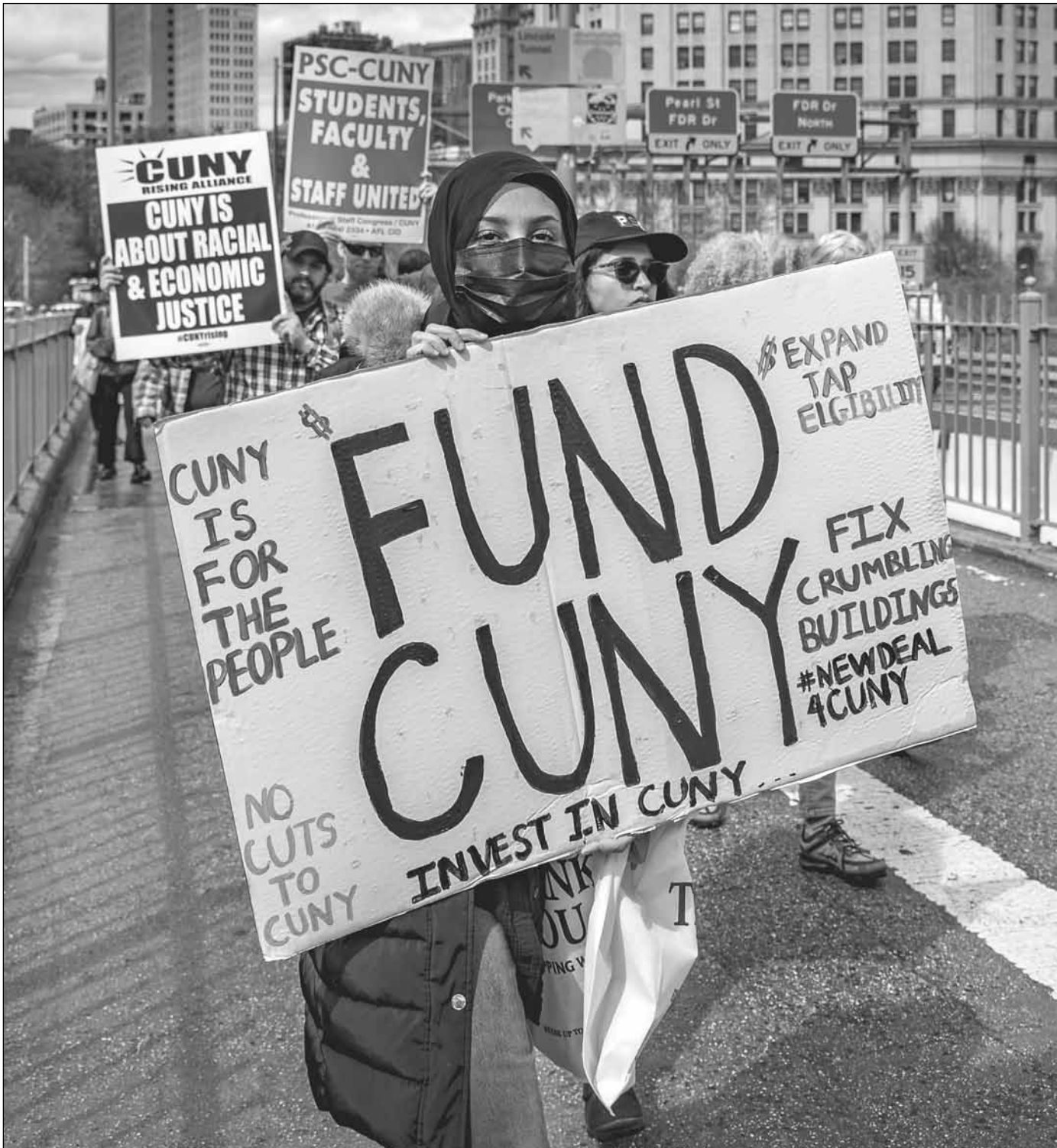


Clarion

NEWSPAPER OF THE PROFESSIONAL STAFF CONGRESS / CITY UNIVERSITY OF NEW YORK



APRIL 2024



Erik McGregor

STUDENTS, FACULTY, STAFF UNITE

SAME STRUGGLE, SAME FIGHT

The PSC is working closely with its student, labor and community allies to demand fair state and city funding for public higher education. **PAGE 3**



ADMIN Defend dept. chairs

PSC opposes CUNY's proposed bylaw changes.

PAGE 2

ACADEMIC FREEDOM

The fight at Lehman

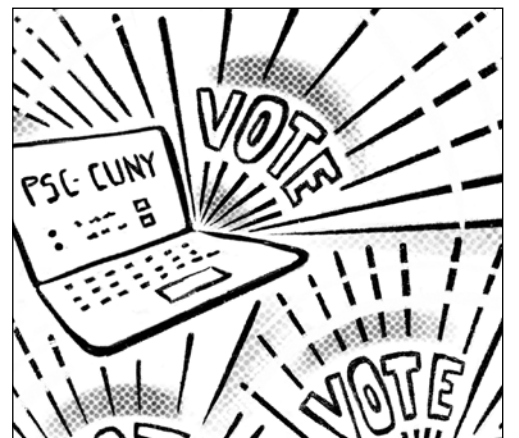
The union has been battling to protect academic freedom since the start of the Israel-Gaza crisis last fall. Now it's taking action at Lehman College. **PAGE 5**



CONTRACT

Pickets for a new contract

PSC members have gone more than a year without a contract. Faculty and staff held actions around the city to demand a settlement. **PAGE 2**



ELECTIONS

PSC general election

Ballots for this year's union-wide election are going out. Make your voice heard. Learn more about the candidates seeking PSC office, and how to vote. **PAGES 8-12**

PSC: Contract time is now

By ARI PAUL

February 28 marked the one-year anniversary of the PSC-CUNY contract expiration. The next day, PSC members on nearly every campus held protests demanding that CUNY agree to a contract settlement that lifts salaries and invests in the future of the University.

A year ago, PSC members marched outside CUNY Central's office, demanding the administration come to the bargaining table. It took CUNY administrators months to agree to begin bargaining. And that delay has rankled members, who are dealing with rising costs of living and low morale on campus. Around the city, members united in outrage against CUNY's intransigence. The demand is clear: CUNY must work with the PSC now to settle this contract soon.

CAMPUS PROTESTS

During a spirited informational picket outside the School of Labor and Urban Studies (SLU), Maureen LaMar, the manager of institutional and academic partnerships at SLU, said the fact that the contract

A year is too long to wait



Paul Frangipane

Members participate at an informational picket at Brooklyn College.

has been expired for more than a year has begun to weigh heavily on members. And she believes

CUNY's bargaining strategy "feels more dire and aggressive" than in previous negotiations.

Joining her on the picket line was Linda Paradiso, an associate professor of nursing at the School of Professional Studies. Paradiso received her BA from the College of Staten Island and her master's degree from Hunter College. She believes that CUNY's bargaining demands are a deviation from CUNY's public mission, from when she was a student and when she began her career as a CUNY educator. The concessions CUNY seeks, along with the delay in settling a contract, Paradiso said, have decreased morale and made it harder to retain instructional talent.

"The students ultimately suffer," she said.

DRASTIC CUTS

Adi Gutiqi, a freshman at John Jay College, agreed. Joining the lunchtime protest, she said, "Students and faculty are united" because "if CUNY doesn't meet the needs of the faculty and staff they can't meet students' needs."

Ella Merriwether, a graduate assistant in psychology, staffed a PSC table in the lobby of the Graduate

Center, where she spoke to dozens of members about the contract, saying that management was demanding "draconian-level cuts" while the union is fighting to "ensure a living wage for everyone."

RISING COSTS

The delay in a contract settlement is taking a material toll on faculty and staff. Angie Sadhu, an executive assistant in the office of finance and administration at Guttman Community College, said during the SLU

Members demand a fair contract settlement now.

picket that a delay in raises, combined with the general rise in the cost of living, is hurting members. She noted that even though members still have step increases, many are at the end of their salary schedule and are thus going without any kind of economic adjustment. "We're starting to feel it," she said. "Inflation is a real thing."

Janice Bockmeyer, an associate professor of political science at John Jay College, said that with the rising price of groceries and housing, faculty and staff need a new contract soon in order to live in New York City. "People are paying more with less," Bockmeyer said.

Members held actions all over the city on February 29. Chapters pro-

Continued on page 6

Admin power grab rankles faculty, union

By ARI PAUL

The CUNY administration is proposing several changes to the CUNY bylaws that would move a substantial amount of authority over department scheduling from department chairs to college administrators. The PSC opposes these proposed measures.

A change in the description of the role of college presidents is among the farthest-reaching proposals. In the bylaws and the contract, the president is a college's "principal academic officer." The bylaw changes would substitute the corporate title, "chief executive officer," eliminating any reference to the president's academic responsibilities. Such a change could dramatically alter the expected qualifications for the position and the practices of college presidents. This is not the only disturbing proposal. Deans and provosts would have more control over a department's recruitment, evaluation, and scheduling of the faculty, meaning heightened managerial oversight of department chairs. Department chairs are members of the PSC bargaining unit, elected by their peers, and the PSC has fought hard to retain union protection for these faculty members.

'SWEEPING OVERHAUL'

PSC President James Davis called for the immediate withdrawal of these proposals, saying they "represent a sweeping overhaul of shared governance" and "purport merely to clarify the respective roles of

More oversight of department chairs?



Dave Sanders

John Verzani

department chairs, deans, provosts and presidents, but in fact seek to redefine these roles dramatically and would alter the very character of our colleges." He and other PSC officers made their displeasure clear in a March labor-management meeting with the CUNY administration.



Erik McGregor

Karen Weingarten

Among the union's chief concerns, Davis said, was specific language that would alter Article IX, section 9.3, of the CUNY Bylaws.

"If implemented, these changes would give department chairs, faculty members elected by their peers, far less authority over de-

partmental matters such as curriculum and scheduling, while saddling them with far more responsibility to carry out the administration's budgetary and curricular vision," he said. "Consider the decorated department chairs throughout CUNY history, from John Hope Franklin to Mina Shaughnessy, to so many others. These proposals are an evisceration of a vision of the department chair as an academic leader, and in its place the department chair as appendage to a dean."

UNION RESPONSE

"The PSC will conduct a legal review of these proposed changes and urges all members, regardless of title or rank, to request a copy of the proposed changes from your faculty governance leaders and raise your concerns with them and with University Provost Wendy Hensel," Davis said. "Provost Hensel has indicated the administration's intent to hear from faculty and finalize these changes at the June meeting

of the Board of Trustees. It is critical that your college's governance leaders hear from you."

PSC members are certainly worried.

"I find these proposed changes very concerning because it shows that CUNY management wants to take away the most important responsibility assigned to chairs – control of their departments' schedules – and give that power to deans, and in turn the administration," said Karen Weingarten, the PSC chapter chair at Queens College and a former English department chair.

"This change seems to be an attempt to undermine faculty governance and make chairs into no more than paper pushers who have no real agency when it comes to shaping their departments' course offerings."

COLLEGE GOVERNANCE

She added, "While I think student-centered teaching is important, we can't always offer the courses students want. Curriculums and majors often have unpopular courses

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Newspaper of the Professional Staff Congress/City University of New York. Vol. 54, No. 2. PSC/CUNY is affiliated with the American Association of University Professors, National Education Association, the American Federation of Teachers (Local 2334), AFL-CIO, the New York City Central Labor Council and New York State United Teachers. Published by PSC/CUNY, 25 Broadway, 15th Floor, New York, NY 10004. Telephone: (212) 354-1252. Website: www.psc-cuny.org. Email: apaul@psccmail.org. All opinions expressed in these pages are not necessarily those of the PSC.

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Momentum builds for CUNY funding

By ARI PAUL

PSC and its allies mobilize for fair budgets

As this newspaper went to press, the state legislature and Governor Kathy Hochul were in negotiations leading up to the April 1 deadline for a state budget agreement. As the campaign for state funding for CUNY winds down, the PSC is intensifying its campaign at the city level.

In February and March, the PSC, along with its allies in community groups, student organizations and in the labor movement, intensely lobbied in Albany for a transformative state investment in public higher education.

While the governor's initial budget proposal included investments in SUNY and CUNY, advocates for both university systems are fighting for increased funding that would raise the number of full-time faculty and staff, increase services for students and repair infrastructure. Hundreds of PSC members and students descended on Albany on February 28 to rally and meet with state lawmakers.

INCREASED FUNDING

The Albany *Times Union* reported that Damien Andrade, a Brooklyn College student and the chair of the New York Public Interest Group's board of directors, said, "We fight for a New Deal for public higher ed and quality education for all New Yorkers."

The paper reported that the PSC-led coalition "called for more than \$600 million in the upcoming state budget for senior college campuses," noting that the governor's "proposed executive budget includes an additional \$100 million in new recurring operating funds for SUNY campuses and \$107 million for CUNY campuses."

The *Times Union* added, "Funding for community colleges would stay the same as last year under the proposed budget, with \$416.7 million for SUNY campuses and \$218 million for CUNY campuses. The advocates also called for changes to budget proposals that decrease funding for educational opportunity programs – which provide academic and financial support to disadvantaged students at SUNY, CUNY



Jen Gaboury (center) addresses an anti-austerity rally in Manhattan.

and private campuses – by \$6 million from last year's more than \$190 million in funding."

HISTORIC UNDERFUNDING

Heather James, the union's legislative representative, told *Clarion* that while CUNY fared well in the last budget agreement, there was still more work to be done to address historic underinvestment as well as the recent cuts CUNY made to nine so-called "campuses of concern."

"Without further help [from the state] we're going to be down faculty and staff, not up," said James, an assistant professor of social sciences at Borough of Manhattan Community College. "That's something not every legislator knows. We've been stressing this year that this has been a staffing crisis, it's a retention crisis, it's not an enrollment crisis."

As this paper went to press, one-house budget bills were being

printed in both chambers proposing additional annual operating aid and capital funds for CUNY above the governor's executive budget: \$67 million more in the assembly one-house bill and \$75 million more in the senate one-house bill, both of which proposed \$535 million in new capital funds for CUNY senior colleges. Now the struggle begins between the executive and legislative branches, with advocates including the PSC pressing for even more.

The city funding situation is far more dire – a budget deadline is set for this summer. City Comptroller Brad Lander said that "the mayor's preliminary budget cuts CUNY, libraries, cultural institutions and vital re-entry programs that keep New Yorkers safe, and it fails to address critical challenges facing our housing, sanitation and parks departments."

A report from his office found that "over the past two years, the City has reduced its annual funding for CUNY's community colleges by \$95 million. Cuts will hit colleges unevenly; nine institutions unable to achieve budget targets began making midyear cuts ranging from eliminated programming, increased class sizes or further reductions in faculty and staff."

It's a staffing and retention crisis.

While the mayor's office has pushed for austerity, the PSC is working with allies in the City Council to push for more progressive funding for CUNY. Many lawmakers have already signaled their willingness to stand up to City Hall's austerity. The council has also issued a report showing the City has adequate revenue to fund programs and services, including CUNY.

"The report shows the City is expected to see a significant improve-

ment in revenue compared to what the mayor's office had originally anticipated," Spectrum News reported. "The report estimates \$3.3 billion more in revenue for this fiscal year and the next one, which begins July 1. The new forecasts are a major difference from what the mayor's office of management and budget reported in January, which put revenues for this fiscal year at \$73 billion. The council is projecting it at \$74.3 billion."

PSC members joined elected officials and dozens of activists on March 6 to announce the "People's Budget," an agenda for funding public services including CUNY in this year's city budget agreement.

CAMPUS EFFECTS

At a rally near City Hall, Jen Gaboury, the PSC chapter chair at Hunter College, said that the city and state underfunding of CUNY had huge negative impacts on students, noting that the student-to-advisor ratio on many campuses was nearly 1 to 1,000; it should be closer to 1 to 150. "We shouldn't be scrambling to hold on to what we have," she said. "CUNY is being squeezed."

The PSC has long argued that CUNY is underfunded and lacking key resources, especially when compared to peer institutions – crumbling buildings, barebones staffing, classrooms without enough desks. Carole Harris, the PSC chapter chair at City Tech, reflected on her own experience teaching at Rutgers University. The gulf between how these two university systems are treated is the reason why both the City and State need to step up and invest in CUNY, Harris said.

"When I compare the support that students, staff and faculty receive there to what students, staff and faculty receive at my college, I see we at City Tech live as second-class citizens," she said. "Mayor Adams is a graduate of City Tech. Why does he forsake us? Governor Hochul must know in her heart that investing in public education is the gift that keeps on giving. Why doesn't she act on that knowledge?"



Students meet with state lawmakers.



PSC President James Davis addresses activists in Albany.

ADMINISTRATION

Is CUNY too centralized?

By LORRAINE COHEN

During my time at LaGuardia, I witnessed a dramatic decline in investment in public higher education. Mayor Eric Adams's recent budget cuts to community colleges are just one example of this trend.

The governor's desire to bring more students back to CUNY and SUNY is a commendable plan, but we must be able to serve students who do return. While the governor's plan focuses on automatic admission for high-performing students, the reality is that most students who are admitted to CUNY need some form of remediation, as they are not fully prepared to do college-level work. With insufficient funding from the City and State, we cannot hope to keep students from dropping out once they arrive.

We know that money matters. ASAP students do well – they have free tuition, a laptop, money for transportation and more academic advisement. This type of support is needed for all students to excel.

PROFICIENCY INDEX

I want to focus on the way in which the University administration's development and implementation of an algorithm, or index, as it is called, raises issues regarding its efficacy in placing students once admitted. I also argue that the concentration of power in the Central CUNY administration has had adverse consequences. Remediation and English as a Second Language [ESL] have always been hot-button issues. The policy of CUNY Central has been to marginalize the faculty that teach these courses and the students who require them.

About eight years ago, the college replaced the ACT test with an algorithm for

the purposes of placing students in community and senior colleges. The algorithm was based on multiple measures, in contrast to the ACT, which placed students based on how they scored on a single high-stakes test. Substituting the ACT with an algorithm, otherwise known as the Proficiency Index, began as a top-down measure. The then vice president at CUNY Central and his team designed and implemented these changes; faculty and department chairs in the areas of developmental education and ESL were given only a cursory opportunity to comment on or discuss their concerns. They had no say on the timing of its rollout, its scope or the methodology used to create the algorithm. There was no pilot program that would establish its superiority as an assessment and placement tool.

DEVELOPMENTAL EDUCATION

Within a short time, the Proficiency Index was used for all applicants to CUNY. It is used for placement in senior and community colleges as well as placement in developmental courses and ESL in the community colleges. Since implementation, there have been issues. Yet the administration has not recognized and tried to work with faculty to fix the problems of inaccurate placement.

Currently, the University channels those who need remediation into classes labeled "continuing education." The advantage is that students do not use up financial aid, but it must be recognized that inadequate funding plays a central role in moving students from academic departments to continuing education. Moreover, continu-

ing education faculty are a lower-paid labor force; many of them are part-time, and they have less power and status than full-time and part-time faculty in the academic departments. One teacher of developmental mathematics has stated, "Developmental classes have mostly been farmed out to CUNY Start, Math Start, etc. so that colleges can avoid reporting low developmental passing rates." If this is true, the educational needs of thousands of students are treated as a shameful secret, rather than an important part of education's fundamental mission. This also hides problems at the Department of Education, because so many students are graduating unprepared.

INFLEXIBLE RULES

The administration is not only controlling decisions at the macro level, but also at the micro level within each college. Faculty have told administration that there are a significant number of students who should have been placed in a different course than the one they were assigned by the index. Yet the central office has imposed inflexible rules regarding changing the placement of students.

Central administration has made a rule that if students are placed in a regular first-credit English class on the presumption that they do not need additional hours, faculty are not permitted to "level down" students and place them in a more intensive version of the course. In addition, faculty members have reported that some students need additional work with ESL faculty to perfect their language skills. Faculty have no power to place them in

an ESL course, even though the students demonstrate a need for additional work in developing their English-language speaking, reading and writing.

LACK OF COLLABORATION

Administration has not been willing to recognize and remedy financial aid issues that arise when moving students out of the hybrid ENC 101 to English 101. If students do move up based on their teacher's recommendation, they lose three hours toward completion of a 12-credit full-time load. This move may compromise students' ability to access financial aid. Faculty believe that a resolution of this problem is possible, but there has been no response by the administration.

The administration has said it is making minor adjustments to the index, but it has not reported to faculty what those adjustments are and how they will affect placement. What we have seen repeatedly both at the K-12 level and the college level is the refusal of management to be transparent, and to truly consult with faculty about decisions that affect the education of students and the working conditions of faculty.

There is a lack of respect and trust in the teachers and faculty who have worked with students who require additional developmental work and ESL.

CUNY administrators would benefit enormously if they would hear directly from faculty who teach these courses. Moreover, CUNY should conduct its own research to discover whether their placements of students, through the algorithm, have been working at both senior and community colleges. As far as I know, there has been no internal research by CUNY on using this placement tool.

ESSENTIAL SKILLS

I close with a quote from an ESL professor who is a co-chair of her department. She identifies the problem and the belief system that devalues students who require ESL. "Some students who need ESL language skill-building are not identified by the algorithm. ESL is not treated as a legitimate program and is minimized at many campuses, when in fact, our students need language support to succeed at college and in their majors."

Overcentralization of power and the lack of accountability and transparency are problems that need to be addressed if students are to be more successful and faculty are to feel as if they are being treated as the knowledgeable professionals that they are. While admitting high-performing students is a laudable goal, we must also look at the realities of which students come to CUNY. Many are high-performing, but a significant percentage need remedial support to succeed in college. CUNY does not have an enrollment problem. It has a staffing and retention problem. Retaining students means fixing and investing in the remedial system – not hiding its problems and pretending that only the most-prepared students come to CUNY.

Student placement needs faculty input



Lorraine Cohen, a veteran PSC activist, addresses the CUNY Board of Trustees.

Lorraine Cohen is a professor emeritus of sociology at LaGuardia Community College. A version of this was originally delivered before the City Council's Higher Education Committee.

Defending academic freedom at Lehman

By ARI PAUL

Oops, they did it again.

Since the fall semester, the union's Academic Freedom Committee has fought against campus administrations' attacks on academic freedom, especially when it comes to members participating in events having to do with the conflict in the Middle East. Once again, this spring, the committee is fighting Lehman College in the latest iteration of this troubling trend.

POSTPONED CONFERENCE

In a letter to Lehman College's top administrators on February 23, the committee's chair, Anthony Alessandrini, wrote, "We write to protest in the strongest possible terms the cancellation of a panel, 'Globalize the Intifada! Mapping Struggles for Palestine from the Streets to Our Classrooms,' to have been presented at the conference 'Engagement, Equity, and Antiracism' organized by the Writing

Admin caving to outside pressure?

Across the Curriculum program at Lehman College in collaboration with Hostos Community College. The panel in question was organized by graduate student instructors who are PSC members, in collaboration with a distinguished Graduate Center alumnus. Our understanding is that, due to a pressure campaign from outside the University, the title of the panel was first changed, and the panel was subsequently cancelled. Ultimately, due to the fallout from external right-wing pressure and CUNY management's response to it, the entire conference has had to be postponed until a yet-unspecified date in the fall."

ACADEMIC PRINCIPLES

The committee demanded an immediate reinstatement of the panel and an apology.

Alessandrini, a professor of English at Kingsborough Community College, said, "Every aspect of the handling of this situation by management at Lehman College has been riddled with violations of academic freedom. To begin with, yielding to pressure to replace the word *intifada* – an Arabic word that translates as "shaking off" or "resistance" – was completely unacceptable. The fact

Panel about the intifada renamed and then cancelled

that the word in question is deemed "controversial" in certain political circles does not mitigate this fact. We remind you of the principle reiterated by the American Association of University Professors: "Free speech is not simply an aspect of the educational enterprise to be weighed against other desirable ends. It is the very precondition of the academic enterprise itself." The

pattern by which CUNY management caves to outside political pressure, at the expense of this principle and of its own educational mission, is a disturbing one that needs to be reversed immediately."

ADMIN RESPONSE

Fernando Delgado, the president of Lehman College, responded in a letter days later saying that while members of the administration "appreciate your concern and share your commitment to academic freedom," the college leadership believed the committee's "characterization of the series of events is incorrect." He added, "While the Lehman administration supports the outcome, the college had no role in the decision-making process."

In a follow-up letter, Alessandrini voiced his skepticism of Delgado's denial of responsibility, saying his response "belies published reports

and stretches credulity given the information that we have received about the administration."

He said, "This cancellation is part of a larger pattern of the repression of academic freedom and political expression by CUNY management since October 2023. As the PSC noted in its public letter to Chancellor Matos Rodríguez on October 25, 'Even in times of great anguish and upheaval, CUNY must maintain a commitment to the freedom of expression and freedom of assembly for students, faculty and staff.' The hundreds of PSC members who co-signed the letter called upon the chancellor 'to affirm the fundamental freedoms of expression and assembly at CUNY,' and noted: 'Your failure to do so has sent a chilling message.' As of yet, there has been no response, and no affirmation of these fundamental rights, nor of our contractual right to academic freedom."

The committee has fought similar battles involving cancelled events at Hunter College and Baruch College.

WANT A STRONG CONTRACT?
WANT TO ATTEND A BARGAINING SESSION?
WANT TO VOTE ON A STRONG CONTRACT? JOIN THE UNION!
TO SIGN UP, GO TO: PSC-CUNY.ORG/JOIN-PSC/



PSC: Contract time is now

Continued from page 2

tested outside the president's office at York College and held tabling events at the Graduate Center and Medgar Evers College, while marches took place at many other campuses.

"Members at my campus are frustrated and irritated," said Ruth Wangerin, an adjunct assistant professor of anthropology at Lehman College. "We were expecting raises to keep up with inflation. People in some titles have been waiting too long for well-deserved improvements in working conditions and promotion opportunities. For the more than half the faculty who serve in contingent positions for relatively low pay, the lack of a settled contract makes the future seem even more uncertain. As class sizes increase and the number of courses decreases, we hear of people who have given years to CUNY being discarded, [and they're] out looking for another profession."

She added, "With the contract in limbo, people who will be eligible for appointment or reappointment to a multi-year appointment are also in limbo, along with their department chairs. Do we believe management, who say there will be no more multi-year appointments, or do we believe that with union solidarity, we will win the renewal and expansion of the pilot? One might think there'd be a growing sense of despair the longer we go without a contract, but what I'm actually seeing is a growing sense of determination to do what it takes to win a good settlement."

BUILDING SUPPORT

Her colleague, Stuart Chen-Hayes, a professor in counselor education, described the Lehman chapter's day of action: "We marched all through the administration building and got extra loud outside the president's office. We gave fliers to over 100 students, and we built solidarity by talking about how our working conditions are their learning conditions. We talked about how our demands are not just for us but for them: free college and more mental health counselors and advisors. Every single student and staff member we flied was in total agreement."

For many at CUNY, the lack of a contract settlement feels insulting after all the work faculty and staff did during the pandemic. "Coming out of the three tough years of COVID, where higher education officers had to leverage their professionalism and skills to keep the University going with very little support, encouragement or clear direction from above, [and then] going a year not just without a contract but with insulting demands at the negotiating table is demoralizing to say the least," said John Gallagher, a HEO at Borough of Manhattan Community College. "The University survived COVID because of efforts from the bottom up, with contingent

Members hold pickets around the city



York College members descend on their president's office.

faculty and rank-and-file HEOs showing exceptional professionalism, dedication and creativity to keep the promise of CUNY alive."

Lucy McIntyre, the PSC chapter chair for the CUNY Central Office, said, "A delay in a fair and equitable contract reduces employee morale and devalues their contributions to the University. Over the last four years the landscape of CUNY and the labor force has changed.

Faculty and staff mobilize.

In order for all of us to move forward, we need to give our employees what they need to be productive: an increase in salaries, contractual remote work options, job security and job advancement opportunities. The PSC bargaining team will continue to work relentlessly until we have a fair and equitable contract."

BARGAINING SUPPORT

On the same day as the citywide protests, more than 100 members packed the PSC union hall to observe a bargaining session with the CUNY administration, sending a strong message to the University that the membership is united in the contract campaign. On March 6, the union also held a virtual mass meeting with hundreds of members to discuss the status of contract negotiations and the campaign going forward.

CUNY's apparent unwillingness to offer substantial wage increases to PSC members has been met with skepticism. Management's cries

of poverty aren't taken seriously. "There is not a real financial crisis," Bockmeyer said.

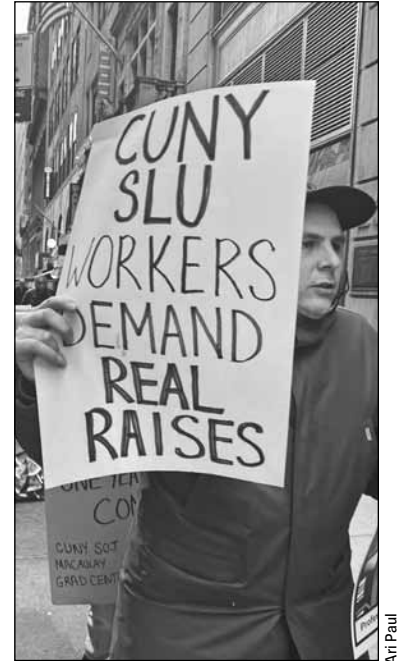
And if there is a budget crunch at CUNY, the administration should be advocating for more state and city funding for public higher education, she said.

"We need CUNY to fight for us at the State and at City Hall," she said.

MASS MEETING

At a mass meeting on Zoom, PSC President James Davis informed members about the status of negotiations. He summarized the union's bargaining position as one that seeks

professional respect, higher wages and a more equitable workplace, while management's bargaining agenda has been defined by "cost savings, cost savings, cost savings," as well as a "disregard for the well-being of our members."



School of Labor and Urban Studies members at the march.

For example, PSC Secretary Penny Lewis noted that management is seeking to "nickel-and-dime" the membership with a host of concessions. "CUNY on the cheap is CUNY in crisis," she said.

MANAGEMENT SILENCE

Andrea Vásquez, the union's first vice president, said CUNY wanted to "eviscerate job security" for higher education officers. PSC Treasurer Felicia Wharton said, "CUNY has been silent on many of the demands we have put across the table."

Melinda Person, president of the PSC's state-level affiliate, the New York State United Teachers, joined



Jayne Mooney and her dog, Piper.



Members show solidarity during a bargaining session with CUNY administration.



Members from CUNY Central, Guttman College, SLU and the Graduate Center assemble for a picket.

the mass meeting to tell members, "Your statewide union has your back."

MEMBER RESPONSES

Karen Weingarten, the Queens College PSC chapter chair, said that her chapter held a bake sale along with their February 29 picket, but that instead of asking for money, the PSC solicited faculty, staff

and students for their "two cents" about working without a contract. "We got some really, really excellent responses," she said. "We're working to get more people involved."

With no economic offer from management, the union will need to escalate the contract campaign this semester, the union's leaders told members. As this news-

paper went to press, the union was already planning for several actions to take place in April, including one at a CUNY Board of Trustees public meeting.

The next few months are critical.

"We're really at a crossroads," Davis said, encouraging members to join their Campus Action Teams. "The remaining months of this semester are critical."



Rico Roan



Erin Lilli

Members hold a bake sale at Queens College and ask for 'two cents.'



Stuart Chen-Hayes

Stuart Chen-Hayes (left), puts up a sign at the Lehman College president's office.



Ari Paul



Ari Paul

Members demonstrate at John Jay College at lunchtime.

Vote for Union-Wide Officers

The election for PSC Officers and the Executive Council, as well as delegates to the NYSUT and AFT Convention and AAUP Annual Meeting, will take place beginning on Monday, April 1, at 5:00 p.m. (EST) and will continue until Tuesday, April 30, at 5:00 p.m. (EST), the time that the ballots must be received via mail or electronically through the American Arbitration Association website. The ballots will be counted on Wednesday, May 1. Voting will be by secret ballot available at adr.org 24 hours a day throughout the voting period.

Paper ballots will be available only by request.

Every eligible member will receive voting instructions via email on Monday, April 1, and an individualized personal identification number (PIN). The PIN will be printed above the name and address on the pre-printed ballot. Please check your junk and spam folders in case the email was routed there.

HOW TO VOTE

To vote online, log on to the website of the American Arbitration

Association (adr.org). Enter in the space provided your PSC Organization/Login ID (this ID will be provided in the voting instructions mailed and emailed to members). There will then be a field to enter your PIN. You will be provided instructions on how to cast your vote or how to cast a write-in vote.

Voters with missing or damaged voting instructions should request a replacement by calling the AAA Duplicate Hotline (1-800-529-5218), Monday through Friday, 9:00 a.m. to 5:00 p.m. (EST). This number is to be utilized

only for duplicate requests. Voters are asked not to call or email prior to Tuesday, April 2, to allow sufficient time for the delivery of all voting instructions.

The complete election rules and PSC Constitution may be obtained from the [PSC website](http://psc-cuny.org/about-us/constitution/), at <https://psc-cuny.org/about-us/constitution/>.

Relevant sections are summarized in the December 2023 *Clarion* in the article "Notice of Nominations and Elections."

Any questions regarding election procedures or materials can be addressed to elections@pscmail.org.



Jud Guitreau

2024 New Caucus slate narrative

Under the continued leadership of President James Davis, this slate of New Caucus leaders will prioritize winning a just contract for all PSC members and full funding of the University, while defending academic freedom and the integrity of CUNY and its mission. The past three years have been a period of transition for the union. The New Caucus leadership fought for a safe reopening as faculty and staff returned to campus in Fall 2021, celebrated the PSC's golden anniversary in 2022 and in Summer 2023 began bargaining for a Fair Contract for a People's CUNY. As a leadership with diverse experiences in union activism, we continue to build the PSC into an even stronger union within an increasingly energized labor movement. Our membership is robust, and we are vigorously supported by coalition allies, students and legislators, and by our state and national affiliates.

Each New Caucus candidate for the Principal Officer positions has years of union activism and leadership and a passion for the PSC's mission that is shared by the en-

tire slate. James Davis is seeking to continue as PSC President, while Andrea Vásquez, two-term First Vice President, will run for the position of Secretary. Felicia Wharton is seeking to continue as Treasurer, and Jennifer Gaboury is the New Caucus candidate for First Vice President. Penny Lewis, currently PSC Secretary, is running for Vice President for Senior Colleges, and Lawrence Bosket and Lynne Turner are seeking their first full terms as Vice President for Cross-Campus Units and Vice President for Part-Time Personnel, respectively. Joining the slate for the first time, Kathleen Offenholley, a professor at BMCC, is running for the position of Vice President for Community Colleges.

OUR PLATFORM

A strong contract that advances the interests of all our members remains the top priority for the New Caucus slate. Fair compensation that addresses inflation and makes progress toward equity needs and salary compression are our main

economic goals. Our working conditions must also be addressed in the contract, including improved health and safety protections, increased job security and opportunities for professional advancement, remote and flexible work, and contractual guidelines for online teaching and the use of educational technology. New Caucus leaders oppose management's goals in bargaining that would increase contingency, insecurity, and managerial authority; we know all PSC members deserve professional respect, job security, academic freedom and fair compensation. The PSC Executive Council has sent a skillful bargaining team to the table and led an inclusive campaign for a successor to the 2017-2023 contract. The bargaining agenda was developed through a union-wide survey and town hall meetings. Hundreds of PSC members have participated in orientations to bargaining and attended contract negotiations.

The New Caucus slate recognizes that winning a great contract requires our members' continued engagement with the communities we serve, as does winning resources for our colleges. We believe that our power is in coalition with students and other unions and organizations who fight for public goods, against racial austerity and for social justice. The goal of a fully-funded University will be achieved through our struggle for New Deal for CUNY legislation, which has elevated CUNY funding as a key legislative priority. The past three years brought greater increases in state investment than CUNY has seen in decades, yet the needs of our members and students remain acute. Our fight for revenue is central to our legislative program. During the pandemic alone, the number of New York State billionaires increased from 126 to 135, demonstrating extreme income inequality and hoarding of opportunity. The New Caucus is committed to the redistributive policies that should fund the needs of our students and communities.

Budgetary challenges at CUNY have intensified the pressures on academic freedom and shared governance from the CUNY administration and from a national political movement seeking their erosion. The New Caucus leadership believes that the CUNY Board of Trustees must answer first and foremost to the academic community. Corporate-style restructuring of universities and recent aggressive right-wing attacks on higher education across the country make it imperative that PSC members, who believe in the value of teaching and research for the public good, hold the University administration and elected officials accountable in supporting democratic institutions and shared governance.

RECENT ACHIEVEMENTS UNDER NEW CAUCUS LEADERSHIP

Early in our term, the PSC continued to face the threat of the pandemic and an administration insufficiently protective of our health and safety. Coordinating with our Health and Safety Watchdogs, hundreds strong, the PSC conducted campus walkthroughs, pushed for sensible mask and air quality policies, and bargained with CUNY over the impact of its vaccine policy. The PSC maintained a newly-negotiated Remote Work Agreement and pushed back on the administration's ham-fisted remote learning and working mandates.

As we slowly came out of the pandemic and began the contract campaign, the Executive Council adopted a strategic perspective that centers cross-title Campus Action Teams (CATs). The CATs consist of member activists who serve as departmental representatives and facilitate union communication and organize union actions. As a result, thousands of members have participated in the PSC's powerful, creative and joyful campaigns, including mass Zoom meetings, rallies, informational picketing, tabling, "red for ed" visibility events, bargaining observation, membership drives and lobbying and coal-

itional support. Our union's internal solidarity and external visibility have increased through these collective efforts. Building the power to ensure that we and our students have the resources and respect we deserve through strong budgets, a strong contract and academic freedom will continue to animate the Executive Council's work.

In recent years, the City has not invested its fair share in CUNY, but the PSC organized to successfully reverse many of last year's cuts and is now fighting to rescind the mayor's cuts for this year and secure new operating aid. Additionally, among the city unions, the PSC has been a consistent advocate for retirees throughout the City's attempted shift to a privatized Medicare Advantage plan. We educated members and presented alternate proposals to the City Council. At the state level, our creative approach to funding led to an exciting legislative initiative this year with its roots in PSC advocacy in 2018: the REPAIR Act, which would direct payments in lieu of taxes from NYU and Columbia University toward funding for CUNY. Our New Deal for CUNY campaign inspired our state affiliate to launch a New Deal for Higher Education effort, which elevates higher education among NYSUT priorities. New Caucus leaders have also worked with AAUP and AFT to build national support for adjunct equity, academic freedom and strong contracts for all workers in the academic industry.

This New Caucus slate platform continues a proud tradition of principled advocacy for racial, economic and educational justice for PSC members and our students, and for public higher education in New York and nationally. In our legislative advocacy, our budget campaigns and our fight to improve our contract and enforce the provisions we have won, we prioritize member engagement, coalition-building and the participation of PSC members in the struggles to make CUNY work for us, its workers and for the working people of New York.

Admin power grab

Continued from page 2

for various reasons, and sometimes those courses are necessary for a degree program."

MORE HIERARCHY

Penny Lewis, PSC secretary and former department chair, noted that the proposed bylaw changes ignore the careful, detailed work that chairs perform in their position closest to their program's students and faculty. "Despite assuring us that its intention is to describe shared governance, the language of these proposals creates a hierarchy where deans, far from the ground, set the terms for hiring and scheduling – core department functions." She added, "The elaboration of the dean role would inevitably direct more resources

and hiring toward these non-faculty titles, in line with the destructive national trend of a corporate model of staffing universities with deans and dean-lets at the expense of full-time faculty and skilled staff."

John Verzani, chair of the CUNY University Faculty Senate, said it was too early for the governing body to take a position on the matter. But Verzani, a professor of mathematics at the College of Staten Island, said of the proposals, "I personally hope much will be changed, if not just dropped altogether, as I have reservations about most of the substantive changes, particularly where it seemingly takes some academic judgements out of the department and places them into the administration."

NEW CAUCUS SLATE FOR 2024 PSC ELECTION

JAMES DAVIS, CANDIDATE FOR PSC PRESIDENT

James Davis, Professor of English at Brooklyn College, has served as PSC President since his election in 2021. He holds elected leadership positions in the AFT, NYSUT, and the Municipal Labor Committee and chairs the PSC-CUNY Welfare Fund trustees. As the COVID-19 pandemic extended beyond year one, he led the PSC's impact bargaining with the CUNY administration, including the struggle for a coherent vaccine policy and the rollover of unused travel funds. During his first term, the PSC revived its membership campaign and gained hundreds of new members after a pandemic-era decline. He has advocated consistently for preserving municipal retiree access to traditional Medicare and engaged PSC members in that fight. In collaboration with coalition partners in the CUNY Rising Alliance, the PSC brought new state funding into the University, including millions of dollars to hire full-time faculty, and prevented the worst of the Mayoral cuts to CUNY.

As President, he has used his platform to advocate for educational quality and accessibility, racial and economic justice, and professional respect and job security on our campuses. The union's legislative and electoral efforts have been energized by PSC member participation during his first term. Working with the Executive Council, he coordinated an inclusive process for engaging members in every title to develop an ambitious bargaining agenda for the next contract and prepared the union's negotiations committee for bargaining. The Campus Action Teams that animate the union's contract campaign grew from the deliberate collaboration of Chapter Chairs and the Executive Council. He has attended chapter meetings at every senior and community college and remains committed to engaging union members as the fights continue for a just contract and a New Deal for CUNY. A devoted teacher and scholar, he has published widely on American literature and received Brooklyn College's Excellence in Teaching Award.

JENNIFER GABOURY, CANDIDATE FOR PSC FIRST VICE PRESIDENT

Jennifer Gaboury is a Lecturer on an adjunct conversion line in the Department of Women and Gender Studies at Hunter College. She teaches courses related to politics, gender, and sexualities and is working on a book on bathrooms, sharing intimate public space, and forging stronger commitments to public institutions. She has served on the boards of CLAGS, the Alternatives to Marriage Project, and currently sits on the steering committee for NYC Opt Out. She previously worked at Human Rights Watch.

Jen has been involved with the PSC since 2003, where she organized with the Adjunct Project and joined the Legislative Committee. She currently serves as Hunter College's Chapter Chair and is the Interim VP for Senior Colleges, in addition to serving on the Executive Council, Legislative Committee, and our Bargaining Committee.

As someone serving on a union-won adjunct conversion line, Jen is deeply committed to winning more dedicated adjunct conversion lines and expanding our "Hire From Within" Campaign. She has long been involved with the CUNY Rising Alliance and, if elected, looks forward to building a strong advocacy community among our largest constituency: CUNY alumni! Jen helped develop our "district captain" program, where members serve as the conduit between our elected reps and members in their city, state, and/or federal election districts; and she looks forward to growing this network. She's been deeply involved with our state funding efforts tied to a New Deal for CUNY and is a champion of making CUNY tuition-free (again!) for in-state undergrads. Jen has pledged to give the people what they want: an online PSC and CUNY Rising swag store.



FELICIA WHARTON, CANDIDATE FOR PSC TREASURER

Felicia Wharton serves as the PSC Treasurer and is a Doctoral Lecturer at the Brooklyn Educational Opportunity Center (BEOC), administered by the New York City College of Technology. In her three years as Treasurer, she has demonstrated a commitment to accurately accounting for all union funds, coordinating budget development, ensuring compliance, and safeguarding the union's assets. Felicia is a PSC-CUNY Welfare Fund Trustee, NYSUT Board member, AFT Civil Human Rights Committee member, and PSC Teacher Education Representative. To address issues in teacher education, Felicia, working with David Gerwin of Queens College, established the PSC Teacher Education Working Group (TEWG) to unify, support, and develop a solid teacher-educator network across CUNY. Members of TEWG have provided input in state-level discussions and comment periods, such as edTPA, and have been appointed to NYSUT committees to address various issues in education. Felicia has a long record of advocacy for the Educational Opportunity Centers (EOCs), highlighting issues faculty and staff face daily, and continues to improve the working conditions for this group of PSC members. Felicia is a CUNY graduate with a PhD in Urban Education from the Graduate Center, a Master's in Pure Mathematics from Hunter College, and, recently, a Master's in Higher Education Administration from Baruch College. Felicia is a native of Barbados, a small island in the Caribbean, and a cricket fan. She has a vast eyewear collection and loves wearing bright colors year-round. She is honored to be running for Treasurer on the New Caucus slate.



ANDREA VÁSQUEZ, CANDIDATE FOR PSC SECRETARY

Andrea Vásquez is the PSC First Vice President, running for the position of PSC Secretary. A Brooklyn native, Andrea attended NYC public schools and earned her BA from Hunter College. She is Associate Director at the Graduate Center's American Social History Project/Center for Media and Learning and has been active in the PSC since 2000, when she moved from an RF line into the HEO series. Before becoming First VP, she was a Delegate, then HEO Chapter Chair where she focused on building new leadership and on contract enforcement, after the PSC won the HEO Salary Differential and improvements to reclassification. As Secretary, Andrea will continue to focus on a New Deal for CUNY, increasing membership and engaging in coalition work with other unions and organizations, including the CUNY Rising Alliance.

Driven by her passion to win a just contract for all, as we also fight for the quality education our students deserve, Andrea has served on the contract negotiations team since 2010. She understands the significance of the major structural and economic advances that the PSC has won for and with members, and she is committed to securing a contract that strengthens and improves upon those victories. Andrea has spent years fighting for the best possible budgets for funding CUNY and the best possible contracts for members. Facing management at the bargaining table, building alliances with Albany legislators, speaking at PSC events and meetings, demonstrating in the streets of our city, engaging in civil disobedience, and conducting surveys are all components of our campaigns. She looks forward to continuing this work for #A PeoplesCUNY, alongside PSC members.



PENNY LEWIS, CANDIDATE FOR PSC VP OF SENIOR COLLEGES

Penny Lewis has been active in the PSC since her time as a Sociology Doctoral Student at the CUNY Graduate Center, through serving as a Teaching Fellow at John Jay, Adjunct at Queens, Instructor at BMCC, and in her current position as Professor of Labor Studies at the



CUNY School of Labor and Urban Studies. In positions such as former VP for Senior Colleges and currently PSC Secretary, Penny has helped develop union strategy and lead numerous initiatives, by collaborating with member leaders and external allies and supporting and building chapter and organizational strength. If elected as VP of Senior Colleges, Penny will continue to support Campus Action Teams and other forms of cross-title solidarity, and work with chapters to gain greater research support for faculty.

MICHAEL BATSON, CANDIDATE FOR PSC SENIOR COLLEGE OFFICER

Michael Batson has worked at CUNY for 23 years, the first 17 as an Adjunct Lecturer and the past six as a Lecturer. He began attending chapter meetings at CSI in 2004 and was hired as the CSI Campus Adjunct Liaison in 2007. He was first elected to the Executive Council in 2009. He is currently serving on his third Bargaining Committee and has played a role in every major event the union has undertaken since 2009. Among the noteworthy roles he has played in union campaigns were: serving on the Adjunct Healthcare Committee that achieved the transitioning of adjuncts on to the city healthcare, taking the lead on his campus in organizing the "Yes" vote for Strike Authorization in 2016, working as the Part-Time Liaison, by signing up new members and informing adjuncts about the need to sign up for their pensions prior to the transition to Tier VI, and working with the local CSI Chapter to build a well-functioning and robust chapter with engaged delegates. Michael is excited to be running for re-election as a Senior College Officer.



STUART DAVIS, CANDIDATE FOR PSC SENIOR COLLEGE OFFICER

Stuart Davis is Assistant Professor of Communication Studies at Baruch College, where he has also served as the Chapter Chair since 2022 and Vice Chair from 2019-2022. He is currently Co-Chair of the PSC One-on-One Conversations Committee and an active member of the International Committee and Academic Freedom Committee. His union interests range from building robust local chapters to promoting anti-imperialist labor activism on the global stage. His work in the PSC earned him a spot on the *City and State* "Labor 40 Under 40" power list in 2021. ([tinyurl.com/city-and-state-2021-power-list](https://www.tinyurl.com/city-and-state-2021-power-list)) In 2018-2019 he participated in the PSC's Next Generation Leadership Training Program. He is currently a member of the New Caucus Governing Board and Coordinating Committee. Stuart is proud to be running for Senior College Officer on the New Caucus slate.



SUSAN KANG, CANDIDATE FOR PSC SENIOR COLLEGE OFFICER

Susan Kang is an Associate Professor of Political Science at John Jay College, where she has worked since 2008. She served as a Senior College Officer with the PSC from 2021-2024. During her time in the union, she has served as a member of the John Jay College Executive Committee, served as a Department rep, participated in earlier Contract and Strike authorization campaigns, and participated in the Legislative Committee's endorsement decisions. In addition, Susan has participated in lobbying both local and Albany lawmakers to secure greater funding for CUNY. In 2022-2023, she served as a Coordinator Liaison (with Geoffrey Kurtz) for the CUNY Rising Alliance. In addition, she attended the 2022 NYSUT Representative Assembly, where PSC members successfully promoted NYSUT's endorsement of the NY Build Public Renewables Act (later passed by the state legislature in 2023). Susan also has experience with canvassing and volunteering for progressive and insurgent electoral campaigns.



NEW CAUCUS SLATE FOR 2024 PSC ELECTION

Continued from page 9

KATHLEEN OFFENHOLLEY, CANDIDATE FOR PSC VP OF COMMUNITY COLLEGES

Kathleen Offenholley has been active in the PSC since she first started at BMCC in 2008. She became Secretary of the BMCC PSC chapter in 2013, and went on to serve as Vice Chair and, in 2019, Chapter Chair. In the fight for our previous contract, she participated in getting members to vote in the Strike Authorization campaign, and in marches and sit-ins. She participated in civil disobedience to get a good contract in front of CUNY Central. On the BMCC campus, she has helped organize grade-ins, tabling, marches to the BMCC President's office, and participation in rallies at nearby City Hall. BMCC's "Wear Red for Higher Ed" tabling last year was particularly successful in bringing people together and creating space for community and solidarity during an immensely difficult time. Union-wide, she serves as Chair of the Elections Committee. She also participates regularly in one-on-one phone banking and Hustle text messaging, along with union actions and Board of Trustees meetings. Kathleen is ready to take on the opportunities and challenges that the VP of Community Colleges will bring.



SHARON PERSINGER, CANDIDATE FOR PSC COMMUNITY COLLEGE OFFICER

Sharon Persinger is an Associate Professor of Mathematics and Computer Science at Bronx Community College. In her previous role as Chapter Chair, she worked to improve health and safety at the college, fought to gain pay for the 15th week of the semester for adjuncts, and supported the struggles of unionized workers on campus and in the Bronx. She served as PSC Treasurer for six years, chairing the Finance Committee that takes first action on the proposed PSC budget and making regular financial reports to the Executive Council and Delegate Assembly. Currently she is a University-Wide Officer on the Executive Council and serves on the Bargaining Committee. She has been nominated to serve on the New Caucus slate as Community College Officer.



EMILY SCHNEE, CANDIDATE FOR PSC COMMUNITY COLLEGE OFFICER

Emily Schnee is a Professor of English at Kingsborough Community College, where she has taught Developmental English, Composition, and Literature classes since 2008. Prior to becoming part of the full-time faculty, she received her PhD in Urban Education from the CUNY Graduate Center and worked as an Adjunct Instructor, Graduate Assistant, and Instructor in Adult Education programs at various CUNY campuses. Her research focuses on questions of justice and equity in community college education and has been published in the *Community College Journal of Research and Practice*, *Community College Review*, *Radical Teacher*, *Teachers College Record*, and other journals. Emily has been active in the PSC for the past decade and is honored to have been nominated to serve on the New Caucus slate as a Community College Officer.



YOUNGMIN SEO, CANDIDATE FOR PSC COMMUNITY COLLEGE OFFICER

Youngmin Seo is an Adjunct Lecturer in the Social Science Department at LaGuardia Community College and Borough of Manhattan Community College. He has a Master's in Anthropology



from City College and an ABD in Anthropology at the CUNY Graduate Center. He has taught at several CUNY campuses, including LaGuardia, Lehman, Kingsborough, and BMCC. Youngmin has been the LaGuardia PSC Delegate and the LaGuardia PSC Adjunct liaison since 2016. He has also served on the LaGuardia chapter as an executive committee member. He is a University Wide-Officer since 2021 and a member of the current PSC Bargaining Committee since 2023. Youngmin has been actively engaged in many PSC initiatives, including civil disobediences, rallies, door knocking campaigns, phone banking, and the 7K committee. He is an active member of two standing PSC committees: Anti-Racism committee and One-on-One Conversations Committee. He is honored to be nominated to serve on the New Caucus slate as a Community College Officer.

LAWRENCE BOSKET, CANDIDATE FOR PSC VP OF CROSS-CAMPUS UNITS

Lawrence Bosket has had a long and varied connection with Brooklyn College. It began in Fall 1997, when he entered the Adult Degree Program to pursue a Dual-BA degree in Sociology and Political Science. After completing his degrees, he pursued MA degrees within the Political Science and History Departments. During this period, he began working as a CUNYCAP in the Office of Undergraduate Admissions. He would subsequently go on to become an Assistant to HEO, when he was hired in 2005 to become the Transfer Admission Counselor and eventually Assistant Director of Undergraduate Admissions in 2017. His connection with Brooklyn College also included a stint as an Adjunct Lecturer at Brooklyn College from 2006 through 2013. He has been a HEO Delegate since 2016 and was elected as a University-Wide Officer on the Executive Council in 2021. His background as a student, College Assistant, Adjunct, HEO, and Delegate has given him a unique and personal insight into the concerns that our members face. Lawrence is thrilled to be nominated for the VP of Cross-Campus Units on the New Caucus slate.



ZEE DEMPSTER, CANDIDATE FOR PSC CROSS-CAMPUS OFFICER

Zee Dempster serves as a HEO Delegate for the Graduate Center, where she is the Assistant Director of the Institute for Research on the African Diaspora in the Americas and the Caribbean, (IRADAC) and Assistant Coordinator for the Africana Studies Certificate Program (AFCP). An active member at the Graduate Center, she serves on the HEO Steering Committee, where she created the GC HEO Office Hours. Her strength as a PSC member is exemplified through her one-on-one contact with members. Working as an on-campus HEO Advisor and on the GC HEO Labor-Management Committee allows her to show members how to use the contract to empower themselves. In addition, she participates with the Environmental Health and Safety Watchdogs; she represented the PSC on the GC Reactivation Committee during the pandemic; and she is a Trustee of the PSC-CUNY Welfare Fund. She is honored to be nominated for the position of Cross-Campus Officer on the New Caucus slate.



LUCY MCINTYRE, CANDIDATE FOR PSC CROSS-CAMPUS OFFICER

Lucy McIntyre is a HEO from the CUNY Central Office where she is the Interim Deputy Director/ Compliance Officer for the Office of Student Financial Assistance, which assists the 25 CUNY Financial Aid offices with the awarding and disbursement of over a billion dollars



annually in Financial Aid. She earned a BA in Psychology from St. Francis College and a MPA from CUNY's John Jay College. Lucy has worked in student financial aid for over 27 years and has served on many university, state, and national committees for student funding. Lucy has been active in the PSC for two decades in many roles: Delegate, PSC Leadership Program participant, Chapter Co-Chair, Chapter Chair, Executive Council member, and recently voted onto the Bargaining Committee. She has spent countless hours in Albany lobbying for CUNY funding, TAP Gap restoration, and student support for higher education. Lucy has been nominated to serve on the New Caucus slate as a Cross-Campus Officer.

ZENO WOOD, CANDIDATE FOR PSC CROSS-CAMPUS OFFICER

Zeno Wood is a Chief CLT at Brooklyn College, where he has served as the piano technician for the Conservatory of Music since 2007. He has also taught classes as an Adjunct Instructor. He has been active with the union for many years, particularly focused on fighting for CLT rights and representation both at the local and CUNY-wide levels. In earlier incarnations, Zeno has been a New York City music teacher, truck driver, and Central America anti-war organizer. He is honored to be nominated as Cross-Campus Officer on the New Caucus slate.



LUKE ELLIOTT-NEGRI, CANDIDATE FOR PSC UNIVERSITY-WIDE OFFICER

Luke Elliott-Negri is running for re-election as a University-Wide Officer. Over the past decade, he has played many roles in the PSC, including the CUNY Graduate Center Chapter Chair, the Legislative Representative, and Bargaining Committee member. Luke earned his PhD from the CUNY Graduate Center and is an Adjunct Assistant Professor at the School of Labor and Urban Studies. He has published studies on labor, politics, and social movements in journals such as *Social Problems*, *Socius*, *New Labor Forum*, and *Social Movement Studies*.



RULISA GALLOWAY-PERRY, CANDIDATE FOR PSC UNIVERSITY WIDE-OFFICER

Rulisa Galloway-Perry is a Higher Education Officer at John Jay College of Criminal Justice. She currently serves as a HEO Delegate and Co-Chair for the cross-campus HEO Chapter, which represents about 5,000 HEOs across CUNY. Since becoming a Delegate, she has also served as a NYSUT and AFT Delegate, member of the Health and Safety Committee, Legislative Committee, Environmental Justice Working Group, and the Anti-Racism Committee, where she has been a member and Co-Chair. Previously, Rulisa was a HEO Grievance Counselor and HEO Advisor, from 2018-2022. Her first union-elected position was as a Welfare Fund representative on the John Jay faculty chapter Executive Committee.



Rulisa has worked in the Bursar's Office, Graduate Studies & Research, Office of the President, and currently the Department of Africana Studies. Twenty-three of her 33 years at CUNY have been as a HEO. Her passion for advocating for students and colleagues at CUNY gives her a sense of purpose, which is why she loves her job. Rulisa is proud to run for University-Wide Officer on the New Caucus slate.

NEW CAUCUS SLATE FOR 2024 PSC ELECTION

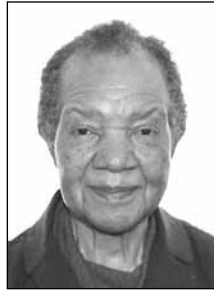
DAVID GERWIN, CANDIDATE FOR PSC UNIVERSITY-WIDE OFFICER

David Gerwin is Professor of Social Studies Education and also Chair of the Secondary Education Department at Queens College, where he has taught since 1997. He earned a PhD in American History and an MA in Teaching Social Studies. In 2013 New York State adopted harsh teacher certification tests as part of federal "Race to the Top" policies. While CUNY went along, the PSC stood up and supported faculty in pushing back on NYS certification policies. Drawn into the union as a result of this struggle, he joined the Queens College EC in 2014, as well as the PSC Leadership Development Program. He served as acting QC Chapter Chair in 2016 during the Strike Authorization Vote, and remained Chapter Chair at Queens through the pandemic until becoming Secondary Education Department Chair in 2022. He remains active in the union as a QC Delegate and along with PSC Treasurer Felicia Wharton, he is Co-Chair of the cross-campus PSC CUNY Teacher Education Working Group. He also collaborates with a similar task force within the UUP. He is thrilled to be running for University-Wide Officer on the New Caucus slate.



MARVA LILLY, CANDIDATE FOR PSC RETIREE REPRESENTATIVE

Marva Lilly is a HEO Retiree from John Jay College, where she worked as a Program Coordinator in the Continuing Education Office of Special Programs and Affirmative Action Assistant in the Office of Compliance and Diversity. She served as Treasurer of the HEO Chapter for three years. Marva received her BBA degree in Marketing and Management from Pace University. Marva has been active in the PSC and Retiree Chapter for the past 11 years. She served a three-year term as Secretary and was active on the Social Safety Net Committee presenting workshops to NYSUT statewide audiences and community groups on the benefits of saving Social Security. She has served on the PSC Executive Council for the past three years, where she participated in lobbying in Albany, attended many rallies, and participated in NYSUT Retiree Council meetings. Marva has also participated in many one-on-one phone banking sessions, and the Retiree Chapter Membership Drive, and recently attended four bargaining sessions working on a new PSC-CUNY contract. Marva is running for a second term as a Retiree Representative.



RÉMYSELL SALAS, CANDIDATE FOR PSC PART-TIME PERSONNEL OFFICER

Rémy Salas is an Adjunct Lecturer in the Department of Ethnic and Race Studies at Borough of Manhattan Community College (BMCC), where his commitment to civic engagement and advocacy shines through his work. He also plays a crucial role in the Bronx Political Action Committee, which focuses on revitalizing political support at both local and city levels. In 2021-2022, he led the CUNY Rising Alliance, a coalition comprised of labor unions, student bodies, and social justice organizations. Their collective mission was to champion a comprehensive New Deal for CUNY, advocating for a free and accessible education within the City University of New York system. He serves as a director at the Raben Group's Issue Campaigns and Movements Practice. Leveraging his expertise in coalition building, strategic planning, public policy, government relations, and community development, he continues to drive impactful change in various spheres. In addition to his professional endeavors, he is the democratic district leader for the 80th assembly district. Rémy has been nominated to serve on the New Caucus slate as a Part-Time Personnel Officer.



HEATHER B. JAMES, CANDIDATE FOR PSC UNIVERSITY-WIDE OFFICER

Heather B. James is Assistant Professor of Political Science at Borough of Manhattan Community College (BMCC), where she serves in chapter leadership, participates in Membership campaigns and VOTE-COPE drives, and has supported forums for adjunct faculty members. She also participates extensively in PSC's legislative and electoral efforts. Her work helped shape our fledgling City Budget Campaign into a fully operational lobbying effort and brought community college chapter leaders, as well as HEOs and CLTs, closer to our city budget work. Currently, she is the Chair of the Legislation Committee and serves as the PSC's Legislative Representative. Before arriving at CUNY, she was a Graduate Researcher focused on women's campaigns and helped run political leadership training programs for young women. She's also worked on several grassroots campaigns and as a part of advocacy coalitions. Her teaching focuses on New York City politics and American Government. She also serves as the Campus Liaison for a CUNY-wide public service internship program. Heather is running for University-Wide Officer on the New Caucus slate.



NANCY ROMER, CANDIDATE FOR PSC RETIREE REPRESENTATIVE

As a lifelong union activist, Nancy is honored to run again for the PSC Executive Council representing retirees. After 42 years as Professor of Psychology at Brooklyn College, Nancy retired and has been doing union and climate justice work. She co-leads the PSC Environmental Justice Working Group, has been active in the Medicare (dis) Advantage struggle, and worked on climate and retiree demands in the contract. Nancy supports the broadest member participation to build the union's powerhouse and will work to advance member power and real results throughout her service to you and the PSC. The present contract struggle is central to our future as university professionals and to CUNY's success as an urban university and method of transformation of hundreds of thousands of working-class New Yorkers. Our militant fight-back and unity are critical right now for ourselves, our University, our students, and our city.



CLAUDIA SHACTER-DECHABERT, CANDIDATE FOR PSC PART-TIME PERSONNEL OFFICER

Claudia Shacter-deChabert is an Adjunct Lecturer at the School of Labor and Urban Studies, where she regularly teaches classes in contract administration, leadership, and current issues in the labor movement. She has been a Delegate from the GC Chapter since the Spring of 2020 and has been on the Executive Council since the Spring of 2023. She currently serves on the PSC Bargaining Committee. Among her accomplishments, Claudia has helped to grow the Committee of Adjuncts and Part-Timers, participated in one-on-one calling and Hustle campaigns, and initiated advocacy training and workshops. She has been part of the SLU Labor-Management Committee and has also participated in lobbying efforts in Albany and NYC. Claudia has been nominated to serve on the New Caucus slate as Part-Time Personnel Officer.



JUSTYNA JAGIELNICKA, CANDIDATE FOR PSC UNIVERSITY-WIDE OFFICER

Justyna Jagielnicka graduated with both BA and MA degrees from John Jay College of Criminal Justice. She is a New York State licensed Mental Health Counselor, currently employed as a College Discovery Program Counselor at BMCC. Justyna is a social justice advocate and a PSC activist; she's been a member of the PSC BMCC Executive Committee since she was elected as HEO Delegate in 2016. Justyna joined the PSC Legislative Committee the same year she was elected as HEO Delegate. Since then, she has been appointed as a NYSUT PAC Coordinator, which gave her the opportunity to volunteer on political campaigns and lead endorsement interviews for candidates running for city and state office. She has represented the PSC at the WFP endorsement interviews and participated in countless actions in Albany and on the streets of NYC. Justyna has testified in hearings to ensure proper funding to CUNY. As an immigrant woman, Justyna has fought hard to have a voice as a CUNY professional and a HEO. She is excited to be running for PSC University-Wide Officer on the New Caucus slate.



LYNNE TURNER, CANDIDATE FOR PSC VP FOR PART-TIME PERSONNEL

Lynne is honored to run for reelection as VP for Part-Time Personnel. Lynne teaches Labor Studies at the School of Labor and Urban Studies and Sociology at LaGuardia Community College. She has worked in three part-time titles at CUNY: as a Teaching Adjunct, Non-Teaching Adjunct, and contingently funded Graduate Worker. On the Executive Council, she contributes to strategy development, works collaboratively to build the strength of the Committee for Adjuncts and Part-Timers, and serves on the Bargaining Committee. Lynne was Graduate Center Chapter Chair during the pandemic and has taken on many PSC activist roles. Prior to graduate studies, Lynne was a long-term organizing director, researcher, and educator in labor and labor-community organizations, as well as a global justice and anti-war activist. For the past decade, she has been a volunteer instructor for the UALE Northeast Summer Schools for Union Women. Lynne is committed to building the power of our union to win a just contract for #APeoplesCUNY, full CUNY funding, safe conditions at work, building leadership and participation within our union, and to end the two-tiered conditions of work for Adjuncts and Part-Timers.



PAMELA STEMBERG, CANDIDATE FOR PSC PART-TIME PERSONNEL OFFICER

Pamela Stemberg, an Adjunct Assistant Professor in English at the City College of New York and Hostos Community College, is a dedicated advocate for education, labor rights, and environmental awareness. Serving as Co-Chair of the City College Chapter and a Part-Time Personnel Officer on the PSC Executive Council, she champions fairness and equity for faculty and staff across the CUNY system. Her commitment to community engagement is highlighted by her recent appointment to the City College Campus Engagement Network Governance Council, where she focuses on developing projects that connect the campus with the broader Harlem community.



Pam also co-directs the Sustainability Public Service Announcement Project, blending academic insight with environmental activism, significantly impacting students by elevating climate change awareness. Her educational path is marked by an MFA in Creative Non-fiction from City College and current studies in Digital Humanities at the Graduate Center, reflecting her broad scholarly interests. She passionately supports making higher education more accessible and equitable, championing initiatives like a New Deal for CUNY. As a member of the PSC Anti-Bullying Committee, she fosters an inclusive, supportive academic environment.



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Last days of the budget

As this newspaper arrives in your mailbox, the state legislature will be finalizing the state budget. PSC officers, staff and members have been to Albany several times to make their voices heard. It is now the end of the budget season. If you haven't called your senator or assembly member to demand that they fund public higher education, now is the time to do so. Every little push matters, in increasing CUNY funding and hiring more full-time faculty and staff.

NYSUT, AFT, AAUP delegate nominees

The nominees for delegates to the NYSUT and AFT conventions are:

Alia Tyner-Mullings; Humanities/
Social Science, Guttman Community
College

Amy Jeu; Geography &
Environmental Science, Hunter
College

Andrea Vásquez; Center for Media,
The Graduate Center

Anselma Rodriguez; Graduate Center
for Worker Education, Brooklyn
College

Barbara Bowen; English, Queens
College

Boyda Johnstone; English, BMCC
Cecelia McCall; Retiree

Claudia Shacter-deChabert; Labor
Studies, School of Labor and Urban
Studies

David Gerwin; Secondary Education &
Youth Services, Queens College

Dominic Wetzel; Behavioral
Sciences, Kingsborough Community
College

Elizabeth Mazzola; English, City
College

Emily Schnee; English,
Kingsborough Community College

Esther Llamas; Student Success and
Enrollment Management, Medgar
Evers College

Felicia Wharton; Academic Affairs,
BEOC/City Tech

Geoffrey Kurtz; Social Sciences,
BMCC

Gerald Markowitz; Interdisciplinary
Studies, John Jay College

Glenn Kissack; Retiree

Hara Bastas; Social Science/
Sociology, LaGuardia Community
College

Harold Forsythe; History, City
College

Hemalatha Navaratne; Geography,
BMCC

Hillary Miller; English, Queens College

Holly Clarke; Public Management,
John Jay College

Howard Meltzer; Music & Art, BMCC

James Davis; English, Brooklyn
College

Janet Winter; Enrollment
Management, John Jay College

Jeanette Batiz; Biological Sciences,
Bronx Community College

Jennifer Gaboury; Women & Gender
Studies, Hunter College

John Gallagher; IT, BMCC

John Pittman; Philosophy, John Jay
College

Jonathan Cope; Library, College of
Staten Island

Julie Hegner; Registrar, Brooklyn
College

Justyna Jagielnicka; College
Discovery Program/Student Affairs,
BMCC

Keith Okrosy; Career Center, Hunter
College

Kevin Adams; Student Success,
Medgar Evers College

Laura E. Stephens; Psychology,
Medgar Evers College

Lawrence Bosket; Office of Undergrad-
uate Admissions, Brooklyn College

Luke Elliott-Negri; Labor Studies, GC/
School of Labor and Urban Studies

Lynne Turner; Sociology & Labor
Studies, LaGuardia Community
College & School of Labor and
Urban Studies

Marcia Newfield; Retiree

Marva Lilly; Retiree

Maudry-Beverley Lashley;
Psychology, Medgar Evers College

Michael Batson; History, College of
Staten Island

Michael Spear; History, Philosophy
and Political Science, Kingsborough
Community College

Nancy Romer; Retiree

Nivedita Majumdar; English, John
Jay College

Pamela Stenberg; English, City
College

Penny Lewis; Labor Studies, School
of Labor and Urban Studies

Peter Bratsis; Liberal Studies, The
Graduate Center

Rebecca Smart; Social Sciences,
BMCC

Robert Cermele; Retiree

Rulisa Galloway-Perry; Africana
Studies, John Jay College

Samir Sonti; Urban Studies, School
of Labor and Urban Studies

Shakia Brown; Office of Academic
Affairs, John Jay College

Sharon Persinger; Math & Computer
Science, Bronx Community College

Sharon Utakis; English, Bronx
Community College

Stuart Davis; Communication
Studies, Baruch College

Susan DiRaimo; English, City College

Susan Kang; Political Science, John
Jay College

Veronica Ordaz; Stone Center, The
Graduate Center

Youngmin Seo; Social Science,
LaGuardia Community College

The nominees for delegates to the AAUP are:

James Davis; English, Brooklyn College

Nivedita Majumdar; English, John Jay College

Victoria A. Chevalier; English, Medgar Evers College

Roxanne Shirazi; Library, The Graduate Center