

SUPPORT A FAIR CONTRACT FOR CUNY EMPLOYEES AND PROTECT THE QUALITY OF A CUNY EDUCATION

CUNY makes college possible for half a million students a year. But Albany's investment in CUNY keeps shrinking and State funding for the University next year doesn't cover even mandatory cost increases for energy, rent, fringe benefits or inflation. Without additional public funding, CUNY management is unable to settle a collective bargaining agreement with faculty and professional staff who have been working without a contract since 2010.

Chronic underfunding jeopardizes the quality of the education that CUNY colleges can offer their students. It means less opportunity for full-time faculty and professional staff to provide the quality educational services that students need to grow intellectually, graduate and succeed.

The City Council has long been a champion of CUNY community colleges. The Council has also provided needed funding for student merit scholarships, college centers and institutes and other enrichment programs that benefit the entire university. This year, we need your attention to the University's core operating budget, and ask you to advocate for additional State funding so that CUNY is able to reach an equitable a collective bargaining agreement for faculty and professional staff. New York State is responsible for 75% of the cost of collective bargaining at CUNY from direct state aid and tuition; New York City is responsible for 25% of the cost.

Pass a resolution calling on NY State leaders to provide additional public funding so CUNY can reach a fair collective bargaining agreement

CUNY attracts many preeminent scholars and researchers, but the University's ability to recruit and retain an outstanding and diverse academic workforce is undermined if it is unable to pay competitive salaries. (See table on reverse.) We urge you to pass a resolution calling on the Governor, Legislature and the Mayor to make the urgently needed investment in CUNY to enable settlement of a new collective bargaining agreement consistent with existing collective bargaining settlements at the State and City levels.

Invest in CUNY's core operating budget: fund 100 new full-time faculty lines now (\$10M) and support the addition of 1,000 new full-time faculty and professional staff lines.

Increasing the numbers of full-time faculty and student-support staff will provide more students with the academic attention they need to succeed. CUNY has incrementally increased its number of full-time faculty over the past 10 years, but enrollment growth has swamped the gains. A city investment of \$10 million this year would pay for 100 full-time faculty lines (approximately four new positions per campus) and would signal a commitment to future investment. And these funds could create full-time opportunities for qualified adjuncts and for enhancing the diversity of faculty and professional staff.

Continue support for CUNY's Council-funded centers and initiatives (\$16.7M)

Council-funded financial aid programs, College centers and initiatives support CUNY's access mission and expand its research and service to students. These programs should be fully funded at their FY2015 levels and ultimately baselined into the City budget for CUNY: City Council Merit Scholarships (\$10.9M), Civic Justice Corps (\$2.8M), Dominican Studies Institute (\$970K), Center for Puerto Rican Studies (\$970K), Creative Arts Team (\$200K) and Murphy Institute for Worker Education (\$940K). Additional funding should also be allocated for the merit scholarship so students' awards will not shrink as new cohorts become eligible for the scholarship.

Fund need-based financial (\$4M)

Many CUNY students receive aid from the federal Pell grant and the State Tuition Assistance Program (TAP). Some receive significant support. But financial aid doesn't protect every poor student's college access. The State Legislature should update the 40-year old TAP program to meet the needs of today's students. Until then, the City should fund a needs-based financial aid program to help students who fall through the gaps in TAP.

CUNY NEEDS A RAISE

The faculty and professional staff of The City University of New York have been without a union contract since October 2010 and without a contractual raise since October 2009. Competitive salaries are a priority for both the union and CUNY management, but Albany has failed to provide funding sufficient to support collective bargaining—not even money to give CUNY workers the same 4% raise that almost all other State workers received in 2010.

CUNY students need an outstanding and diverse academic workforce, with the best professors and advisors. CUNY salaries are not competitive in the national academic labor market or in the regional academic labor market—especially with the high cost of living in New York City. CUNY faculty were paid less than faculty at many comparable institutions in 2010 when their salary levels were frozen. The disparity has only gotten worse.

Senior Colleges Avg. Salaries 2010 (\$)

Institution	Professor	Associate Professor	Assistant Professor
NYU	177,080	103,791	87,474
St. Johns	143,640	101,148	78,679
Rutgers	140,913	94,750	77,500
University of Connecticut	139,254	94,248	75,234
Stony Brook University	138,631	99,590	78,634
Fordham University	137,933	100,887	87,474
University at Buffalo	134,931	92,813	77,152
University of Maryland-College Park	134,424	94,547	82,450
SUNY at Albany	127,199	91,530	76,527
Pace	121,192	89,103	70,860
Adelphi University	120,246	96,920	77,693
William Patterson	119,994	93,329	76,089
University of Massachusetts-Amherst	118,641	88,840	69,852
CUNY	114,345	89,551	74,132

Community Colleges Avg. Salaries 2010

Westchester	119,576	104,963	91,355
Fashion Institute of Technology	117,702	90,559	76,871
Suffolk	111,160	84,972	71,156
Nassau	107,077	82,630	73,069
CUNY	105,506	81,708	68,614

Recruitment of new faculty is undermined and current faculty and professional staff are being forced to choose between their students and their families; with salaries unable to keep up with the rising cost of living in New York City, many are considering leaving CUNY.

Our teaching and working conditions are CUNY students' learning conditions.

The failure to fund PSC-CUNY collective bargaining costs means a less competitive education for students. Current faculty and professional staff cannot provide all the mentorship and support that CUNY students need without a fair contract with fair pay. New scholars cannot be expected to choose CUNY in high-cost New York City when comparable institutions pay so much more in the city and in areas with a lower cost of living.

TELL ALBANY:

FUND THE PSC-CUNY COLLECTIVE BARGAINING COSTS