

HOW CUUC/‘UNITY’ CREATED THE ADJUNCT PROBLEM:



Since 1975,
we lost more than 50% of full-time lines.
We went from 60% full-time faculty
to 60% part-time faculty.

THEY SLAM THE UNION DOOR ON ADJUNCTS AND PART-TIME STAFF.

It's time for honest talk about part-time faculty

The PSC has a legal responsibility to represent ALL members of the bargaining unit; in its eagerness to disenfranchise adjuncts, CUUC/Unity has placed our union and university in jeopardy:

- By allowing the percentage of classes taught by full-time faculty to drop below accreditation levels;
- By allowing the CUNY administration to hire and exploit cheap, part-time labor and to undermine full-time lines and salaries;
- By dividing the faculty within the bargaining unit and disempowering us all.

Q. How does a 60% part-time instructional workforce at CUNY affect full-timers?

A. More part-timers means a heavier workload for full-timers, e.g., advisement and registration of students, committees, evaluations, curriculum and governance. An instructional staff that is mostly part-timers not only allows the CUNY administration to exploit them but depresses everyone's salaries and increases everyone's workloads. Inadequate part-time wages decrease the administration's incentive to hire new full-time faculty, thus depriving us of security and permanent colleagues. A majority part-time instructional staff undermines the rationale for a tenured professoriate and for academic freedom.

Q. Do other university unions charge "agency fee" to everyone in the bargaining unit — automatically charging all members, part-time and full-time, union dues or their equivalent? If so, what are the results?

A. United University Professionals (UUP) of SUNY, our sister union, has been applying agency fee for all faculty and staff, full-time and part-time, since it became New York State law. The interests of full-timers haven't been compromised in any way.

Q. Why is CUUC/Unity against applying agency fee (which is already a feature in our contract) to part-time instructional staff?

A. Because bringing more part-timers into the union will threaten the CUUC/Unity "established order," which has done virtually nothing for adjuncts. CUUC/Unity's disdain for adjuncts has been a hallmark of their leadership

for the last 15 years. As the percentage of adjuncts increased, CUUC/Unity turned its back on them and consequently created a work force split in two: unionized full-timers and part-timers actively discouraged from joining.

Q. Is it realistic for the PSC to expect to get more for part-timers?

A. Yes! Across the nation, part-time academic employees are organizing for, and getting, increases in pay for teaching and office hours, seniority and benefits. At the Universities of Massachusetts and California (to cite two examples), adjuncts have significantly improved their lot and moved toward parity pay with full-timers through union action.

Q. When part-timers get pay increases, do full-timers get less?

A. No. At the University of Massachusetts and the University of California, as part-time salaries increased, so did full-time salaries. Closer to home, at the Fashion Institute of Technology part-timers are paid more than at CUNY and full-timers' average salaries in 1998 were higher than those at CUNY.

Q. Can we have a high quality university with so many underpaid adjuncts?

A. No. The CUNY Board of Trustees says it wants excellence, but refuses to pay for it. We cannot offer excellent education to our students if more than half of the instructional staff is hired semester-by-semester, is underpaid, is not paid for office hours, is constantly looking for more work to make ends meet and cannot take part in curriculum and governance decisions. Most adjuncts are highly qualified; many would make excellent candidates for full-time positions if only more were available. Because of their economic and participatory marginality, adjuncts are less able to fully serve students and the university.

Q. CUUC/Unity claims that the adjuncts are robbing the welfare fund. Is that true?

A. That's not true. CUUC/Unity failed to obtain adequate funding for the welfare fund from management. Now its leaders try to conceal their own failure by blaming adjuncts for an underfunded fund.

ERIC MARSHALL

for VP for Part-Timers

A full-time fighter for CUNY part-timers

ERIC MARSHALL, the New Caucus candidate for Vice President for Part-Time Employees, has been a CUNY Adjunct Lecturer since 1991, first at Kingsborough Community College and now at Queens College. A founding member of CUNY Adjuncts Unite, the CUNY Doctoral Students, Adjunct Project and the international Coalition of Contingent Academic Labor, he is now serving his second term as co-coordinator of the New Caucus. He has served as PSC delegate from Queens College for the last four years and has been elected to the University Faculty Senate. He has devoted much of the past decade to speaking with adjuncts, hearing their concerns and attempting to address them — while teaching three courses per term and (like many adjuncts) working a part-time job.



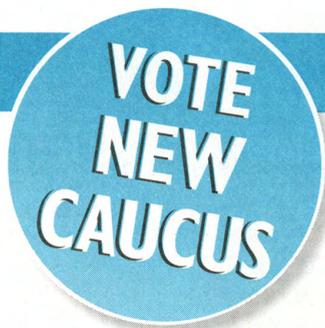
Eric Marshall

In comparison, his opponent, **Arnold Cantor**, recently retired with a very large pension settlement (the result of a lawsuit against the union) after 25 years as PSC executive director. He recently began to teach on an adjunct basis. For a quarter century, he never set foot in a classroom or met with a CUNY student. On his watch, CUNY's full-time faculty diminished by half, while part-timers became the majority of teaching faculty. As chief contract negotiator, he allowed CUNY's salaries to plummet; presided over the underfunding of the Welfare Fund for adjunct health benefits, and permitted the recruitment of new union members to become a non-priority. Does this sound like someone who is in touch with adjuncts, concerns?

New Caucus Program: LET'S REVERSE 25 YEARS OF LOSSES

- ▶ Immediately add 1,000 more full-time faculty lines and hundreds of professional staff lines.
- ▶ Improve wages for adjuncts to parity with full-timers.
- ▶ Pay adjuncts for office hours and student advising.
- ▶ Establish a seniority/annual contract system to ensure job security.
- ▶ Improve health insurance benefits and ease eligibility requirements.
- ▶ Free tuition for all graduate fellows.
- ▶ Organize all adjuncts into the union.

The treatment of CUNY adjuncts is unfair and inequitable. As long as CUUC/Unity remains in control, the CUNY administration will continue replacing full-timers with part-timers, allowing the pay scale of full-timers to erode, as well.



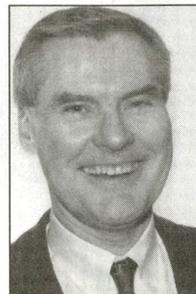
Barbara Bowen



Steve London



Cecelia McCall



John Hyland

BARBARA BOWEN
for President

STEVE LONDON
for Vice President

CECELIA McCALL
for Secretary

JOHN HYLAND
for Treasurer

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For
UNIVERSITY-WIDE OFFICERS:

STANLEY ARONOWITZ

BLANCHE WIESEN COOK

FRANK DEALE

SUSAN O'MALLEY

SHELDON WEINBAUM

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PRESIDENT

Barbara Bowen, Associate Professor of English at Queens College and the Graduate Center. Both a scholar and an organizer, she is in her second term as Chapter Chair at Queens.

VICE PRESIDENT

Steve London, Associate Professor of Political Science; third term as PSC Chair at Brooklyn College. 17 years of experience in higher education unionism.

SECRETARY

Cecelia McCall, Associate Professor of English at Baruch College; chaired the Baruch chapter of the PSC. Leader of the University Faculty Senate for more than a decade.

TREASURER

John Hyland, Professor of Sociology at LaGuardia Community College and Secretary of its PSC chapter. PSC chapter chair and delegate for six years and a Department Chairperson.

EXECUTIVE OFFICERS

UNIVERSITY-WIDE

Stanley Aronowitz, Distinguished Professor of Sociology at the Graduate Center; PSC Delegate.

Blanche Wiesen Cook, Distinguished Professor of History at John Jay and the Graduate Center; internationally known biographer.

Frank Deale, Associate Professor of Law at the CUNY Law School; labor rights and employment discrimination expert.

Susan O'Malley, Professor of English at Kingsborough Community College and the Graduate Center; former PSC Chapter Chairperson; Secretary, University Faculty Senate.

Sheldon Weinbaum, Distinguished Professor of Mechanical Engineering at City College; PSC delegate.

SENIOR COLLEGES

Vice President for Senior Colleges — **Michael Fabricant**, Professor of Community Organizing and Public Policy at the Hunter College School of Social Work; Vice-Chair and Delegate, Hunter PSC.

SENIOR COLLEGE OFFICERS:

Bob Cermele, Associate Professor of Mathematics at New York City Technical College; Senator, University Faculty Senate.

Peter Ranis, Professor of Political Science at York College and the Graduate Center; PSC Delegate.

Nancy Romer, Professor of Psychology at Brooklyn College; PSC Delegate.

COMMUNITY COLLEGES

Vice-President for Community Colleges — **Anne Friedman**, Professor of Developmental Skills at the Borough of Manhattan Community College; Executive Committee, University Faculty Senate.

COMMUNITY COLLEGE OFFICERS:

Lou Alpert, Professor of Mathematics and Computer Science at Bronx Community College; PSC Executive Committee.

Samuel E. Farrell, II, Lecturer in Adult Continuing Education at LaGuardia Community College; PSC chapter Vice-Chair.

Ingrid Hughes, Adjunct Lecturer in ESL and English at BMCC and City College Center for Worker Education.

PART-TIME

Vice-President for Part-Timers — **Eric Marshall**, Adjunct Lecturer in English at Queens College; leader, CUNY Adjuncts Unite; PSC Delegate; Senator, University Faculty Senate.

CROSS-CAMPUS

Vice-President for Cross-Campus Chapters — **Steve Leberstein**, HEO and Executive Director of the City College Center for Worker Education; organizer of the first CUNY Central Office PSC chapter.

CROSS-CAMPUS OFFICERS:

Sandra Watson, HEO and Director of the Family Institute in the Adult & Continuing Education Divisions of LaGuardia Community College; PSC Welfare Fund representative.

Marc Ward, HEO and Director of English as a Second Language and Language Transition Programs at Lehman College.

For more information, contact www.newcaucus.org

New Caucus campaign materials are clearly identified and should not be confused with other anti-CUUC literature, such as *The Patriot Returns*, that may be circulating during this campaign.

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