

The John Jay PSC Advocate

Newsletter of the John Jay College PSC Chapter

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From the Chapter Chair

The John Jay Survey Results Are In!



The PSC conducted its first electronic membership survey last semester. September's *Clarion* reported on the system-wide results from May's online questionnaire. This article covers findings from the 34 percent of John Jay full-time and adjunct teaching faculty taking part in the study. A total of 330 faculty members at the College filled out the questionnaire.

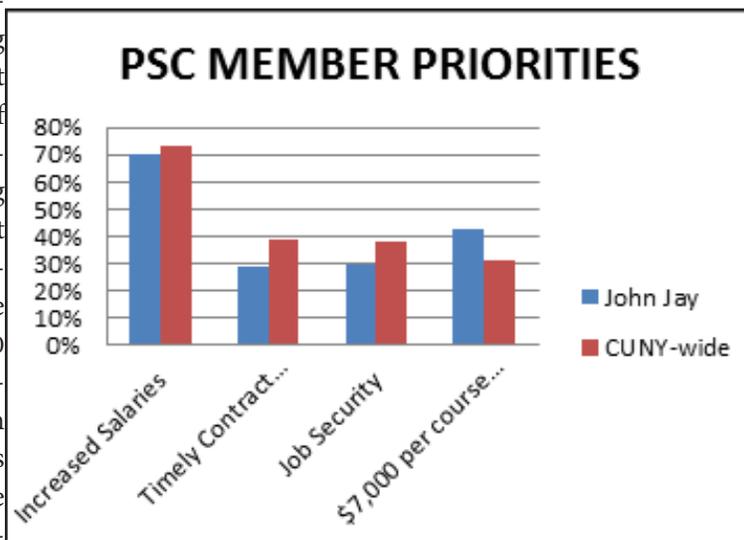
As in the system-wide data, increasing salaries came out first at John Jay, with 70 percent of respondents ranking higher compensation among the three most important issues for the union to address. Increasing per-course pay for adjuncts to \$7,000 per section came in second at the College, with 43 percent of respondents ranking it among the three most important issues. System-wide, the 7K program

placed fourth, at 29 percent. Job security was the third most frequently listed concern (30 percent) at John Jay, followed closely by a timely contract settlement (29 percent).

Among 12 remaining options in the survey, four were included among the top three by more than ten percent of respondents at the College: manageable workload (18 percent); support for research, scholarship and professional development (16 percent); protection of academic freedom (14 per-

cent); and increased faculty and staff diversity (11 percent).

Why the significant variation between the second-place finish for the 7K program at John Jay and its fourth place system-wide? The bar graph demonstrates this remarkable fluctuation visually. Here are three factors I believe might have contributed: 1) Higher Education Officers and College Laboratory Technicians, who rated the 7K program lower, are represented



in their own cross-campus chapters and aren't included in the John Jay data; 2) adjuncts, who ranked the 7K program much higher, could have made up a greater proportion of John Jay respondents than what occurred CUNY-wide; and 3) full-time faculty at John Jay supported the 7K program substantially more than their counterparts system-wide. More on this later.

Another survey question concerned whether, and how, the PSC should address salary inequities among members. While 38 percent of respondents CUNY-wide thought everyone should receive the same percentage salary increase, 41 percent of John Jay faculty held that opinion. Whereas, 32 percent of respondents at the College voted for higher percentage increases for those with the lowest pay, compared with 31 percent across the University. A related question was whether mem-

bers would favor a distribution of salary improvements with a higher percentage increase for part-timers and a lower percentage for full-timers. At John Jay, 46 percent of participating faculty said yes, while 35 percent did so system-wide. Opposition to the proposition registered 31 percent at the College and 36 percent across all CUNY respondents.

With regard to the question “Recognizing the challenges facing public-sector unions in New York, how satisfied are you with the PSC’s most recent contract?” 33 percent of both John Jay and system-wide participants said “very satisfied,” while another 47 percent at the College were “somewhat satisfied,” compared with 50 percent of all CUNY respondents offering that answer.

The last array of survey questions addressed the Supreme Court’s anticipated ruling in *Janus v. AFSCME*. Asked “How important do you think it is that everyone continues to pay their fair share?” 79 percent of John Jay faculty answered “very important” and another ten percent said “somewhat important.” The respective system-wide responses were 78 and 14 percent. Regarding “Would you be willing to talk to other union members about the importance of paying their fair share?” 43 percent both at John Jay and across CUNY said they would do so. The last *Janus* question was “If the Supreme

Court rules that agency fee collection is no longer permitted, will you maintain union membership or join and pay union dues?” At John Jay, 79 percent of faculty said yes, while 17 percent were unsure. The CUNY-wide rates across all categories of membership were 78 and 19 percent, respectively.

The 14-percentage-point difference in support for increasing per-course pay for adjuncts to \$7,000 represents the largest deviation between John Jay (at 43 percent) and CUNY-wide respondents (29 percent) across all questions in the survey. The next highest variation in the ranking of union priorities was eight points, with 37 percent of system-wide respondents supporting a timely contract settlement, while 29 percent at the College did so. A plausible explanation for the significant variation between the second-place finish for the 7K program at John Jay and its fourth-place position CUNY-wide is that the College’s chapter formally represents only full-time and part-time faculty. In contrast, HEOs and CLTs, regardless of campus, are organized system-wide into their own separate chapters. Thus, the answers of HEOs and CLTs are not included in survey data disaggregated by college, and that arrange-

ment is important because 7K-program support varied dramatically across constituencies. Among 2,390 CUNY-wide teaching adjuncts answering the online questionnaire, 61 percent put 7K among their top three choices; 18 percent of 3,176 full-time faculty did so; 11 percent of 255 CLTs followed suit; but just seven percent of 2,054 HEOs placed 7K within their first three selections. Hence, there was substantially more 7K support among teaching faculty alone, compared to what existed across aggregated groups.

The 7K-support variation of 54 percentage points (i.e., between adjuncts at 61 percent and HEOs at seven) was the greatest rate of disagreement across union constituencies among the 16 issues offered to respondents. The second highest difference arose regarding timely contract settlement. There, both HEOs and CLTs selected a prompt bargaining negotiation 49 percent of the time, while adjuncts did so at a rate of 22 percent – a 27-point deviation, or

exactly half of what the difference was for the 7K program. In other words, the proposal to increase per-course pay to \$7,000 for adjuncts prompted at least twice as much variation in support among PSC constituencies over all other options available for ranking respondents’ top three choices. This finding is a striking measure of how different the priorities of union members are

regarding substantial enhancement of adjunct compensation.

Returning to a focus on the College’s data, I wonder: Did the opinion impact of non-faculty members account for the 14-percentage-point difference between the John Jay Chapter and CUNY on whether to increase per-course pay for adjuncts to \$7,000? The first step toward a meaningful answer requires matching apples to apples: How did John Jay faculty compare with all CUNY teachers on the 7K issue? As indicated earlier, 61 percent of 2,390 adjuncts endorsed the program, so that’s 1,458 people in support. Likewise, 18 percent of 3,176 full-time faculty backing 7K results in another 572 individuals. In all, 2,030 (1,458 + 572) teaching faculty out of 5,566 system-wide, or 36 percent, included 7K among their top three choices. As a result, the John Jay Chapter still selected the program at a rate seven points higher than faculty CUNY-wide. By inference, then, the cumulative opinion impact of HEOs, CLTs, and other PSC constituencies system-wide accounted for half of the original 14-point variation between John Jay and university-wide respondents.

How can the other seven points be explained? Why were faculty at the College that much more supportive of 7K

Increasing Per-Course Pay for Adjuncts to \$7,000 Ranked Second at John Jay But Only Fourth CUNY-wide.

than their opposite number system-wide? In light of 61 percent of CUNY-wide teaching adjuncts backing the program and only 18 percent of full-timers doing so, a possible explanation for John Jay's comparatively high cumulative support is that the ratio of respondents at the College included substantially more adjunct faculty members than what was the case elsewhere. (Chapter data about the 330 participants are not disaggregated between the two groups of teachers. So the actual distribution between part- and full-time faculty respondents at John Jay is unknown.) How skewed toward adjunct faculty would the ratio have to be to account for the seven-point difference? The CUNY-wide part-time to full-time participation combination was 43 to 57 (2,390 versus 3,176). Using that proportion as a reference, I estimate that John Jay's mix of adjunct to full-time respondents would have to be 58 to 42 in order for the increased adjunct input alone to boost the Chapter's 7K support from the system-wide faculty average

of 36 percent to 43. But that in itself would be an enormous participation dislocation between the College and CUNY. Why would just 42 percent of full-time John Jay faculty members answer the PSC survey when 57 percent across the University did? Likewise, why would so many more adjunct

Full-Time Faculty at John Jay Supported the 7K Program for Adjuncts About 60 Percent More Frequently Than Their CUNY-Wide Counterparts.

faculty (58 to 43) participate at the College? In short, looking to enhanced adjunct survey involvement as the primary cause for the seven-percentage-point difference on 7K between John Jay and CUNY faculty is unavailing.

The more likely explanation is that full-time faculty at the College supported the 7K program substantially more than their counterparts system-wide. Indeed, I estimate that as many as 29 percent of John Jay full-timers included increasing per-course pay for adjuncts to \$7,000 among their top three priorities, or about 60 percent more frequently than the 18-percent level university-wide.

– Dan Pinello

**Be Sure to Vote on
Tuesday, November 7th!**

**The PSC's Candidate Endorsements for
New York City Offices Are at:**

<http://psc-cuny.org/nyc-endorsements-2017>

**Our Union Urges You to Vote NO on Proposal 1,
the New York Constitutional Convention Question.**

See the PSC's Reasons for a "No" Vote at:

<http://psc-cuny.org/clarion/april-2017/unions-set-oppose-constitutional-convention>

SAVE THE DATE!

John Jay PSC Chapter Meeting
Wednesday, November 8, Community Hour
Conference Room 9.64 NB

John Jay Benefits Manager Christina Lee and
PSC-CUNY Welfare Fund Communications Director
Patrick Smith will be our guests to speak about the
“*Benefits, Benefits, Benefits!*” from CUNY employment.
Hear and ask about those perks of interest to you.

Refreshments will be served!

All PSC members are welcome and encouraged to attend.

John Jay College PSC Officers and Executive Committee

Chapter Chair: Dan Pinello, Political Science
Vice Chair: Paul Narkunas, English
Secretary: Elizabeth (“Zabby”) Hovey, History
Officer at Large: Jonathan Epstein, History
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Holly Clarke, Economics and Public Management
Elizabeth (“Zabby”) Hovey, History
Susan Kang, Political Science
Peter Mameli, Public Management
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Jerry Markowitz, Interdisciplinary Studies
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