

CUNY BOT Hearing October 16, 2023

Greetings from Harlem! Where I live with my family and proudly serve as professor of Philosophy at THE City College of NY. This is my 8th year at City. I work closely with students as a teacher, mentor, and undergraduate advisor for Philosophy majors and minors.

I come to you in a spirit of partnership with a grave concern about CUNY's future. We need greater diversity among the **tenure or professor-line faculty**. This is because, even though adjunct work is important for the life of the university, adjuncts *cannot* and *should not* fulfill the roles of tenure-line faculty that are essential to the mission of the University. And this is especially so, if a school like CUNY is to succeed in its distinctive mission of helping NYers on the path of upward mobility.

The City College Philosophy department has, at present, only one female tenure-line faculty. And all of our tenure-line faculty are white. This is due largely to budget austerity, which has prevented all tenure-line searches to replace tenure lines lost for the past 8 years.

Now, you might ask: "Why not replace these tenure-line faculty with adjuncts?" Here are three conclusive reasons that will help us see why we shouldn't.

First, to replace *tenure-lines held by white men* with *adjunct lines held by women and racial minorities* is **structurally unjust**. For this only reproduces within CUNY the same practices of

race and gender-based marginalization that are already rampant in the world. CUNY, OF ALL PLACES, SHOULD BE AN EXCEPTION TO THIS!

Second to replace tenure-lines held by white men with adjunct lines held by minorities is a **disservice to the adjuncts** themselves. For it places them in a moral and practical **double-bind**. As you know, adjunct lines come with greater teaching loads, less pay, and fewer benefits. But, as you may not know, this greatly reduces the amount of time and energy that they can devote to the essential tasks of mentoring students and facilitating intellectual community. Thus, again, expecting faculty from marginalized groups to do this work *as an adjunct* is a reproduction of the systems of exploitation of marginalized groups that we find in the world at large. And, AGAIN, CUNY SHOULD BE AN EXCEPTION TO THIS!

Third, replacing tenure-lines held by white men with adjunct lines held by women and racial minorities is a **disservice to CUNY students**. For instead of having professors that come from their communities and share their standpoints, students must instead **face teaching authorities that they struggle to identify with**. And those instructors that *do* look like them—the adjunct laborers—well, they appear to students **as marginalized in an adjunctified CUNY as they do in the rest of the world**. BUT, AGAIN, CUNY SHOULD BE AN EXCEPTION TO THIS!

Help us create a more equitable CUNY by allocating much more money to tenure-line hires. It is necessary for the future of CUNY, and for the success of our amazing students!