

Dear Board of Trustees,

It was not that long ago that the PSC was able to negotiate a new 3-year contract for adjuncts who had taught at least 6 credits per semester for 10 semesters in CUNY. Up to that point CUNY was offering a semester contract and an annual contract. It was heralded as a big win in the fight for job security for part-time faculty. That step filled many adjuncts with hope that CUNY was finally moving in the right direction and would offer long-serving adjuncts a Certificate of Continuous Employment in the near future, in its fight to keep up with other schools, such as SUNY, that are offering better job security to their part-time faculty.

We stand at an austerity-induced crossroads now and the 3-year contract is on the chopping block. Instead of going forward, we are moving in reverse. All the hopes of so many adjuncts are about to get dashed. As someone who's been on a 3-year contract twice already I can say that even though the contract doesn't guarantee much, it does show those of us who've taught for some time that our service is appreciated. When I'm given a 3-year contract, it's a relief to know that I'm guaranteed two courses for each semester for the next 6 semesters.

As a part-time liaison for the PSC, I've had the opportunity to talk to other adjuncts on the 3-year contract and, while being reviewed every three years in perpetuity is less than ideal, they all value certain benefits that the contract offers. For example, there have been adjuncts who've been able to undergo emergency surgical procedures during the semester and still get paid thanks to the opportunity to collect sick hours. Other adjuncts who're raising families on an adjunct paycheck are grateful to know that they take priority after full-time faculty in course assignments, and they will be assigned at least two courses per semester. The contract is also helpful when applying for credit. Banks tend to view those on a 3-year contract more favorably than those on a semester or annual contract. Adjuncts who have been recently hired are looking forward to qualifying for the contract. It's an incentive for them to care more about the job.

Also, I'm sure CUNY wants to hire the best faculty even for part-time positions. If CUNY can't keep up with the competition, the best qualified candidates will choose to work for SUNY instead of CUNY. This has a direct impact on the students and quality of the education they receive.

Yes, there have been issues with the way the review process has been interpreted in different CUNY schools and different departments, but if implemented well, the 3-year contract should alleviate the burden on the departments, and it should help create an adjunct pool that the department can depend on. It's a win-win situation.

I am here to plead with you not to phase out the 3-year contract. It would be detrimental to the morale of so many part-time faculty. We want to move forward. Next to a living wage for all

faculty, full-time and part-time, offering job security to part-time faculty should be a priority. Let's keep the 3-year contract and let's start working towards a CCE for those who've been on the 3-year contract for some time now. I'm asking the Board of Trustees to urge CUNY to make the right choice.

Respectfully,

Katie Albany