCarthyism at Queens College Revisited: a Symposium,” held at QC on October 1, examined the attacks on freedom of expression in the early 1950s that led to the firing of several faculty members. Below is a commentary by QC graduate Alfred Young, emeritus professor of history at Northern Illinois University and Senior Research Fellow at the Newberry Library in Chicago. In 2000, the Organization of American Historians gave Young its award for “Distinguished Service to the Historical Profession.”

I am a member of the Class of 1946. My wife is a member of the class of 1951, and I would like to tell you why we refused to set foot on the campus for 50 years, until two years ago. And in the course of this, it may be clear why I feel I owe so much to my education at Queens College. I attended Queens from 1941 to 1946 during its first decade. It was a small college, maybe 1,000 or 1,500 students. There was absolutely no tuition, just a registration fee each semester of about $14. Students and faculty came by public transportation; you got off the independent line in Jamaica or at the end of the “el” line in Flushing and you took the Parsons Boulevard bus. A handful of students had cars in the parking lot. I can't remember a class with more than 20 or so students. The professor who lectured was an exception. I can still remember the first day of a course on Emerson, Thoreau and Whitman, with Emory Holloway, a distinguished Whitman scholar, in which he walked into the room and sat at a lectern on the desk. What was that, I wondered.

Most classes were give-and-take. I can remember Vera Shlakman sitting on the desk, her legs crossed, beginning the hour by posing a question based on the assigned reading – and right away the discussion was off and running. Or I can remember her answering a question at length, thinking through the problem logically, analytically. She was riveting, and in our conversations she still is.

I was an economics major and I took her three courses: labor, social security, concentration of economic power – the very titles a sign of another era. There was always lots of reading, especially in original sources.

OPEN MIND

I never had a course with Oscar Shaftel but Marilyn Mills, who became my wife, did. In “Greek and Roman Classics in Translation” students read Aeschylus, Euripides, Herodotus, Thucydides. On the first day, to remind them what they were missing in the English versions, Oscar intoned in classical Greek a long piece by Homer in poetic meter. My wife also took Oscar’s course, “Literary Criticism,” in which, she says, “he taught me by example how to wrestle with ideas while keeping an open mind.”

I knew Oscar as faculty advisor to The Crown, the student paper. There was no such thing as submitting copy to him in advance or discussing the content of an editorial. But after each issue, the whole staff jammed into the attic office to hear Oscar do a post-mortem. He went over each page: had we gotten the facts right in the lead story? Wasn’t that sentence on page 3 garbled? It was like getting your weekly Freshman English theme back, but the style was all Oscar: casual, soft-spoken, wry jokes, lots of laughter. We hung on every word. It was a wonderful way for a student editor to learn responsibility.

This scene sticks in my memory because in the spring of 1942 I wrote an editorial set in large type across two columns: “Abolish the Rapp-Coudert Committee.” That was a state legislative committee in 1940 whose inquisition into alleged communists on the faculties of the city colleges had resulted in the firing of a score of professors. It was still around, a wounded monster. The editorial was full of fire: there was a war on; we were fighting Nazis and fascists; the communists were on our side; why continue an inquisition that had such a chilling effect on academic freedom – or words to that effect. In the postmortem, Oscar did not say a word about it – it was not his job to pass judgment on editors. No one in the administration said boo.

In 1952-53, Vera Shlakman and Oscar Shaftel were fired by the college administration, along with Dudley Strauss of the English department, for refusing to answer questions put by a Congressional committee about their beliefs and associations. There was no due process, no faculty hearing, no appeal. Russell Ames, my English instructor, quit and went across the country. In 1940, noted British philosopher Bertrand Russell was offered a post at City College. But a storm of right-wing criticism, denouncing Russell as an advocate of “free love” and communism, caused the offer to be rescinded.

By ALFRED YOUNG

“My McCarthyism at Queens College Revisited: a Symposium,” held at QC on October 1, examined the attacks on freedom of expression in the early 1950s that led to the firing of several faculty members. Below is a commentary by QC graduate Alfred Young, emeritus professor of history at Northern Illinois University and Senior Research Fellow at the Newberry Library in Chicago. In 2000, the Organization of American Historians gave Young its award for “Distinguished Service to the Historical Profession.”

I am a member of the Class of 1946. My wife is a member of the class of 1951, and I would like to tell you why we refused to set foot on the campus for 50 years, until two years ago. And in the course of this, it may be clear why I feel I owe so much to my education at Queens College. I attended Queens from 1941 to 1946 during its first decade. It was a small college, maybe 1,000 or 1,500 students. There was absolutely no tuition, just a registration fee each semester of about $14. Students and faculty came by public transportation; you got off the independent line in Jamaica or at the end of the “el” line in Flushing and you took the Parsons Boulevard bus. A handful of students had cars in the parking lot. I can't remember a class with more than 20 or so students. The professor who lectured was an exception. I can still remember the first day of a course on Emerson, Thoreau and Whitman, with Emory Holloway, a distinguished Whitman scholar, in which he walked into the room and sat at a lectern on the desk. What was that, I wondered.

Most classes were give-and-take. I can remember Vera Shlakman sitting on the desk, her legs crossed, beginning the hour by posing a question based on the assigned reading – and right away the discussion was off and running. Or I can remember her answering a question at length, thinking through the problem logically, analytically. She was riveting, and in our conversations she still is.

I was an economics major and I took her three courses: labor, social security, concentration of economic power – the very titles a sign of another era. There was always lots of reading, especially in original sources.

OPEN MIND

I never had a course with Oscar Shaftel but Marilyn Mills, who became my wife, did. In “Greek and Roman Classics in Translation” students read Aeschylus, Euripides, Herodotus, Thucydides. On the first day, to remind them what they were missing in the English versions, Oscar intoned in classical Greek a long piece by Homer in poetic meter. My wife also took Oscar’s course, “Literary Criticism,” in which, she says, “he taught me by example how to wrestle with ideas while keeping an open mind.”

I knew Oscar as faculty advisor to The Crown, the student paper. There was no such thing as submitting copy to him in advance or discussing the content of an editorial. But after each issue, the whole staff jammed into the attic office to hear Oscar do a post-mortem. He went over each page: had we gotten the facts right in the lead story? Wasn’t that sentence on page 3 garbled? It was like getting your weekly Freshman English theme back, but the style was all Oscar: casual, soft-spoken, wry jokes, lots of laughter. We hung on every word. It was a wonderful way for a student editor to learn responsibility.

This scene sticks in my memory because in the spring of 1942 I wrote an editorial set in large type across two columns: “Abolish the Rapp-Coudert Committee.” That was a state legislative committee in 1940 whose inquisition into alleged communists on the faculties of the city colleges had resulted in the firing of a score of professors. It was still around, a wounded monster. The editorial was full of fire: there was a war on; we were fighting Nazis and fascists; the communists were on our side; why continue an inquisition that had such a chilling effect on academic freedom – or words to that effect. In the postmortem, Oscar did not say a word about it – it was not his job to pass judgment on editors. No one in the administration said boo.

In 1952-53, Vera Shlakman and Oscar Shaftel were fired by the college administration, along with Dudley Strauss of the English department, for refusing to answer questions put by a Congressional committee about their beliefs and associations. There was no due process, no faculty hearing, no appeal. Russell Ames, my English instructor, quit and went across the country. In 1940, noted British philosopher Bertrand Russell was offered a post at City College. But a storm of right-wing criticism, denouncing Russell as an advocate of “free love” and communism, caused the offer to be rescinded.
into exile in Mexico rather than face this inquisition.

One day I walked into Ames’s class and saw he had written, “John Milton, Aretopagitica,” on the blackboard. Assuming this was the next assignment, I dutifully went to the library and struggled through it. But I had made a mistake — it wasn’t assigned, but that’s how I came to read the classic work in the English language on freedom of expression.

I became an historian because of the example set by my teachers at Queens College. It was not only the subjects that Vera Shlakman and Henry David of the history department wrote about: Vera, the first women factory workers; David, the infamous Haymarket Affair of 1886. I learned what scholars did: they wrote books. From their example I also discovered that it was possible for a Jewish boy from Jamaica, Queens, to aspire to be a college teacher, which is why as a faculty member I have supported affirmative action in college hiring.

I became an historian of the common people in American history in part because in Emory Hel- loway’s class I read Ralph Waldo Emerson, who told American scholars to “embrace the near, the low, and the common.” I read Walt Whitman, who said, “I Hear America Singing.” Queens College showed me possibilities.

My wife and I refused to set foot on the campus until her 50th reunion in 2001 because the dis- missal of our teachers betrayed everything we thought Queens College stood for. Faculty and stu- dent governing bodies did not come to their defense; neither did the American Association of Uni- versity Professors, nor unions, nor professional associations. Nor did any of these bodies put safeguards in place. As a result, in the 1960s it happened all over again.

DISMISSALS

From 1970 to 1971, I was a member of the Committee of the Ameri- can Historical Association set up to investigate the state of academic- ism for historians. The case histories poured in: dismissals, nonrenewal of contracts, denials of tenure. And not only for opposition to the war in Vietnam, but for siding with student protest against administrations; for lifestyle that was different. Walt Whitman could not have gotten a college job, much less Henry David Thoreau.

The committee drafted a bill of Rights for Historians and a set of standards to guarantee due process in personnel matters. Whether such barriers and others set up by other professional associ- ations will hold up against new floods remains to be seen. We al- ways seem to lock the barn doors after the horses get out.

Remembering the past is a way of reinforcing these barriers. How can any of our students or teachers know about McCarthyism. How can they know? It took 30 years for the CUNY Board of Trustees to make restitution to those who were fired, and 50 years to mount an exhibit so that we might learn from mistakes of the past. Just as current generations of young African Americans know little about the struggles for civil rights of the 1960s, in which Andrew Goodman of Queens College gave his life in Mississippi. Just as young historians have forgotten the myth-destroying book, The Black Family in Slavery and Free- dom, by Herbert Gutman, Queens College, Class of 1959.

Just as young women who today have freedom of choice in repro- ductive rights know little about the Planned Parenthood Federation, which under the guidance of its di- rector, Frederick Jaffe, Class of 1947, mapped the strategy that led to Roe v. Wade.

Both Herb and Fred were also Vera Shlakman’s students — and student editors. It is important to remember and honor the teachers who stuck to their principles.

PSC action on academic freedom

By STEVE LE BERSTEIN
Chair, PSC Academic Freedom Committee &
Member, AAUP Committee “A”

Concerns about academic freedom may be abstract and impersonal for many, until the reality of reprisal for political beliefs or association is at hand.

Few of us may have anticipated the threats to our freedoms of in- quiry, association and expression that welled up after September 11, 2001. Those threats can work insid- iously, chilling our determination to question prevailing orthodoxies.

When such a chill settles over our academic community, it undermines the very purpose of the university as a haven for free inquiry and unre- strained discourse. These values are at risk whenever the nation faces a threat, as at times from the Alien and Sedition Acts (1798) to the Espionage Act (1917) to the USA PATRIOT Act (2001) today.

Defense of academic freedom is high on the PSC’s action agenda. Recent measures include the cre- ation of a union committee on academic freedom, the “Council on Campus” campaign against the USA PATRIOT Act, and a close alliance with the American Association of University Professionals (AAUP) in its efforts to protect the right to teach and to learn without fear of reprisal.

The PSC’s new Academ- ic Freedom Committee, which first met in Octo- ber, will work with the PSC leadership to request information about how University and college of- ficials plan to respond to external requests for in- formation on professors and students, and what policies they will follow to protect academic free- dom. We will also serve as an immediate source of support and information whenever threats to acad- emic freedom arise within CUNY. (If you have a con- cern or to report an incident, call Steve Leberstein at 212-354-1242.)

The “Council on Campus” pro- gram is a long-term PSC initiative to bring City Council members to speak at CUNY campus- es. Its first organizing fo- cus is support for City Council Resolution 909, which would put NYC on record against the PATRIOT ACT.

MOVE TO EDUCATE

“When the so-called antiterrorist bills first passed, we understood that they might pose a threat to academ- ic freedom,” said PSC Legislative Co-ordinator Cecelia McCall. “So we started right away to educate our community on their ramifications.”

The first of several “Council on Campus” events on the Patriot Act took place at Bronx CC on November 12. About 200 people, mostly stu- dents, came to hear Councilman Charles Barron and Mitch Freedman of the Westchester public library system, a past president of the American Library Association. “Both of them spoke about the whole na- tional climate, and what it means to struggle to preserve peo- ple’s basic rights,” said Mar-ianne Pitta, union chapter chair at BCC.

The event was jointly sponsored by the college’s PSC chapter and the BCC Li- brary. “We announced an es- say-writing contest on the Patriot Act,” Pitta said. “We have a set of books donated by Barnes and Noble as a prize.”

A second “Council on Campus” rally at New York City College of Technology on November 19 drew about 150 people for an active dis- cussion. More events are planned at other campuses to urge that NYC join the more than 200 cities, coun- ties and states that have found the PATRIOT Act to be contrary to American concepts of freedom.
January 3, 2004 is the deadline for Higher Education Officers (HEOs) and College Laboratory Technicians (CLTs) to submit professional development proposals for the Spring 2004 semester. The contractually required SUNY Professional Development Fund (PDF) is offering reimbursement of up to $2,000 for courses, training programs, research, and search in professional conferences.

Professional development means building your skills and your network of contacts outside your field. It means expanding your horizons – and maybe your career potential. It means enhancing your image as a qualified professional, and in your self-image as well.

COUNSELING & CULTURE

Here are a few examples of how members of CUNY’s instructional staff have enhanced their careers, their lives, and the lives of others by getting involved with professional organizations:

Before she retired, Dr. Dottyte Seales was a SEEK counselor for more than 30 years at City College, where she taught the freshman orientation course. “In my class I had the United Nations,” says Seales. “You had to be aware of the beliefs of the students from many different cultures. Some people think that if you understand one country, you can counsel everyone – but that’s not true.”

Seales regularly attended meetings of the American Counseling Association (ACA); she was elected to the ACA’s board and became the president of the Association for Multicultural Counseling and Development, a division of ACA. Through her work with ACA she has traveled to Greece, Bratislava and Bombay and given workshops on multicultural counseling in Finland and Malta. For Seales, the ACA has been both a place to learn and a way to share her knowledge with others.

Randy Smith worked for more than 30 years at City College, where he was the safety officer for his department. “I’ve been to many safety and health conferences, and they’ve been a great way to share knowledge,” says Smith. “You meet people who’ve faced the same problems that you do, and learn the ways that someone else has dealt with it.”

One example is how to handle chemical waste. “Mixed chemical waste can be very difficult to get rid of safely,” notes Smith. “At these conferences I’ve learned different ways to segregate it.”

Among the conferences Smith has attended are the annual meetings of the SUNY Environmental Health and Safety Association, a professional organization of safety professionals at SUNY, where collegial relations from CUNY have been more than welcome.

On November 9, The New York Times detailed how the wealthiest colleges get more federal financial aid than poorer ones. In 2000-2001, President received $1.22 in additional aid for each dollar its students got in federal grants, compared with $0.64 in additional aid received by CUNY. The president of the National Association of Student Financial Aid Administrators (NASFAA), told the Times: “We’re saying, ‘Hey, this is really fair? The money ought to flow to where the students are. That’s the equity piece and that’s what’s missing.’

COLLECTIVE VOICE

Many HEOs work as financial aid counselors, and organizations such as NASPAA provide a collective voice to professionals in the field. They provide a way to share information and contacts with the media, and to call attention to policy issues like this one.

Professional development has been personally important to me in the past. I’ve worked for the administrative coordinator of the City College Center for Worker Education. In the late 1980s and early 1990s, I organized student courses in the Dominican Republic and Cuba, and I began attending conferences of the Latin American Studies Association (LASA), which I have written several articles about that were published in LASA Forum, and participated in a Ford Foundation research project on Cuba and US policy. I have also organized LASA delegations to Washington, D.C. and Cuba, and helped change US policy so that academics could travel to Cuba for research without a special license.

An article in a book about household work in America and the Caribbean inspired me to do research, and I co-directed a video about former domestic workers in Cuba. I met the workers of the Housecarers Cooperative, and they asked me to work with them to continue their research and their work with a household workers’ federation. The support and friendship I receive through LASA also encourages my development as a professional.

Professional organizations provide current information about new developments and a support network for training, research, and advocacy. By participating in them, CUNY professional staff can share experiences with individuals from around the country and the world.

For an article form or find out more about the HEO/CLT professional development grants, call Linda Silkin at 212-554-1324 or check the PSC Web site (www.psc-cuny.org).
Costly crime could affect you

A retiree hit by identity theft

By ARLINE L. BRONZAFT
Lehman (emerita)

Identity theft is one of the fastest-growing crimes in the US – and the Social Security Administration says that retirees can make especially tempting targets. We are more likely to have significant savings and investments, good credit, and paid-off mortgages. New York, where most CUNY retirees live, has the highest third proportion of identity theft victims who are 50 or older, among the 50 states.

This problem hit me personally last March, and this horrific experience consumed many hours of my day for the next several months. I was eventually able to stop the “identity thief,” but it took months of vigilance to halt repeated attempts to defraud me. It started with a phone call from a bank asking why I had requested a credit card using an address different from the one that appeared on my bank account (a lucky break). I soon learned that a stranger in Texas had used my name, address, date of birth and social security number to apply for a credit card over the Internet.

Recognizing this as identity theft, I called the three credit reporting agencies, Equifax, Experian and TransUnion, and asked to have Fraud Alert placed on my account, an alert that was extended to seven years. From now on any inquiry made about my credit will initiate a call to my home for verification. However, I learned that several inquiries had already been made and I had to call the companies seeking information to cancel these credit card applications and to ask them to remove credit inquiries from my account. Otherwise, too many inquiries lowers one’s credit rating. I also had to repeatedly check with all three agencies because the “thief” stopped and started again several times.

CHANGE OF ADDRESS

When I got off the phone with the credit reporting agencies, I picked up my mail – which included a jewelry store credit card I had not ordered. I couldn’t understand why the identity thief had a card mailed to my address. This was cleared up when my postal carrier rang my bell to inform me that she had received a change-of-address card completed in Texas asking that all my mail be forwarded to Texas. I pulled the card from her hand, asked her to remove my name from the list of customers asking to have mail forwarded, and thanked her for solving a mystery (at my suggestion, she also received a Post Office commendation).

The identity thief was going to have all my mail forwarded, including the credit card that came too early. In addition to any other fraudulent credit cards, my own checks, bank statements and information on my existing cards would also have been diverted. I was leaving for London in a few days, and all my mail would have been in Texas before I could notice the absence of mail deliveries. Although it is a federal crime to file a false change of address, anyone who is willing to break the law can do it – no ID is required. I informed the post office about the fraudulent change-of-address card and asked that my mail carriers be alerted to any other cards filed in the future. I cancelled the jewelry store card, and the company assumed loss of payment for some jewelry it had already shipped. This purchase, the credit card applications and a loan application were all carried out over the Internet.

ZIP CODE

When the assistance of Congresswoman Carolyn Maloney, a postal inspector was assigned to investigate my case. He told me that another retired CUNY professor who lives in my zip code had also been the target of a false change-of-address card, which had also asked for the mail to be sent to Texas. While this could just be a matter of chance, he suggested keeping track of any similar occurrences.

[Editor’s note: If something like this has happened to you, Clarion would like to know; contact the paper at 212-354-6231.]

You can help stop identity theft from happening to you. I am writing this article to warn CUNY faculty and staff, especially retired members who may travel regularly, to make inquiries if they miss mail for several days and to learn more about how to stop identity theft (see sidebar above). Forewarned is forearmed!

Kids in college?

Keep them covered

By TOMIO GERON

If you have a child who is a full-time college student between the ages of 19 and 23, unmarried and your dependent, she or he can still be covered by your health insurance plan. However, the coverage is not automatic – you must sign up.

When the child reaches age 19, you must send in the Welfare Fund Student Enrollment Card, which you can get at your personnel office or by calling the Welfare Fund at (212) 354-5230. You also must send the Welfare Fund a letter from your child’s college confirming her or his full-time status. A new letter from your child’s college must be sent each semester.

In addition, if your child transfers from one school to another, you must submit a new enrollment card along with a confirmation letter from the new school.

TURNING 19

For your basic City health coverage, when your child turns 19 your health carrier will send you a letter along with a confirmation letter asking to have mail forwarded, and paid-off mortgages. New York, where most CUNY retirees live, has the highest third proportion of identity theft victims who are 50 or older, among the 50 states.

This problem hit me personally last March, and this horrific experience consumed many hours of my day for the next several months. I was eventually able to stop the “identity thief,” but it took months of vigilance to halt repeated attempts to defraud me.

It started with a phone call from a bank asking why I had requested a credit card using an address different from the one that appeared on my bank account (a lucky break). I soon learned that a stranger in Texas had used my name, address, date of birth and social security number to apply for a credit card over the Internet.

Recognizing this as identity theft, I called the three credit reporting agencies, Equifax, Experian and TransUnion, and asked to have Fraud Alert placed on my account, an alert that was extended to seven years. From now on any inquiry made about my credit will initiate a call to my home for verification. However, I learned that several inquiries had already been made and I had to call the companies seeking information to cancel these credit card applications and to ask them to remove credit inquiries from my account. Otherwise, too many inquiries lowers one’s credit rating. I also had to repeatedly check with all three agencies because the “thief” stopped and started again several times.

CHANGE OF ADDRESS

When I got off the phone with the credit reporting agencies, I picked up my mail – which included a jewelry store credit card I had not ordered. I couldn’t understand why the identity thief had a card mailed to my address. This was cleared up when my postal carrier rang my bell to inform me that she had received a change-of-address card completed in Texas asking that all my mail be forwarded to Texas. I pulled the card from her hand, asked her to remove my name from the list of customers asking to have mail forwarded, and thanked her for solving a mystery (at my suggestion, she also received a Post Office commendation).

The identity thief was going to have all my mail forwarded, including the credit card that came too early. In addition to any other fraudulent credit cards, my own checks, bank statements and information on my existing cards would also have been diverted. I was leaving for London in a few days, and all my mail would have been in Texas before I could notice the absence of mail deliveries. Although it is a federal crime to file a false change of address, anyone who is willing to break the law can do it – no ID is required. I informed the post office about the fraudulent change-of-address card and asked that my mail carriers be alerted to any other cards filed in the future. I cancelled the jewelry store card, and the company assumed loss of payment for some jewelry it had already shipped. This purchase, the credit card applications and a loan application were all carried out over the Internet.

ZIP CODE

When the assistance of Congresswoman Carolyn Maloney, a postal inspector was assigned to investigate my case. He told me that another retired CUNY professor who lives in my zip code had also been the target of a false change-of-address card, which had also asked for the mail to be sent to Texas. While this could just be a matter of chance, he suggested keeping track of any similar occurrences.

[Editor’s note: If something like this has happened to you, Clarion would like to know; contact the paper at 212-354-6231.]

You can help stop identity theft from happening to you. I am writing this article to warn CUNY faculty and staff, especially retired members who may travel regularly, to make inquiries if they miss mail for several days and to learn more about how to stop identity theft (see sidebar above). Forewarned is forearmed!

New pension loan rules

Loans cannot be combined.

The PSC is studying ways to ensure specific privacy guarantees for your identifying information at CUNY. There are also some important steps you can take to protect yourself.

Identity theft is, however, an escalating problem for everyone. The following steps can help to prevent it from happening to you:

[Don’t provide credit card or bank account information over the phone unless you initiated the call and you know the business or group you are calling.]

[Don’t provide your Social Security number unless it is required. And don’t be afraid to ask whether this information is really needed.]

Before you throw them out, tear up or shred bank records, credit card offers and other mail or documents that include financial or identifying information.

You can help stop identity theft from happening to you. I am writing this article to warn CUNY faculty and staff, especially retired members who may travel regularly, to make inquiries if they miss mail for several days and to learn more about how to stop identity theft (see sidebar above). Forewarned is forearmed!
Health care and 2004

By ROBERT PADGU
Lehman College

It’s campaign season again and health-care reform is back on the national agenda. Costs are shooting up, the number of uninsured is 43 million and rising, and the polls say that voter concern is high.

With the election less than a year away, all the Democratic presidential contenders have health plans on their Web sites. The Clinton catastrophe hasn’t exactly been forgotten, but the party that’s out of power once again sees health care as an issue that can help it return to national power.

INCREENTIAL

The issue is getting renewed attention, but most of the candidates’ proposals are, in fact, quite cautious. Although Howard Dean, for example, has been bold on many issues, in his speeches on health care he argues over and over that only incremental proposals that build prudently and slowly on current health-financing arrangements have any chance of success.

On this point, John Edwards, John Kerry, Joseph Lieberman, Wesley Clark, and Richard Gephardt all essentially agree.

These candidates (all the current media and polling favorites are in this group) build their programs on larger or smaller expansions of both private, employer-sponsored insurance and public programs such as Medicaid, the State Child Health Insurance Program, and Medicare. Coverage for children and other “vulnerable” populations — the unemployed, low-wage earners — is combined with financial help to the “struggling middle classes” and small employers who currently do not provide coverage.

There are differences, of course: Dean, Kerry, and Lieberman would add most of the uninsured to enlarged Medicaid and Child Health Insurance Programs; Gephardt would greatly expand employer-sponsored group insurance; Kerry and Clark would, in addition, open the Federal Employees Health Benefits Plan (FEHBP) to eligible uninsured adults. But whatever the specific emphases, the basic building blocks are essentially the same.

Refundable tax credits and substantial federal subsidies are central to all of their financing mechanisms. The plans call for covering the poorest poor and near-poor children and families without cost. Subsidized rates would be available to those earning up to two or three times the federal poverty level, with subsidies phased out as incomes rise. Tax benefits (and, for some proposals, group purchasing pools) would enable small employers to provide at least a portion of their workers with coverage.

Estimated costs to the federal government over the first 10 years range from $59 billion (Edwards) to $2.5 trillion (Gephardt). Most of the additional funds required would be raised by eliminating some or all of the Bush tax cuts. None of these plans require substantial contributions from states, which are currently mired in financial crises.

All of these plans speak piously of cost-containment as a way of increasing affordability, though none offers any real means of doing so, not even the use of government buying power to reduce pharmaceutical prices. This is not surprising, at a time when the large drug companies have considerable political power and when voters have made it clear that they dislike any approach that reduces access to the most technologically up-to-date and expensive health procedures and pharmaceuticals.

NOT UNIVERSAL

Incremental policies may be, as this group of candidates believes, the best we can achieve in the short or even medium term. But incremental plans cannot, apparently, effectively reduce the most expensive. The most generous of these plans would still leave at least 10 million people uninsured.

Rep. Gephardt’s plan is in many ways the most interesting of the incremental proposals. He recognized early on that his proposal had to be rather daring if it has some what tepid campaign was to be revived. Gephardt understands that the major roadblocks to universal health coverage continue to be insurers, managed care plans, employers, and even some unions.

Insurers and managed care plans want a piece of the pie in any new coverage system and as few limits as possible on their ability to make high profits.

● Large employers and unions want the plans they currently administer on behalf of their members to continue, and they are quite willing to have some of their costs passed to others.

● Small employers fear any mandate that would force them to offer expensive coverage, as only a small proportion of cost could be borne by their largely low-wage employees.

● Providers want the highest possible reimbursement rates.

The Gephardt proposal would essentially buy off the opposition of these groups through a system of vast federal subsidies that leaves the current health system in place even as it expands it greatly.

Gephardt would require all employers to offer coverage through private insurance. His plan would provide a generous 60% federal tax credit toward the cost of such coverage, even for companies that already provide health insurance for their employees. It would require companies to pass the tax credit on to their employees in the form of lower premiums, but would not otherwise mandate that employers contribute more than they do at present. The retired or unemployed would be eligible for expanded public programs, with the federal government picking up much of the costs.

EVERYBODY HAPPY?

In principle, such a system should make everyone happy: the private, profit-oriented insurance system would continue at a much expanded level; employers and unions would have costs subsidized and their current offerings would have access to coverage; and reimbursement levels would presumably remain at historically high levels. The cost? A whopping $2.5 trillion dollars in federal subsidies over the first 10 years. Even at this price, Gephardt’s plan would not cover everyone. The campaign itself estimates that 10 million would be left out, since not everyone would be able to afford coverage even with such generous subsidies.

In contrast, a minority of the Democratic candidates (none of them present front-runners) would move in a very different direction to cut the “Gordian knot” of American health care by implementing a universal, federally-administered, “single payer” system similar to those in Canada, Britain, Sweden, or Italy. Everyone would be covered, using federal income and payroll taxes to pay for care, and the power of the federal government to contain costs. Dennis Kucinich, Carol Moseley Braun, and Al Sharpton are in this category, but only Kucinich has provided enough details for an actual proposal.

The Kucinich plan would cover all Americans in a single phase-in period, within a new Medicare part E (“E for Everybody”). The new program would reduce or eliminate premiums and cost-sharing and would expand Medicare benefits to pharmaceuticals and other services omitted from the existing Medicare parts A (hospital) and B (physician).

Private employer-sponsored and insurance-based plans would play no role in Kucinich’s system. The federal government (the “single payer”) would use its immense purchasing power to negotiate rates with providers and pharmaceutical companies. Such hard bargaining for the public is a major reason services and drugs are cheaper in all other industrialized nations, but is intensely opposed by the pharmaceutical industry and others. As a result, this approach is prohibited by the proposed Medicare prescription bill just passed by Congress.

PUBLIC FUNDING

Existing private and public premium and tax expenditures would be shifted to the new system, and an additional 7.7% tax on all private and public employers would be implemented. This is certainly a much colder proposal than anything offered by the incrementalists — especially given the current unfavorable environment for large government programs. Not coincidentally, Kucinich has largely been dismissed by the media and the Democratic Party leadership and remains unknown to many voters.

But the details of these proposals may prove less important than the chaos they offer to the direction that these candidates and the party would likely take if they succeed in defeating Bush, whose health care plans are meager indeed.

It is important to remember that the presidential campaign proposals for health care reform and voter attitudes are still evolving. What, if anything, might emerge as actual legislation will depend on future economic and social circumstances, the makeup of Congress and the actions of the current health care stakeholders — high politicians, employees, insurers, unions, hospitals, physicians, and consumers.

The chances in the near future of a House and Senate as liberal as the ones that enacted Medicare and Medicaid in 1965 are very slim. But the fact that every Democratic candidate feels obliged to issue detailed proposals and engage in a debate of the sort we have not seen for a decade, suggests that the possibility of reform is real.

If union members and others with a high stake in the issue become involved in the debate now, we can help to ensure that reform remains a high priority. Perhaps we can even ensure that future legislation helps to meet our needs and not merely those of the profit-oriented health care industry.

An adjunct at Lehman since 1998, Padgug worked on policy issues for Empire Blue Cross for 17 years. He is a board member of the Public Health Association of NYC and Physicians for a National Health Plan.
What’s wrong with CUNY?

By BARBARA BOWEN
PSC President

What’s wrong with CUNY’s executive salary increases? From the way they were approved to the message they send to the people of New York, the raises of up to $100,000 a year for CUNY’s top management are a low point in CUNY’s history. They deliver an insult to the faculty and staff, they signal the entitlement of “corporate CUNY,” and they laugh in the face of students who pay 25% more in tuition and adjuncts who live on salaries of $20,000.

I have no interest in personal attack or in suggesting that CUNY managers don’t deserve to be paid fairly. We all know there are presidents and executives who work hard. But that’s not the point. The point is the priorities expressed by these raises, the inequity they create, and the way they reframe our work for the faculty, staff and students. So while there’s no reason for personal attack, there’s also no reason to internalize our own embarrassment about other people’s big salaries and maintain a protective silence. CUNY is a public institution whose salaries are a public issue.

Clearly the national trend is for academic administrators to model themselves on corporate bosses rather than professors, with salaries to match. Let’s not forget, though, that for most of the history of higher education, deans, provosts and even presidents were members of the faculty who returned to the faculty after a stint in administration, with a relatively small differential in salary. Given the current model of higher education system, I’m not going to argue that CUNY’s managers should be paid less. No one at CUNY should be underpaid—but that includes the faculty and staff.

MARKET VALUE

The conceptual problem with the increases is that they confuse value with price. If I’m right, one motive behind the big raises was to increase CUNY’s market value. Pay the presidents and the chancellor major-league salaries, the thinking goes, and you will attract the best. This is a disaster for CUNY. It’s the same substitution of investment at the top for investment in the whole that we see in management’s contract demands, which ask for major concessions that we see in management’s contract.

The absence of a public hearing on the proposed raises was the first off-key note. The proposed salary increases were presented as an addition to the regular monthly report to the Board of Trustees, bypassing the normal process for public hearings in advance. But CUNY is a public institution and it should be publicly accountable for its budget; at a minimum the Trustees should have questioned why the salary proposal was shielded from advance scrutiny. (That’s why the City Council hearing on December 5 is so important; it will be the first forum for public discussion.) And while the Trustees were inside approving a total of $2.1 million in annual raises, PSC members were outside in tempest warning about CUNY’s gross underpayment of CUNY’s adjuncts. The irony wasn’t lost on us.

There are further ironies, though. While the chancellor received an increase of 40% and several college presidents got raises of 9%, faculty and professional staff have yet to see an offer of a salary increase in this round of bargaining. Our contract expired more than a year ago, and we have been in negotiations for a new contract since May 23. For all the talk about “studying with the best” and the resurgence of CUNY, the chancellor’s office has not proposed the one thing that would transform the University: competitive salaries and reasonable workloads for the faculty and staff. The “CUNY renaissance” will be short-lived if there is no comprehensive progress on these issues—people simply won’t stay. What’s the point of hiring sparkling new faculty if they will soon leave for places with better conditions?

The Trustees counter that the chancellor hadn’t had a raise for four years. But CUNY faculty and staff languished for five years in the 1990s with 0% increases—and at the end of it we did not see raises of 40%. Nor were our salaries in the six-figure range to begin with. Salaries for CUNY faculty and staff still bear the imprint of the 1990s’ wage freezes, deepened by erosion in real value that began in the late 1970s. Many of us remember a time when CUNY faculty and staff salaries were well known for their competitiveness; apparently the only salaries that need to be competitive now are management’s.

They get paid for the work we do.

That the management increases exacerbate existing inequity goes without saying. It’s one thing to cite the “marketplace” of higher education, it’s another to marketize CUNY so much that the top salary is now 10 times larger than the salary of thousands of professional employees. The Enron-style gap in salary is especially jarring at CUNY, which has been partly responsible for two decades of budget cuts by the underpaying of part-timers who do most of the teaching.

RESEARCH FOUNDATION

We should be especially concerned by The New York Times report that half of the Chancellor’s $300,000 increase may come from the CUNY Research Foundation. The Research Foundation budget is generated primarily by the overhead on grants won by the faculty and staff. If the Times is right, then $50,000 annually for the Chancellor is being funded by our productivity and success as researchers. That doesn’t seem right to me, when those funds could be used to fund the salaries for the rest of us.

Many full-time employees of the Research Foundation haven’t had a raise in years. One RF employee at Kingsborough makes $22,500 after 19 years, another with the same length of service makes $22,500. Many earn even less.

Management is being rewar ded for our work may, finally, be the real injustice. If you look at the “performance goals” on which the raises were based, you’ll see a remarkable pattern. Take my own campus, Queens College. Item after item on the list of “college targets” begins with “Faculty will...” Faculty will create new programs, win more grants, do more self-studies, form learning communities, use the technology, create a new media lab, and on and on. All worthy objectives, but ones carried out by the faculty and professional staff on top of our existing workload.

At BMCC, where the president was one of those who got the biggest raise among college executives, the raises increase the number of student research projects sponsored by faculty, developing proposals for new academic programs in areas such as health education, improving the pass rate on the College Preparatory Exam. Again, if these initiatives have been successful, they’ve succeeded because of the work of the faculty and staff.

It is we, the presidents, who give our e-mail addresses to students so they can send us drafts of their papers in the middle of the night; it’s we who tutor them when they’ve failed the CPE; it’s we who write the grants and do the research and develop the proposals for marketable new programs. Add to that some of the funding for the management raises comes directly from “savings” realized when professional staff retired and were not replaced, and you have a system that is exploitative of joint labor.

Top-heavy wages eat into the fabric of a university; they risk destroying the habit of cooperation that enables academic work. And at CUNY, when one gets endured and scandalous underfunding, they shred the precious good will that has allowed all of us to keep going. It’s time for a public discussion of the issue and past time for equity in salaries for the rest of us.
PSC demands pay increase

By PETER HOGNESS

It was a dark and stormy night — and over 100 PSC members were outside picketing in the driving rain. Inside a warm and dry meeting room, City University Trustees were voting to approve a $2.1 million package of raises for CUNY’s top executives (see p.3).

“The argument they’re constantly making to us is that this is a period of austerity, these are tough times, we have to make adjustments,” Mike Fabricant, a member of the PSC negotiating team, later told Clarian. “But in fact these folks have taken very good care of themselves.”

In contract negotiations, Fabricant noted, management has presented all its demands but has not offered any raise for CUNY faculty and staff: “In terms of an economic package, they’ve basically said they have nothing yet to offer…”

CAMPUS INEQUITY

The October 27 protest had been organized as part of Campus Equity Week, an international campaign in support of part-time faculty, and was planned before word got out about the planned executive pay increase. The union’s leaflet still seemed perfectly appropriate to the moment. “Did you know it’s called ‘part-time’?” PSC senior college officer Hughes said to the bone in the informational picket, Hughes said that the low pay of adjuncts was perhaps the most extreme example of the fact that CUNY salaries are too low across the board. “The elevation of the executive and the degradation of the ordinary worker and teacher are two sides of the same ugly coin,” said Hughes, who has worked at CUNY since 1983.

Many union members said their objection was not to pay increases per se, but to the inadequate pay for everyone else. “I only wish that paying competitive salaries was the CUNY policy for faculty and presidents alike,” commented Phil Pecorino, professor of philosophy at Queensborough. “Our salaries are considerably below what they would be had CUNY only kept up with the cost of living since 1972.”

CORPORATE MODEL

As universities increasingly follow a corporate model, salaries for top academic executives have been on the rise. But many experts question whether this makes for better education. “It seems to me that the pay of faculty ought to be the benchmark,” Patrick Callan, president of the National Center for Public Policy and Higher Education, told The New York Times. “Even though the president starts at a higher level, there’s no reason why the percentage increase…shouldn’t be the same as for faculty.”

CHUTZPAH

Nancy Romer, professor of psychology at Brooklyn College, said, “It takes a lot of chutzpah for the administration to be grabbing money for themselves, with the argument that they have to attract the best at the top.” While management claims its raises are justified by CUNY’s improved performance, Romer said, “our faculty and staff are the people who are on the line, serving students, getting the grants – yet often don’t have the resources to live a middle-class life.”

New faculty and staff are particularly hard-pressed, noted Romer, a PSC senior college officer: “They can’t get a tooehold in the housing market. Our young colleagues are struggling to pay for apartments that are beyond their means, without any real hope of being able to afford a down payment on anything, while the Chancellor has a separate housing allowance that’s twice the pay of most assistant professors.”

The cost of living in New York is so high,” said Vera Weeke, a HE0 at Medgar Evers and PSC campus officer. “And it’s not just housing. If you have a child you can be paying $150 a week for childcare, and then have to pay a babysitter on top of that because you often get home late from work. By the time you parcel out your paycheck, there’s not much left.”

The union contract approved in 2002 won raises above inflation for all titles, but that was only a start at making up the ground lost in the previous three decades. The top salary of a Professor in 1972 would be worth $135,630 in constant dollars, as of October 2002 – compared with a current pay of $61,507.

A middle step on the salary scale for Assistant Professors and for Higher Education Assistants in 1972 would be worth $70,085 in constant dollars, as of October 2002; the current salary is $47,331. Overall, full-time faculty and staff titles are paid about a third less, in real dollars, than three decades ago.

For adjuncts, the paid office hour in the current contract combined with across-the-board raises to boost pay for many. But the office hour does not extend to all, and with or without it, adjunct pay is still so low that it is difficult to live on for those who teach for a living. “It’s a hardship life,” said Marcia Newfield, PSC vice president for part-time personnel, “even though you’re teaching the classes, you’re doing the work that makes the University run. It’s exploitation, that’s all it is.”

OTHER SCHOOLS

“Salaries must be comprehensively lifted — for all titles and all ranks — so the University regains its salary competitiveness with other major universities regionally and nationwide,” states PSC Contract Demand #11. In addition, the union is seeking additional raises at the bottom and top of the salary scale.

The defending of public higher education in New York City since the 1970s can also be seen in a comparison of CUNY salaries to those earned by K-12 teachers in suburban school districts. “In the northern suburbs of New York City… it’s not unusual for highly educated, veteran teachers to earn more than $100,000 a year,” the Journal News reported in 2001. According to June 2001 data from the NYS Education Department, the median public school teacher salary in Scarsdale was $91,025. In less well-heeled Mount Vernon, the median was still a respectable $78,112. In 2001, the Journal News found that almost 20% of K-12 teachers in Yorkers earned over $90,000 per year. If CUNY salaries have slipped behind some area high schools, it is perhaps not a surprise that they are not fully competitive with area colleges.

In November 2002, salaries for Professors at CUNY senior colleges averaged $89,643. This compares to $111,400 at Rutgers Newark, and $124,600 at SUNY Stony Brook. CUNY community college professors averaged $87,462 – compared to $104,000 for those at Passaic County Community College.

“We’ve lost faculty,” said Arthur Salz, associate professor of elementary and early childhood education at Queens. “I’m talking now about key young people we were really counting on, who were lured away by other colleges, and some senior faculty as well. Several people were hoping to hire, we lost to other colleges in the metropolitan area.”

Those who have left or never come to CUNY haven’t necessarily gone to big-name colleges, or institutions with huge endowments, Salz adds: “It’s been place like Dowling, or Dayton University.”

CONTRACT

PSC President Barbara Bowen called executive raises “a per se, but to the in-