

CAMPAIGN  
OF  
OUTRAGE !

# The Issue

Five CUNY campuses shortchanging adjuncts (and full-time faculty teaching overloads under adjunct titles) one hour's pay each semester.

FOR EXAMPLE :

For a common 3-credit course most campuses pay:

**3 hours per week X 15 weeks per semester**

**(including finals week) = 45 total hours**

BUT at five CUNY campuses:

**3 hours per week X 14 weeks = 42 hours**

**plus 2 hours final exam = 44 total hours**

CUNY reasoning for shortchanging:

Adjuncts did not teach for a full three hours during finals week, but only "proctor" final exams for two hours.

# THE COST IS MINIMAL

## Rough Figures

2700 adjuncts at 5 colleges X \$65 per hour = \$175,000

Average of two classes per semester = \$351,000

Approximate Cost to An Individual College = \$40,000

# THE CAMPAIGN

**Goal:** Pressure CUNY administration to change their policy of shortchanging adjuncts one hour's pay each semester.

# THE CAMPAIGN

**Strategies:** Apply pressure to college presidents.

Educate and mobilize faculty and staff.

Affect public opinion and public image.

# THE CAMPAIGN

Tactics: Petition

Stickers

Demonstrations

Media Coverage

# CAMPAIGN OF OUTRAGE!

## Duration

Nine months of focused effort.

# CAMPAIGN OF OUTRAGE!

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Nine months.

## Resources

Personnel: union staff including Communications Coordinator, paid organizers and union activists.



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Printed Materials: petition, stickers, fliers.

April 2007

Dear President Waldron, President Williams, President Springer, President Peruggi, President Marti:

A profound injustice has come to our attention. Baruch College, Bronx Community College, College of Staten Island, Kingsborough Community College, and Queensborough Community College are the five CUNY colleges that do not pay teaching adjuncts for the complete 15-week semester. These administrations claim that adjuncts don't "teach" for three hours but merely "proctor" a final exam for two hours, so they only deserve two hours of pay—not three for finals week. Such a practice ignores the reality that adjuncts work during the 15<sup>th</sup> week and that teaching involves more than standing at the front of a classroom filled with students.

Not only do adjuncts often work *more* during the 15<sup>th</sup> week than the previous 14 weeks—meeting with students to discuss papers and exam preparation, plus grading exams and papers and final conferences, whether or not they give final exams—but also adjunct faculty must be available for consultation that week and to post grades on time. Furthermore, the New York State Education Law specifies 15 hours of instruction to earn one course credit in a semester.

PSC grieved this injustice in 2006, and the case went to arbitration. The arbitrator did not rule on whether an adjunct works during the 15<sup>th</sup> week and, instead, ruled that the five colleges had the right to continue short-changing part-time faculty simply because they had been doing so in the past.

The undersigned believe it is outrageous and unfair that adjuncts at these colleges are not paid their full 15 weeks' wages as are their colleagues at most other CUNY colleges, and we urge you to rectify this injustice by changing your policy immediately. This "nickel and dime" approach is unworthy of a college and leads us to question whether your colleges are truly committed to academic excellence.

<u>Name</u>	<u>Email</u>	<u>Title (Faculty/Staff/Student)</u>

OUTRAGED!

OUTRAGED!

OUTRAGED!

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OUTRAGED!

OUTRAGED!

# OUTRAGED!

**PAY ADJUNCTS FOR THE WHOLE SEMESTER.  
IT'S TIME TO RIGHT A WRONG  
PAST PRACTICE IS NO EXCUSE FOR EXPLOITATION**

## **The Five Exploiting CUNY Colleges Are:**

**Baruch College**

**Bronx  
Community  
College**

**College of  
Staten Island**

**Kingsborough  
Community  
College**

**Queensborough  
Community  
College**

These five colleges have been short-changing adjuncts for years—paying them less than the 15 weeks or the full 45 hours for the semester. These **EXPLOITING FIVE** pay for only 44 hours (KCC pays 44.4 hours) claiming that adjuncts don't teach the full 3 hours during finals week. The administrations claim adjuncts don't "teach" for three hours, they merely "proctor" a final exam for two hours, so they only deserve two hours of pay—not three for that final week. Any of us can tell you, we work the whole semester (often more so during finals week meeting with students, grading papers and final exams).

Such treatment from any CUNY administration of their faculty is **OUTRAGEOUS** and cannot be sanctioned by our silence and our inactivity any longer.

Legal avenues open to the Professional Staff Congress to rectify this practice have led nowhere. Grievance and arbitration decisions have all gone against the union. Now it is time to take this issue to the members. It is time to let everyone know about this unfair practice.

Many adjuncts on these campuses do not even know that they are being cheated. Other faculty and staff certainly do not know. Full-timers who teach overloads (as adjuncts) on these campuses are being cheated too. Now you know.

What can you do? First, talk to your colleagues and spread the word. Second, sign this letter petition to the presidents of the five colleges and the Chancellor. Ask other faculty and staff members, even students, to sign it as well. If we know this is happening, and we remain silent and inactive, we should be ashamed of ourselves.

CUNY administration should certainly be ashamed at the way they are disrespecting their faculty and the teaching profession with their penny-pinching practices. They should change these practices now.

NYC's higher education union



Professional Staff Congress

# CAMPAIGN OF OUTRAGE!

## Duration

Nine months.

## Resources

Personnel: union staff including Communications Coordinator, paid organizers and union activists.

Printed Materials: petition, stickers, fliers.

Newspapers: PSC, DC-37, NYSUT, AFT.

## Five colleges shortchange adjuncts

By DIANE MENNA  
PSC Executive Council

You are a victim of "workload creep." Almost every one of us at CUNY—full time or part time, faculty or staff—is doing more work for less pay. This exploitation takes many forms: more administrative duties, piled onto full-time faculty without more reassigned time; meetings and student conferences for part-time faculty without any pay; HECs pressed to work longer and longer hours without compensation.

One of the more outrageous and silent forms of workload creep affects faculty on five campuses: Baruch, Bronx Community College, College of Staten Island, Kingsborough and Queensborough Community Colleges. These five CUNY colleges pay their adjuncts less than the other 12 colleges for the same amount of work each semester—at least one hour less (or, at Kingsborough, 3/8 of an hour less). Full-time faculty who teach an equivalent course at these five colleges are shortchanged in the same fashion.

### WORKLOAD CREEP

Call it "workload creep" or "pay check shrinkage"; the result is much the same—the same amount of work receives less pay. It is silent because it is mostly unknown—yet only to faculty and staff at other col-

leges, but to the very faculty who are affected, it is silent also because we do not speak out against it.

"I was shocked that the University would be that chunky," said Harry Casen, an adjunct at the College of Staten Island. "I can see that they might make a mistake, but to defend a practice that is so unfair to those who teach and work on the side of the University is unbelievable."

"CUNY's defense of five of its schools that shortchange adjuncts is outrageous, to say the least," commented Marcia Newfeld, PSC vice president for part-time personnel. "Will CUNY's next subway ad be a boast about how much they got out of their employees, while giving so little?"

Why do these five colleges pay less for courses taught under adjunct titles? Throughout most of CUNY, adjuncts are paid 36 hours a semester for a three-credit course (three hours per week for 15 weeks). But in 1973, these five colleges started paying only 34 hours (which Kingsborough, under faculty pressure, later increased to 44). Administrators of these five colleges argue that an instructor "cashes" three hours a week for 14 weeks of a semester (totaling 42 hours), but merely "prepares" a two-hour final exam in the 15th week. Therefore, they contend, the college should pay only 34 hours for the semester. (Adjuncts who



Adjunct activists plan strategy for the Campaign of Outrage.

teach a four- or five-hour course are shortchanged even more.)

In an arbitration case decided last year, the University defended its right to give unequal pay for equal work and sought to impose a constricted, bureaucratic definition of what constitutes teaching. "The policy clearly assumes that a teacher is paid only for his or her hours standing in front of the class," said Madeline Pitt, PSC chapter chair at Bronx Community College. "But teaching is far more than that hour in the classroom, as everyone who teaches for a living knows quite well."

### THE BUSIEST WEEK

At the beginning, the union presented extensive evidence that adjuncts do far more than "prepare" during finals week. Preparing and grading exams, helping students prepare to take them, conferring with students over test results and final papers, etc.—all this can take far more time than a teacher's average weekly work the rest of the year. "For most of us, it's the busiest week of the semester," said Pitt. "People go out of their minds trying to get it all done."

But the arbitrator did not rule on

this factual issue. Instead, he found for the colleges based on past practice. Since the policy has been in place for over 30 years and the contract does not specifically define a semester as 15 weeks long, he ruled that these five colleges can continue their practice. The same legal argument of past practice, however, safeguards adjuncts at the other 12 colleges from suddenly receiving less for the same amount of work.

"The arbitrator said management can keep doing it at these five colleges," commented Steve London, the union's first vice president and chair of its contract enforcement committee, "but that doesn't make it right."

"To pay only two hours for that final week is a slap in the face to adjuncts and all that they give to the University," commented London. "And to credit our members this way is a slap at the entire union." CUNY management talks a lot about "the integrated University," London said. "But when it comes to basic labor standards, they want to have it both ways."

"In terms of a college's budget," notes Pitt, "the amount of money it

would take to provide full pay for the 15th week is relatively small. And to give our campus some level of equity with the other 12 colleges would do a lot for adjuncts' morale."

Why, then, has management resisted the idea? "I think it's a power issue," Pitt said. "It's an issue of control."

### PETITION

To end the silence and educate everyone about the issue, the union has launched what organizers call a "Campaign of Outrage." A petition to the presidents of the five offending colleges expressing anger at their policy of shortchanging adjuncts is being circulated across the University and in the community. (See below.) Demonstrations are planned for five days during finals week, one day at each college. (See box at left.) Organizers are also distributing informational fliers—and to spark discussion, they are wearing day-glow stickers that read simply, "Outraged!"

Being informed and speaking out, organizers believe, is the first step in pushing back against "workload creep."

### 15 weeks' pay for 15 weeks' work!

Process to demand that these five colleges stop shortchanging adjuncts will be held on five days during finals week, from 12:00 to 1:30 each day:

- Monday, May 21 — Baruch
- Tuesday, May 22 — Bronx CC
- Wednesday, May 23 — College of Staten Island
- Thursday, May 24 — Kingsborough CC
- Friday, May 25 — Queensborough CC

For more information, call PSC Organizer Sue Li at (212) 354-1252.

# CAMPAIGN OF OUTRAGE!

## Duration

Nine months.

## Resources

Personnel: union staff including Communications Coordinator, paid organizers and union activists.

Printed Materials: petition, stickers, fliers.

Newspapers: PSC, DC-37, NYSUT, AFT.

Electronic Media: This Week in PSC, PSC Website, Email lists, List serves.

# This Week in the PSC

*Your union at work*

**PSC/CUNY**

Professional Staff Congress  
61 Broadway, NYC 10006  
212-354-1252

## In This Issue:

• [Bargaining Resumes Tomorrow](#)

• [Last Week for Open Enrollment on Health Plans](#)

• [Eligibility for PSC Chapter Elections in April](#)

• [Call for Testimony at Higher Ed Commission](#)

• [PSC Members Testify on CUNY Budget](#)

• ["Campaign of Outrage" at Baruch and Bronx CC](#)

**November 26, 2007**

## **Bargaining Tomorrow, What You Can Do Today**

The next bargaining session with CUNY management will be tomorrow, Tuesday, November 27, from 9:30 to 12:30. As pressure on management mounts to make an economic offer in the wake of statewide settlements, the union will press CUNY at this session to resolve a number of outstanding issues. The PSC will be working to advance the bargaining agenda discussed at the mass meeting. You can show your support by attending this negotiating session; please consider attending this critical meeting. To come as an observer, [contact Amanda DeJesus Malgalhaes](#) to sign up.

Even if you cannot attend the session tomorrow, you can show your support. The PSC bargaining team is asking all faculty and staff to wear a blue contract button this week in solidarity with the efforts at the bargaining table. The buttons say "CUNY needs a raise," "CUNY is contingent on us," "Hands off salary steps," "Hands off HEOs" and "Hands off Department Chairs." Get yours today by talking to your chapter chair or [contacting Nick Cruz](#) at the union office.





**PSC/CUNY**

Professional Staff Congress



AFT LOCAL #2334

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**SIGN THE PETITION!**



## **SHAME ON THE CUNY ADMINISTRATION!**

### **PAY ADJUNCTS FOR THE WHOLE SEMESTER OF WORK THAT THEY DO**

Five colleges have been short-changing adjuncts for years -- paying them less than 15 weeks or the 45 hours for the semester. Rallies were held in all five boroughs from May 24-31. (Click [here](#) for photo gallery of rallies.)

Read and sign (online) the petition below

# **CAMPAIGN OF OUTRAGE!**

## **ACTION**

### **STEP ONE:**

**The Petition and Sticker Drive**

# Getting Signatures & Distributing Stickers

## METHODS

Mass Communications: PSC Newspaper Clarion

PSC Website

This Week in PSC

Email Lists and Listservs

Personal Communications: Tabling

Walk Arouds

Meetings and Events

# CAMPAIGN OF OUTRAGE!

## STEP TWO

### Campus Demonstrations and Petition Delivery

Finals Week Spring 2007 May 21-31

Demonstrations at all five offending colleges -- one college each day.

Small contingent deliver petition to college president while others march.



President, Barbara Bowen tells students about "campaign of outrage."

Marcia Newfield, VP for part-timers, presents petitions to Baruch administration.





**Picket line** outside Baruch College's vertical campus.  
"Stop Pinching Pennies!"



Picket line at  
Queensborough  
Community College's  
Language Hall.

"Look who  
is teaching  
at CUNY –  
Adjuncts who  
don't get paid."





Barbara Bowen speaking after she & BXCC Chapter Chair Marianne Pita (r) presented 3,000 petitions to BXCC Labor Designee, Mary Rogan (c).



Ingrid Hughes -- One of many BXCC Adjuncts "Who Don't Get Paid" for 15 weeks work





CUNY'S  
Final Grade =  
"F!"



Cablevision News 12 interviews Marcia Newfield.

# The Chief

Civil Service LEADER

THE CIVIL EMPLOYEES' WEEKLY

## CUNY Adjuncts Want Full Pay in Finals Week

By MEREDITH KOLODNER

Adjunct professors at five City University of New York colleges held a series of rallies last week aimed at convincing administrators to pay them for a full week's work in the final days of the semester.



**BARBARA BOWEN: Stop chiseling adjuncts.**

About 2,000 adjuncts at the five colleges receive a paycheck that is one-third lower than their regular weekly pay for the 15th week of each semester. The last week is traditionally finals week, when exams are given in place of classes. The other 12 colleges in the system pay their adjuncts for the full week. CUNY management says that it is willing to discuss the matter at current contract negotiations.

### 'I'm Getting Cheated'

"This is the busiest time of the year for me," said Gail Graves, an adjunct at Baruch College, one of the five colleges that has the lower-pay policy. "I'm frankly surprised that they do it that way. I am getting cheated, but it doesn't mean I'm not going to grade their exams."

Adjuncts are paid based on the number of class hours they teach. A typical course meets three hours per week, and the pay scale ranges from \$58.14 to \$68.54 per hour. The "hourly" amount takes into account the time spent outside of class to prepare lessons and grade papers and homework. Many adjuncts teach more than one class.

The five colleges base their pay policy on the fact that during the final week, a two-hour exam period usually takes the place of the three hours of classes.

"It profoundly misunderstands the nature of teaching," said PSC President Barbara Bowen.

"Teaching is much more than standing in front of the classroom. They have to grade the exams, write final assessments, meet with students; it's typically one of the heaviest weeks of the semester."

## Higher Education

### PSCers rally for adjunct professors

*NYSUT News Wire - June 5, 2007*



PSC President Barbara Bowen (left) hands another set of petition signatures to the pile Queensborough President Eduardo Marti (right) has already accepted. At center is Prof. Jay Appleman, from the Math Department. Photo by PSC/Pat Arrow.

Chanting "What do we want? Fair pay. When do we want it? Now!" - dozens of adjunct professors joined by full-time faculty and others rallied May 31 outside the office of the president of Kingsborough Community College.



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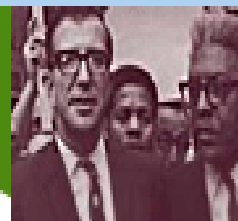
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## Higher Education



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### Adjuncts Ask, "How Cheap Can You Get?"

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Part-time faculty are used to being shortchanged for the many hours they put into teaching outside of class—hours spent preparing for class, advising students, grading papers and so on. But hundreds of part-timers at five colleges in the City University of New York face a special injustice. In the last week of every semester, they are docked an hour of pay per class because the colleges say they are just proctoring exams.

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# BROOKLYN VIEW

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Brooklyn View  
June 4, 2007

## ADJUNCT PROFS PROTEST FOR BETTER TREATMENT

BY MARIANNA HERNANDEZ

Dozens of adjunct professors from Kingsborough Community College (KCC), administrative officers and staff held a rally on the campus for fair pay.

According to protesters, five community colleges have been short-changing adjuncts for years, paying them less than their 15 weeks or the full 45 hours for the semester. Every community college except for KCC pays adjuncts for only 44 hours, while KCC pays for 44.4 hours since adjuncts teach the full three hours during the final week.

Some of the colleges include Baruch College, Queensborough Community College, Bronx Community College and the College of Staten Island.

The salary demands were brought to arbitration in 2003, but the arbitrator ruled that the five colleges had the right to continue paying less because it had been a longtime practice.

"It isn't fair, adjuncts or part timers need to be paid, this short-changing has been going on for years," said Diana Medina, officer for part-time instructional staff.

Administrators say that adjuncts teach for three hours, and proctor a final exam for two hours, so they deserve a two-hour pay. Adjuncts work the entire semester, and during finals week they must work with

students, grade papers and finals.

"This topic has already been discussed in arbitration," Regina Paruggi, president of the college, said.

Despite the arbitrator's decision, the adjuncts said that they decided to bring the issue out to the public.

"Our message is that this is absolutely wrong and it is time for us to bring it out," added Medina.

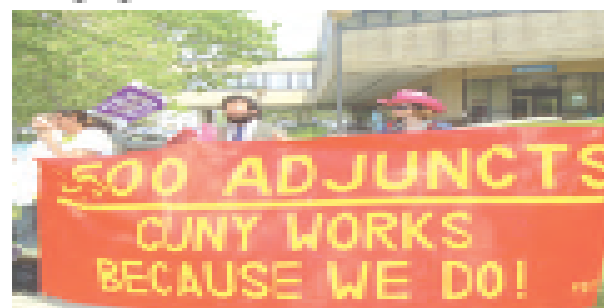
Kingsborough adjunct Bruno Gull, who has been at the college for over six years, said that he is no mind of the "injustice."

"I have been working hard at the college and I do not

get the appreciation that I deserve, I should be able to be paid full," said Gull.

Generally part-time faculty at CUNY (City University of New York) cannot receive unemployment insurance if they are laid off between semesters, under the current law. There are currently over 10,000 adjuncts that teach more than half the courses at CUNY as compared to 2,000 full-timers.

CUNY's Professional Staff Congress has proposed state legislation to extend unemployment benefits to part-time faculty. A petition has also been in progress to the presidents of every college and the CUNY chancellor.



Adjuncts in CUNY schools protest for a pay increase

# Queens Times Ledger May 31, 2007

## QCC profs protest cut in hours paid

By John Tozzi

05/31/2007

Many college professors work harder during the final week of the semester than they do the rest of the year. The week is packed with reading papers, meeting with students and proctoring and grading final exams.

"I do come in during the week," said Karla Rodriguez, an adjunct nursing instructor from Bayside. "I think it's the principle involved, not just the money."

The union representing part-time professors at Queensborough Community College says CUNY is short-changing adjuncts at the school by paying them for only two hours of proctoring in the final week rather than the three hours of teaching they are paid for the first 14 weeks of a semester.

Adjuncts earn anywhere between \$2,500 and \$3,200 per 45-hour course. Losing the hour of payment at the end could cost teachers between \$55 and \$70 per semester - a loss multiplied if professors teach more than one class.

Rodriguez and a handful of other professors - many from other CUNY schools - picketed outside the Queensborough administration building last Thursday with officers from the Professional Staff Congress, the CUNY faculty union. Queensborough employs about 500 adjuncts. Only about a dozen picketers demonstrated.

Of the 17 CUNY colleges, only five cut adjuncts' pay in the final week. (All the other CUNY schools in Queens pay the full rate.) An arbitrator ruling on the union's complaint decided that the schools could continue their past practices, but the union could bring the issue to contract negotiations.

"We're waiting for the union to bring this up in the collective bargaining process," CUNY spokesman Michael Arena said. The current contract with the Professional Staff Congress expires in September.

To the union, the thin paycheck at the end of the semester is just an insult, leaders said.

"We don't feel we should have to negotiate at the bargaining table for something as basic as getting paid for work you do," said Barbara Bowen, the PSC's president. "It's not going to break the bank. It's negligible," she said.

The union members presented petitions signed by 2,000 faculty and students in support of paying adjuncts the full rate for the final week. Queensborough President Eduardo Mart' greeted the protesters and accepted the petitions in person. Bowen said Mart' was the only president at the four colleges picketed who did. Mart' urged the union to take the matter to collective bargaining.

# CAMPAIGN OF OUTRAGE!

## STEP THREE

### Campus Open House Events

July 11, 2007

Admissions Office on three offending campuses hold Open House for incoming freshman and transfer students.

Union presence with banner, placards, stickers and fliers.



# **DID YOU KNOW THAT BARUCH COLLEGE SHORTCHANGES ITS FACULTY?**

**-This and four other CUNY colleges are shortchanging their part-time faculty by not paying them in full for the last week of the semester.**

**-The administration claims that adjuncts don't teach during the last week but merely "proctor" a final exam. In reality this is the busiest week of the year for most faculty.**

**THIS IS AN OUTRAGE!**

**Call Baruch College  
President Kathleen Waldron and tell her to  
change this embarrassing practice now!  
646-312-3310**

# THE LABOR DESIGNEE REFUSES US ENTRY TO THE BUILDING



Adjunct activists brought their “Campaign of Outrage” to open houses held at Bronx, Queensborough and Kingsborough Community Colleges in July. The colleges are among five at CUNY that pay adjunct faculty less during exam periods, even though they are often the busiest times of the semester. Protesters’ message to management or the Fall: “We’ll be back!”

# CAMPAIGN OF OUTRAGE!

## STEP FOUR

### Thanksgiving Turkey Awards

November 20, 2007

An organizer wearing a turkey suit presents two of the least responsive college presidents with the Turkey Award.

Activists hand out fliers and OUTRAGED! stickers catching the attention of the student newspaper as well as security.

DON'T BE

**A TURKEY !**

TO PRESIDENTS OF  
BARUCH COLLEGE AND BRONX COMMUNITY COLLEGE

Now you know that your college is short-changing adjuncts one hour every semester.

**Faculty, Staff, Students Across CUNY Are**

**OUTRAGED !**

You have an opportunity to do the right thing, to stop short-changing your adjuncts and pay them the full 15 weeks of the semester.

Stop “penny-pinching” on the backs of half of your faculty.

**The Buck Stops With You.**

You didn't start the policy, but you can stop it.

Join with your fellow presidents and take a stand for decency.

Today you can commit to pay adjuncts for a full 15 weeks per semester.

Security prevents us from entering  
the President's Office.

A fear of Turkeys,  
perhaps?



Students were  
more receptive.

Assistant refuses to accept--or even touch--turkey award in the President's absence.





## Adjuncts protest unfair treatment Professors speak out against lack of pay

**Rob Reale**

Issue date: **12/3/07**

On the same day The New York Times printed an article with national scope about the decline of tenured professors in colleges across America, last Tuesday, Nov. 20, the union that represents CUNY employees staged a second installment of their "Campaign of Outrage" regarding the short changing of adjunct professor pay.

Complete with turkey costumes and turkey whistles, they attempted to deliver a Thanksgiving turkey to Baruch President Kathleen Waldron, who was not available to accept it.

"Adjuncts" can hold various positions within a university, but the key piece of information is that they are part-time contracted employees. They are hired for a specific period of time - in the case of lecturers, usually a semester. They do not enjoy any assurance of continuous employment; there is no seniority for adjuncts.



Media Credit: Dustin Winegar

# CAMPAIGN OF OUTRAGE!

## STEP FIVE

Campus Demonstrations

**The Grinch Who Stole Christmas**

Finals Week Fall 2007 December 17-20

An organizer wearing a Grinch costume and activists  
hand out fliers and stickers.





Will your professor be able to afford a Christmas tree this year?

Don't let our other CLUTK colleagues and faculty members struggle to make ends meet. We're asking them to ask for the last week of the semester.

**CUT OUR WAGES!**

It's the Christmas season and we're asking you to help us change our wages!

**the CANCEL steal our wages!**

Don't let our other CLUTK colleagues and faculty members struggle to make ends meet. We're asking them to ask for the last week of the semester.



Will your students be  
reading this book  
at Christmas?

**THIS IS AN**

For this book  
fresh, beautiful  
bright the  
subjects are

Presidents  
DON'T GET IT



STUDENT LIFE

Community Notices

OUTRAGED!

OUTRAGED!

THIS IS AN OUTRAGED!

AAT  
Devil's Marz #2

## **Will your professor be able to afford a Christmas tree this year?**



-CSI and four other CUNY colleges are shortchanging their part-time faculty by not paying them in full for the last week of the semester.

-The administration claims that adjuncts don't teach during the last week but merely "proctor" a final exam. In reality this is the busiest week of the year for most faculty.

# **THIS IS AN OUTRAGE!**

**For the cost of a Christmas tree, CSI could do the right thing and pay its adjuncts what they are due!**



**Call College of Staten Island  
President Tomás Morales and tell him to change this  
embarrassing practice now!**

**718-982-2400**

**Don't let the GRINCH steal our wages!**



# the ticker

BARUCH COLLEGE, THE CITY UNIVERSITY OF NEW YORK

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## Adjuncts stage second protest

### *Adjuncts demand compensation*

**Maya Kashyap**

**Issue date:** 1/28/08 **Section:** News

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On Monday, Dec. 17, members of the adjunct community here at Baruch staged a third demonstration outside of both entrances of the Vertical Campus in their "Campaign of Outrage." The demonstration, orchestrated during club hours, was held to protest the loss of pay for the 15th week of the semester, or finals week.

The article "Adjuncts protest unfair treatment," in the Dec. 3 issue of The Ticker highlighted the second protest, held on Nov. 20.



# **CAMPAIGN OF OUTRAGE!**

## **THE CAMPAIGN SHIFTS TO CAMPUS FACULTY SENATES**

Ongoing for Next Two Years

Resolutions pass at two of the five  
offending colleges

# **CAMPAGIN OF OUTRAGE!**

Baruch College

Faculty Senate

Resolution Passes

March 5, 2009

Resolved that the College should pay adjuncts fully  
for the 15th week.

## Resolution to Add a 15<sup>th</sup> Week of Classes

The Committee of Department Chairpersons recommends the following action for adoption by the Academic Senate:

*Whereas*, the Academic Senate has previously set college policy designating the final week of the Fall and Spring semesters for final examinations, and

*whereas*, current practice has resulted in the college's noncompliance with New York State Department of Education guidelines regarding required contact minutes per class hours,

*be it resolved* that beginning in the Spring 2010 semester the final (15<sup>th</sup>) week of the Fall and Spring semesters will be scheduled as the previous weeks, i.e., as a full week of class, and not designated exclusively for the scheduling of final examinations.

*Explanation:* In order to bring the college into compliance with the New York State guidelines the college must add the requisite number of missing minutes for every class, and the above resolution will satisfy that mandate in the least disruptive manner of all the current options. Departments and faculty may use the scheduled class time in the final week of the Fall and Spring semesters to provide instruction, to administer



# **CAMPAIGN OF OUTRAGE!**

Queensborough Community College

Faculty Senate

Resolution Passes

May 12, 2009 for Spring 2010

Resolved that final exam schedule be changed from two to three hours thus requiring full compensation for adjuncts.

## Resolution on Adjunct Faculty Pay During Exam Week:

*Whereas* the New York State Education Department requires 15 class hours for each credit hour of a course, thus requiring 45 class hours for a three-credit course;

*Whereas* adjuncts at Baruch College teaching three-credit courses are paid only two hours during the exam week, totaling 44 semester hours, on the premise that they are only sitting and monitoring the exams;

*Whereas* exam week is actually the most labor-intensive week of the semester, with exam development, exam grading and final grading;

*Whereas* this policy eliminates the professional hour during exam week for adjunct faculty teaching six to eight credits a semester;

*Whereas* this reduced pay policy will steer more adjuncts to give multiple-choice exams to manage the risk of excessive labor hours during exam week, thus undermining Baruch's efforts at improving course delivery and weakening the educational model at Baruch;

*Whereas* Baruch is the only top-tier college in the CUNY system to follow this reduced pay policy for adjuncts;

*Whereas* the only other senior college to follow this policy is College of Staten Island, and three community colleges (Kingsborough, Queensborough and Bronx);

**Resolved: That Baruch College should comply with the Regulations of the Education Commissioner;**

**Resolved: That during exam week, Baruch College should pay its adjuncts the same pay as a full teaching week;**

**Resolved: That the University Faculty Senate should go on record requesting that adjuncts at all CUNY schools be paid the same during the exam week as a regular teaching week;**

**Resolved: That the Chancellor's Office withdraw its directive to the five college presidents ordering them not to address this situation.**

# **CAMPAIGN OF OUTRAGE!**

**FINAL STEP:  
NEGOTIATIONS**

**JULY 16, 2009**

**CONTRACT AGREEMENT: BEGINS FALL 2009  
FULL PAY FOR ADJUNCTS FOR FIFTEENTH WEEK**

OUTRAGED?

DO

SOMETHING!