

Testimony of Susan Di Raimo, Adjunct Lecturer
Before the Board of Trustees of the City University of New York
Concerning the University Budget Request for FY 2015-2016 as it
Relates to the PSC-CUNY Collective Bargaining Agreement
(Calendar Item 3.F.)

24 November, 2014

I am here to represent the 13,000 adjuncts who teach at CUNY. We are more than half of the teaching staff at CUNY. Many of us have taught continuously at CUNY for more than 10 years. I am a long time serving adjunct. I started at CCNY in 1981. I have been rehired by 11 chairs at CCNY and 6 chairpersons at Lehman College. Being rehired every semester causes a lot of work for chairs and for Human Resources, but being rehired every semester for 33 years also shows how qualified I am.

I come here to ask you, Chancellor and the Board of Trustees, to give adjuncts Job Security with long-term continuous contracts. Long-term, continuous contracts with a seniority system for adjuncts is a priority in our new contract. I am asking you to rehire adjuncts who are outstanding teachers. I am asking you to put in place a system that records the dates that adjuncts started working at CUNY.

Adjuncts get rehired every semester because they get excellent faculty observations and student evaluations. Adjuncts are scrutinized every semester for at least 10 semesters by other faculty members.

The more secure an adjunct feels, the more they will be able to give back to the CUNY community. Furthermore, adjuncts will still be up for annual review by the department chair. The seniority system will not undercut academic achievement it will enhance it.

In addition, CUNY should make many Conversion Lines for long time serving adjuncts who have taught at least 5 years. Five years is the same time as the tenure system at CUNY for full timers. Conversion lines will stabilize the workforce.

I presently am teaching 9 hours at Lehman and 4 hours at CCNY for a total of 13 hours, four courses. This is more than a full-time teaching load at CUNY senior colleges. If students are our main concern at CUNY, then we should have adjunct faculty available for students. I get paid for only one office hour. Adjuncts should be paid for an office hour for each course they teach. We all want our students at CUNY to succeed.