

**MARCIA NEWFIELD  
VICE PRESIDENT FOR PART-TIMERS  
PROFESSIONAL STAFF CONGRESS  
TESTIMONY REGARDING CUNY MANAGEMENT SALARY INCREASES  
DELIVERED BEFORE THE CITY COUNCIL  
COMMITTEE ON HIGHER EDUCATION  
DEC. 5, 2003**

I'm Marcia Newfield, PSC Vice President for Part Time Personnel teaching and non-teaching faculty at CUNY. That's 8,545 people including adjuncts, grad student fellows and continuing education teachers.

The Chancellor is earning 350,000 with at least another 100,000 in perks and I and thousands of other part-timers who teach at least four courses a semester are earning less than \$24,000 a year. Many of us, with advanced degrees, scholarly work, and community service, have been serving the university for decades, teaching the majority of entry- level courses as well as electives. The myth is that most of us have fulltime jobs and are adjuncting as an extra. That is not true; the PSC is gathering new data now, but past surveys show us that at least a third of us are cobbling together a living by adjuncting at CUNY and elsewhere. The typical part-time instructor receives annual earnings that are on a par with fast food workers. Is this the message we want to give our students: take loans, get your degrees, love your subject, and wind up in poverty?

Why are we doing this is often asked. Why don't you get another job? The answer is that is what we were trained for, and we do honorable work that we value. That doesn't mean we don't want to or deserve to make a better living. The restructuring of the academy with top-heavy administration and reliance on part-time labor has been insidiously changing the working conditions of the university for thirty years. Contingent academic labor has constituted, and still does constitute, the "shadow university" that no star-studded marquee can hide. The Coalition on the Academic Workforce, a coalition of disciplinary associations, reported in 2000 that in nine social science and humanities fields, over 50 % of courses are taught by part-timers or other non-tenure track faculty at less than \$3000 per course.

Now that tuition has been increased, and the Chancellor and the Board of Trustees have decided to hire more full time faculty, many of these same long-serving adjuncts are being displaced or severely reduced in hours, thereby losing their health insurance.

What kind of employer takes advantage of employees and then bounces them out, meanwhile giving themselves hefty raises? Well, we're all too familiar with this kind of employer in the world today. But that doesn't make it acceptable.

Isn't it time to close the gap? If CUNY Trustees can find the resources to give money to honors students, distinguished professors and top management, why is it acceptable to reinforce the exploitation of the teachers who have been doing the work of inspiring students to believe in themselves and their capacity to learn?

No, instead the Chancellor's representatives refuse to limit class size, give adequate work space and equipment and office hours to part time workers, and by inference, to their students. Is it the corporate value structure that eliminates health benefits, including disability, and accumulation of sick days, discourages inclusion in academic decision-

making, and last but not least, contests contingent workers' unemployment benefits, even though contingent faculty have no job security and no seniority?

Has City U become Wal-Mart U? Can New York City and State do no better for public higher education? We all know it can....and with your help, we can rebuild our values, along with our ratios.