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PSC FACT Finding
"Brief"

demand by PSC calling for automatic promotion for Higher Education Officers when they have reached the top step in the salary schedule in their classification. This demand was necessitated by the fact that there is no P & B Committee which deals with promotional questions for Higher Education Officers although promotions are dealt with by P & B Committees or other comparable procedures in the other classifications comprising the instructional staff.

G. SPECIAL GROUP PROBLEMS

Salaries for adjunct faculty (and multiple positions fractional lines and other part-time personnel) exclusive of Lecturers (part-time).

There are a substantial number of the faculty who are employed by the City University on a part-time schedule. In order to clarify the language for the Panel, we have set forth the various types of part-time employees currently utilized.

The adjunct staff member is one hired to perform teaching functions in those instances after the department has staffed its courses with all of its full-time instructional staff or where an adjunct is employed to teach all

or part of the teaching schedule of a full-time member for a specific period of time, such as during the period of sabbatical leave, maternity leave, or sick leave.

There are occasions where in special areas of business, industry or the professions, an adjunct is engaged to teach in order to bring his special knowledge and direct experience to the classroom.

A multiple position refers to additional work performed by a regular full-time member of the instructional staff on a carefully restricted or limited basis. For example, it is not unusual for a full-time member of the staff at one college to teach in a multiple position part-time at another.

A fractional line appointment refers to those personnel who teach part of a regular program against a budget line assigned to the department and are paid a proportion of a full-time salary provided by that line. Theoretically, fractional lines were to be applied to artists in residence, in fields of literature, music and art and architecture, or where an individual does not wish to teach fulltime but desires a continuing teaching relationship with the college.

With the advent of open enrollment, the result has been an abuse of all of the part-time faculty. A substantial number of programs in the City University are largely taught by either adjunct faculty or faculty in multiple positions. The requirements for teaching on an adjunct basis is the same as that of the full-time faculty. Section 11.11 of the Bylaws of the Board provide that persons assigned faculty titles as adjuncts "must have those qualifications or professional achievement and training comparable to those of faculty members in the corresponding ranks."

The fact is that adjuncts and those in multiple positions are paid far less per hour, per course, per semester, for comparable time than the members of the full-time faculty. In addition, they do not receive any of the benefits of a full-time faculty. They have no vacation, no leave, no welfare insurance and no pension rights.

Aside from violating a simple equitable principle of equal pay for equal work, the University by turning to adjuncts and to assignment of the teaching responsibility in ~~multiple~~ positions has in fact downgraded faculty salaries

at the City University. There are instances where adjuncts are teaching a course load and have as many contact hours as full-time faculty. It is thus possible for a department to staff many more courses at the same cost by using adjuncts and full-time people in multiple positions to meet course requirements.

The PSC proposal therefore for all part-time work, including summer session, is the payment for this work on a direct pro rata basis. If an adjunct is called upon to teach one-third of the normal teaching load of a full professor and holds the title of adjunct professor, he should receive one-third of a full professor's salary. The University will still benefit by not being required to pay vacations, holidays, welfare, pensions, etc., but at least it will restrain the abuse of the adjunct faculty which has come to be usual practice under the current collective bargaining agreements.

The PSC proposal is not contrary to the policies of the Board of Higher Education. Indeed, as we have already pointed out, the qualification for adjunct faculty is identical to that of the full-time faculty. In the 1966

Master Plan, Chapter 5, p. 47, there appears the following statement:

"For the schools of General Studies and evening and extension and summer sessions, attention is being given to a proposal looking toward rates of compensation per course more closely adjusted to the salary scales and incremental steps of annually appointed faculty members than are the present clock-hour rates, as well as toward the creation of more annual positions. . . ."

A similar statement appears in proposals made by the City College of New York Alumni Association in its study of Open Admissions. There, in order to encourage more effective use of summer session for remedial work, the Association recommends that it "must be staffed by qualified staff, compensated on a parity basis with other sessions of the University."

Moreover, the Fashion Institute of Technology, a public community college in New York City, supported in the same way as CUNY is by the City and State, currently provides pro rata compensation for summer session teaching.