SCHEDULE Contract ncreases A table of pay increases and retro pay dates **PAGES 6-8**

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



FEBRUARY 2020



STATE BUDGET

FIGHTING FOR FAIR FUNDING

The union, along with student and community groups, is moving forward with With rallies, social media and mass action, the PSC and students are saying an intense campaign to push the city and state to fund public higher education. that it is time to end poverty funding for CUNY.

PAGE 3

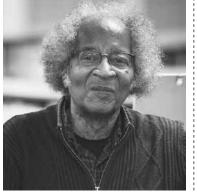
censure admin

Faculty have voted "no confidence" in a vice president who they say has failed to address severe maintenance problems at the Bronx campus. PAGE 4

A big win for Limiting speech Hunter adjuncts on Israel?

Hunter admin tried to substitute new adjunct office hours for existing class hours, but the union fought back with a multi-pronged campaign and won. **PAGE 5** | campuses.

A new Trump administration executive order on anti-Semitism has some academics concerned about free speech on PAGE 8



A law prof in the media

A CUNY law professor with a background in labor and immigration rights brings her attention to grassroots, social justice journalism.



S TO THE EDITOR | WRITE TO: CLARION/PSC, 61 BROADWAY, 15TH FLOOR, NEW YORK, NY 10006. EMAIL: APAUL@PSCMAIL.ORG.

Unions can fight for health care

• The employer-based healthcare system that provides coverage for union members and about half of all Americans is failing. Healthcare costs continue to rise at twice the rate of inflation, with the result that an increasing number of employers are failing to provide any coverage at all, while those that do, provide plans with limited benefits, increasing deductibles and rising copays.

Most labor unions have long supported universal access to health care as a basic human right. Large numbers have passed resolutions at their conventions in support of publicly funded health insurance. The New York State Nurses Association and 1199SEIU are actively supporting the New York Health Act, and the PSC Delegate Assembly has supported it as a "work in progress."

However, some unions express concerns that the taxes that would fund the program are not specified in the legislation, that organized labor's role in the program is limited, and that there is no guarantee that the level of services would be as high as under current negotiated plans.

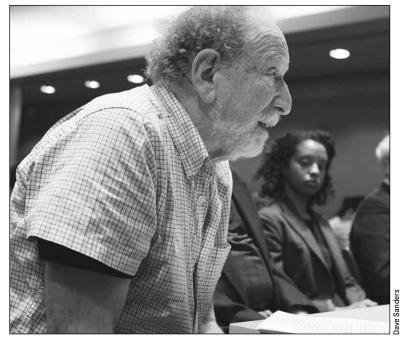
Replacing employer-provided health benefits with state-funded health insurance would have a significant impact on labor unions as they function today. A substantial portion of the funds they receive pay to support their health benefit responsibilities. Will their members be as attached to their union when they are no longer the source of their health benefits? This is a special concern for public-sector unions in this post-Janus period, when union membership is not obligatory. And what will happen to union employees who now work for health benefit programs? These concerns are raised by local labor leaders as they consider whether to support the New York Health Act.

Passage of a universal statefunded healthcare program would benefit every resident of the state, including union members. No longer would any New Yorker have to go without care because of an inability to pay, nor would the cost of care continue to consume an increasing share of our wages.

The labor movement has always led in advocating for expanded social benefits for workers, from minimum wages and shorter working hours to Medicare for seniors and expanded health benefits for all workers. They must again lead in the fight for universal health care, while recognizing and addressing whatever internal disruptions it might bring.

Leonard Rodberg Queens College, Retired

Pennies for our thoughts



Leonard Rodberg testified about health care last year.

Christmas. As part of the teaching staff at the American Language Academy at Brooklyn College, we do not feel that the new contract was a Christmas present for us or our colleagues.

Our 2% raise this year amounts to less than a dollar increase per hour. You gloss over the fact that our "10.4%" pay increase will only come in 2% dribs and drabs over five years. Considering that Social Security has granted a 3.4% cost of living adjustment for the past two years, we view the yearly 2% increase as a slap in the face.

The system is set up so that it is rare for us to teach more than 10 hours per week at any one CUNY campus. As a result, most of us will never be paid for office hours, pensions, disability, sick leave or receive other benefits. No extra monetary consideration is given for our experience, additional training, postgraduate degrees or certification in the field of English as second language. Most can only get raises from new union contracts. Almost all of our coworkers will still have to continue working two or more jobs, including teaching at other CUNY campuses.

As a result of this inequitable raise, we predict that many of us will no longer teach at CUNY by the time our salary increase goes up to the 10.4% that you have bragged about.

Keep in mind that while 86% of the union members voted to ratify, that does not say everything. Overall, 25% did not vote, some in part because they saw little benefit in ratifying an unjust deal. Others voted yes because some increase is better than none. Some voted yes to help the adjuncts, but 14% voted against the contract. Truly equitable and decent union contract agreements shouldn't get such a negative response.

We are still in the category of titles with the lowest and most underpaid teaching staff and you did almost nothing to help us.

Emily Rubenstein Peter Horan Charulata Dyal **Brooklyn College**

Editor's note: The authors are employed as Continuing Education Teachers (CETs), an hourly title established by CUNY in the 1990s in an effort to offer "non-adjunct careers" at an ever-cheaper rate than adjuncts. They are not covered by the collective bargaining agreement but a "supplemental agreement" that contains fewer benefits. The PSC has sought to improve CET salaries and conditions per CETs, but it has been *slow, often because the programs* that employ them are relatively short-lived.

Florida in 2020

 Millions of people visit Florida every year from other states more of them from New York than anywhere else. And Florida's vote count, unlike New York's, could have a decisive impact on who wins the presidential election. A new website, HelpFloridaRegister.org, makes it easy for Florida visitors (or residents) to volunteer for voter registration by connecting with local community groups. A Spanish version is at RegistremosaFlorida. org or PRvotaEnFlorida.org.

If you'll be visiting Florida this year, or know someone who is, take a look at HelpFloridaRegister.org today. Select the area you're interested in and you'll get a list of voterregistration groups that are active there, with instructions on how to volunteer. Some groups require a training session as the first step, so advance planning is recommended.

If we can get a small fraction of Florida's visitors to volunteer for voter registration in a state where elections are famously close, it could shape the outcome in 2020. Please tell your friends about HelpFloridaRegister.org. If you belong to a neighborhood group, a religious congregation, a political club, etc., get members informed about HelpFloridaRegister.org (through posting on social media, a newsletter item, announcing it in person, whatever).

With your support, we can help expand Florida's electorate in 2020. **Peter Hogness**

The writer is a former editor of Clarion.

Title shaming

 PSC members – especially fulltime, tenure-track or tenured faculty - should take a look at an article in the Chronicle of Higher Education called, "Title Policing and Other Ways Professors Bully the Academic Staff." It explains how a full professor in the history department at San Diego State took to task via email a senior

academic advisor at the University of Minnesota, for supposedly misstating his relationship to its history department in an essay he wrote for CNN. The email author didn't stop there, he also copied the advisor's department chair, iust in case she was unaware of the transgression.

David M. Perry, an academic advisor and freelance journalist, happens to have left a tenuretrack, full professor position at a small Illinois college because his son is disabled and the state of Minnesota offers better funding and services. He writes for several publications and the department chair herself had suggested that he include his title and affiliation with his essays to raise the profile of the program.

Some might want to dismiss these cases as extreme, or part of the toxicity of social media, but I think they reflect dynamics that are part of university culture. Perry suggests that in universities staffed by contingent faculty, and with hybrid education and work backgrounds, we ought to be careful about the assumptions we make. I think we need to go further than that.

Perry's work isn't more valuable because he was a full professor and has a PhD. We need to value equally all members of faculty and staff because everyone contributes something important and we depend on one another for what each person and position offers. In light of that, faculty and staff with somewhat more, or a lot more, power in the academy, despite whether they consider themselves powerful or not, need to be aware of the privileges and influence that come with their position and not use that against faculty and staff with less power in that specific arrangement. This holds true within the union as well. So many of us at CUNY are deeply committed to ending inequality, and our union solidarity should reflect that.

> **Deborah Gambs Borough of Manhattan Community College**

Editor's note: Clarion reserves the right to edit all letters submitted for publication.

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The campaign for fair funding

By ARI PAUL

Brooklyn College accounting major Fay Yanofsky was nearly a minute and a half through her allotted three minutes to testify before the **CUNY Board of Trustees (BOT)** during a hearing December 9 at Lehman College when she decided to yield her time to the board itself. She asked the members of the board and members of the CUNY administration to volunteer their thoughts on how CUNY students, already facing economic precarity in their daily lives, are expected to come up with the money to cover the \$320 increase in tuition hikes and a new \$60 wellness fee the board is proposing.

COUNTDOWN

Not a word came from the officials on stage, as is their rule.

"Absolute silence," one attendee yelled.

"The silence is deafening," said another.

Then the final countdown of the allotted time began from the crowd.

"Three, two, one," many chanted, punctuating the end with a buzzer sound.

Yanofsky, who serves as vice chair for fiscal affairs in the University Student Senate, joined dozens of other CUNY students, as well as PSC President Barbara Bowen and other PSC members, responding to the CUNY BOT's

A growing movement against austerity



PSC Secretary Nivedita Majumdar spoke about the need to fund CUNY.

budget request that once again saddles students with a \$200 tuition hike and an unprecedented \$60-per-semester wellness fee to cover mental health services.

As this newspaper went to press, PSC members had returned from an intense two-day lobbying trip to Albany, where members told lawmakers that Governor Andrew Cuomo's proposed budget falls far short of what CUNY needs. This spring, PSC members are taking part in a multifaceted campaign – one with campus actions, social media outreach, lobbying in Albany and building coalitions with students - to say that the state cannot continue its policy of underfunding CUNY.

Members have highlighted how the new wellness fee, while perhaps intended to meet the need for more

mental health services on CUNY campuses, only added to students' anxiety and financial problems. They are also showing lawmakers how the poverty budget for CUNY has resulted in campus buildings falling apart and cuts to

essential campuses services. At senior colleges in particular, members are telling lawmakers how the tight budgets have forced administrations to make cuts that negatively affect faculty, staff and students alike.

The focus of the union at this moment is on Albany, and PSC members will visit the State Legislature throughout the month of February. Members are also reaching out to their elected officials at their Downstate offices. The next few weeks are a critical time for the PSC to make the case to the State Legislature, which in the last year made has major progress on a range of social issues, to take the next step and challenge the governor's austerity budget proposal. At press time, the so-called annual "budget dance" at the city and state levels was just beginning. At the state level, Cuomo's budget proposal – one he said aimed to address a "looming \$6.1 billion deficit," according to the New York Post – included \$14 billion to improve and maintain both SUNY and CUNY buildings, but even that came with a catch

condition of obtaining state aid

to renovate or build new facilities under a sweeping new proposal advanced in Cuomo's 2021 budget plan. Cuomo's '2:1 strategic capital matching program' would require CUNY and SUNY's fouryear campuses to pay one-third of their current and future capital construction costs... The language in Cuomo's capital spending bill would even force CUNY and SU-NY colleges to pick up one-third of the cost for construction projects before the new fiscal year kicks in

The union considers this a form of privatization that increases inequality between campuses.

PITTANCE

And the overall increase from the state to CUNY's senior colleges is, under the governor's proposal, a mere 1.7%, a pittance compared to what the PSC and others say is needed.

PSC Legislative Chair Mike Fabricant said, "Public higher education in the state and particularly CUNY is suffering because of historic underfunding. This year is not different; we need to reverse course. The state and city must make investments in CUNY that are long overdue. An important beginning is to fill the 'TAP gap', pay for a tuition freeze and invest in mental health counselors."

Union and students fighting for CUNY.

The city has already indicated a reduction in spending in the mayor's proposed budget. As the New York Times reported, City Hall "released a \$95.3 billion budget proposal that called for a 2.7% increase -

the smallest percentage increase in his six years in office." It continued, "Even though city revenues are expected to be strong, the mayor said that the state's projected \$6 billion deficit could loom large over New York City, and that the state could cut its funding to the city, or ask the city to increase its share of payments for things like the subway."

The proposed city budget fully funds the PSC contract.

The PSC and other progressives in the state are mobilizing this spring to push for legislative changes to increase revenue to the state in order to fund higher education. One state assemblyman has proposed doubling the state beer tax to fund CUNY and SUNY. It's a good start, advocates said, but the coalition needs to push for more to transfer wealth from the wealthiest to in-need state and city public institutions.

The campaign to pressure the state, city and CUNY officials to face the chronic problem of CUNY underfunding is already well underway. At a rally outside Governor Andrew Cuomo's Midtown Manhattan office December 5, three-dozen students and union members protested the governor's

Continued on page 10

What CUNY needs in the FY2021 Budget

Governor Andrew Cuomo's budget proposal falls far short of what's needed for CUNY, which needs \$208 million more for its senior colleges and \$24.6 million for its community colleges. Here is what the PSC is pushing for in the state budget this year.

Unmet mandatory needs \$97 million Offset the "TAP gap" \$79 million New faculty/staff \$30 million Restore senior college funds \$2 million Community college base aid \$18 million Restore comm. college fund \$6.6 million

CUNY total \$250.6 million

FULL FUNDING OF CUNY'S OPERATING COSTS

The Executive Budget proposes \$24 million for fringe benefit increases at CUNY senior colleges, half the amount CUNY requested for fringe benefits and almost \$100 million less than is needed to cover mandatory cost increases overall. CUNY needs funding to cover its full fringe benefit costs and collective bargaining increases, plus funding for rent, energy and critical operating maintenance.

ALLOCATE FUNDS TO OFFSET THE FULL TAP GAP (\$79 MILLION)

The "TAP gap" is the difference between the amount the state pays to support the education of the 56,000 TAP recipients at CUNY senior colleges and the actual tuition cost of their education. Tuition is currently \$6,930 at CUNY senior colleges, but the state's TAP payment to CUNY is capped at \$5,000 per student. By law, the \$1,930 difference must be waived.

The TAP gap grows with every tuition hike. The waivers of all TAP recipients this year will amount to a combined \$79 million in lost revenue. Next year's planned tuition hike would increase the TAP gap further.

INCREASE BASE AID BY \$250 PER FTE (\$18 MILLION)

The Executive Budget would reduce funding for CUNY community colleges by \$3.6 million due to enrollment declines. CUNY community college students are predominantly low-income people of color. Many are first-generation college students and new immigrants. They need more resources at their colleges, not fewer. The base aid rate of funding for community colleges

should be increased by \$250 from \$2,947 per FTE (full-time equivalent) to \$3,197 per FTE to fund education and services.

FUND NEW MENTAL HEALTH COUNSELORS, FULL-TIME FACULTY LINES AND ADVISORS (NYS: \$30 MILLION, NYC: \$30 MILLION)

CUNY students need expanded mental health services, counseling and other support services, and the state and city should each provide part of the funding. CUNY students, who face high rates of homelessness and food insecurity, should not be burdened with another fee. The ratio of students to mental health counselors is an outrageously high 2,700:1. CUNY has 4,000 fewer full-time faculty today than in 1975, though it has 24,000 more students, and the student-to-advisor ratios are as high as 1,500:1 at some colleges.

RESTORE LEGISLATIVE INVESTMENTS IN ASAP, ETC. (\$8.6 MILLION)

The Executive Budget eliminates funding added by the legislature to targeted programs at CUNY, including the Accelerated Study in Associate Programs (ASAP), the CUNY School for Labor and Urban Studies (SLU), CUNY LEADs and CUNY child care centers.

As the New York Post reported, "New York's public colleges will be required to raise millions of dollars in matching funds as a

'No confidence' vote against BCC VP

By ARI PAUL

The Bronx Community College Faculty Council – one of three bodies that make up the college's Senate passed a vote of "no confidence" against Kay Ellis, vice president of administration and finance, at the end of the Fall semester. While the resolution does not call for Ellis's removal, BCC faculty members hope that the vote pushes the administration to deal with infrastructural mismanagement and budget cuts.

The resolution accused the vice president, who was appointed in 2016, of allowing gross physical deterioration throughout campus, including a lack of proper lighting and inadequate indoor heating under her watch.

The office of the bursar cited "ongoing campus heating issues" as the reason for keeping its office closed for a day in November. BCC President Thomas Isekenegbe went as far as to send an apology to the entire campus about the lack of heating and the lack of communication about the situation.

"We understand that being cold is not conducive to effective teaching and learning and that the current environment cannot continue as temperatures drop," Isekenegbe said in an email to the campus community. "I sincerely apologize for the inconvenience to you."

THE COLSTON HALL AFFAIR

Maintenance issues at the college led to chaos early in the Spring 2019 semester after pipes burst at Colston Hall, one of the BCC's main $classroom\,buildings, which\,caused\,a$ weeks-long disruption, severe flooding and forced 500 classes – as well as faculty offices - to relocate.

The PSC BCC chapter cited years of administrative neglect that led to the crisis. Sharon Utakis, the PSC chapter chair at BCC, told Clarion at the time, "We have a beautiful campus that has been neglected for decades and now all the deferred maintenance is coming due.... This disaster [at Colston Hall] makes BCC the austerity poster child."

In calling Ellis's treatment of the faculty and staff "unacceptable," the resolution stated that Ellis had engaged in the "continued intimidation of staff" and that when "confronted with requests to test for mold in the aftermath of the Colston catastrophe [she responded], to paraphrase: This is the Bronx." It noted that Ellis told a "faculty member concerned about the cold temperatures in offices and classrooms to 'Wear a sweater."

"If you compound the Colston disaster with the lack of heat this semester, the lack of communication from the vice president, the overall issues with maintenance, rodents and garbage, the facilities really come up as our number-one issue," said Roni Ben-Nun, an associate professor of art and music and the chair of the College Senate. "This vote of 'no confidence' is no surprise."

Faculty cite maintenance problems



Bronx Community College PSC Chapter Chair Sharon Utakis has documented the disrepair at her campus.

Diane Price Banks, an assistant professor in biological sciences and a PSC delegate, told Clarion, "The vote of 'no confidence' in Kay Ellis was based on several factors: Delays in supplying heat to the college community, lack of addressing health and safety issues, rodent infestations, lack of transparency, her su-

pervision of subordinate staff

and several hired contractors who performed inadequately. For example, two years ago, a hired contractor installed the wrong pipes throughout campus. This mistake led to the existing issues with providing heat to the campus by October 1 of last year."

In testimony to the CUNY Board of Trustees in December, Utakis outlined how the cuts have affected the campus: "There are fewer custodians, which means cleaning happens less often. Students and faculty complain about trash overflowing in classrooms and hallways.

Bugs and rodents are more Lack of prevalent than in the past.... heat and A department assistant in my department found rodent other droppings all over her desk major and office when she returned to work after the weekend. problems She later found out they were

> rat droppings. She was asked to leave the droppings there until the exterminator came...so for a whole day she sat in a room with rat droppings everywhere."

CAMPUS CUTS

The text of the no-confidence vote also blamed Ellis's "budgetary mismanagement" for a variety of cuts on campus, including a "reduction in course sections, raising caps on class sizes [and] cutting full-time faculty lines.'

Indeed, in October, the college released its proposed financial plan, one that the college's Executive Legal Counsel Karla Renee Williams said in an email included, "significant delays to all administrative hiring," "additional reductions in faculty lines" and "an overtime cap of \$608,000."

Like PSC members throughout the CUNY system, BCC faculty and staff have lambasted the cuts. "The budget cuts that are being enacted at BCC are racist to their core. BCC students are overwhelmingly black and Latino and their education is being attacked," said Alexander Wolf, the deputy chair of the biology department. "If the president and other administrators at BCC have

students' best interest in mind, as they consistently claim they do, then they should go to CUNY Central and refuse to accept the budget cuts."

Wolf told Clarion that the vote against Ellis will not solve the problems the campus is facing. "She is not the only administrator who has proven to be incompetent. Her incompetencies are just the most obvious," he said. "More importantly, the problems at BCC are not simply problems of personnel. There are structural, institutional problems that replacing a vice president or two will not address. Ellis did not cause the budget crisis. The attack on our students' education is primarily coming from CUNY, Albany and City Hall. Our administration deserves blame, but certainly not the entirety of it."

A FIGHTING HISTORY

This is not the first time PSC members at BCC have organized against administrative shortcomings. In the Fall semester of 2014, CUNY announced the sudden departure of then-President Carole Berotte Joseph. And as Clarion reported at the time, the announcement "was made five days after BCC's Faculty Council voted to create a select faculty committee to investigate areas of 'widespread concern amongst the instructional staff regarding the administration" of the president.

When reached for comment about the Faculty Council vote on Ellis, a spokesperson for the college told Clarion, "We have no statement at this time."

But some BCC chapter members hope that the no-confidence vote will not go unnoticed - various sources told Clarion that administration officials are taking the vote seriously. Ben-Nun said, "I would like the administration to take responsibility for this and make some visible changes to the way we maintain our buildings and classrooms.'





PSC members have seen evidence of disrepair at Bronx Community College across the campus and are pinning the blame on the administration.

Hunter adjuncts win

By ARI PAUL

In the final week of the Fall semester. Hunter College administrators attempted to circumvent one of the most talked-about achievements of the newly ratified contract, the paid office hour for adjuncts. But a multifaceted union campaign quickly put a stop to that.

Some background: throughout CUNY there are courses in English composition, computer science, mathematics and other subjects that carry more credits than classroom contact hours. For example, students earn three credits for the course, but the course meets for four hours a week, allowing for extra time for hands-on workshops, group work or instruction. Full-time faculty teaching a three-credit/four-hour course receive four workload contact hours, and adjunct faculty teaching such a course are paid for four hours a week, 60 hours a semester. English 120 and English 220 at Hunter are among these classes.

BAD NEWS

In mid-December, adjuncts in the Hunter's English department were told that the new contractual office

Admin tried to skirt contract



Jennifer Gaboury: 'We will take encroachments seriously.'

hour would replace the fourth contact hour, keeping their hours at 60 even though they were entitled to 75 paid hours under the new contract.

What happened next speaks to the power of the PSC to protect the contract and stand up for members' rights. An adjunct immediately informed the PSC chapter chair at the time, Jeremy Glick, who brought the matter to the union's leadership. The PSC quickly filed a grievance and met with campus union leaders to plan how to fight back. Glick and PSC president Barbara Bowen sent a message to chapter members.

"We are actively pursuing resolution right away," they wrote. "It's not fair, and we will fight it."

Meanwhile union leaders were getting ready to mount a public campaign against the plan.

REACHING OUT

Bowen contacted CUNY's chief negotiator and reached Chancellor Félix Matos-Rodriguez on Christ-

mas Eve. The union argued that the decision at Hunter violated both the new contract and the course descriptions for English 120 and 220 as fourcontact-hour courses, approved **new CUNY** by college governance and the State Department of Education.

The new adjunct office hour was negotiated as an additional paid hour; it cannot be used to reduce existing course hours. Doing so would sabotage exactly the provision of the contract that was celebrated by the CUNY chancellor, the mayor and the governor as a major achievement: the provision of new office hours for 12,000 adjuncts during which students can meet with their

CUNY Central leadership listened. "They have a stake in the integrity of this contract, too, and they took the right position," Bowen said. "They know we have a strong union, and I think they recognized how disastrous it would be if colleges were allowed to undermine the biggest achievement of the contract in a cynical effort to save money." On January 2, English department instructors teaching 120 and 220 were told that they would be paid for four contact hours as well as the contractual paid office hour.

"We were happy that PSC leadership was right on top of this and responded really quickly," said Jennifer Gaboury, the interim PSC

Protecting

part of the

contract

a major

chapter chair at Hunter. "Clearly what needs to happen is to get the word out to both administrators and department chairs about what is and what is not appropriate use of the contractual office hour

and that encroachments will be taken seriously."

Gaboury acknowledged that management's attempt to appropriate the office hour was the result of a lack of state funding for senior colleges, which has forced college administrators to cut corners.

"The attempt to double dip in this case was in what is a kind of fiscal panic," Gaboury said.

Bowen commented to Clarion: "The victory shows the power of collective action and immediate response to infringements of the contract. This victory shows the power of our collective action and immediate response to infringements of the contract."

She added, "You can't mess with the contract."

Grad Center members blast hiring freeze

By ARI PAUL

Long-simmering budget problems are taking their toll on some campuses. Union officials reported that Hunter College did not reappoint nearly a dozen non-teaching adjuncts (NTAs) in the Spring, effectively terminating them. And the Graduate Center's (GC) newly imposed hiring freeze is being met with intense union opposition.

On January 9, Interim Presi-

dent James Muyskens, said in

a message to the GC commucrunch nity that in order to "return to a balanced budget," the affects center would "impose a hiring freeze going forward on all new full-time positions, as well as new part-time college assistant and non-teaching adjunct positions" and "enact a hiring pause going forward on all replacements of full-time positions, as well as part-time college assistant and NTA positions..."

BACK TO THE NINETIES

The cuts, which are effective immediately and are expected to last until June 30, also include "a freeze on all step and merit increases" and a "freeze on all taxlevy funded travel."

"This situation is as bad as the retrenchment of the 1990s, and we need a way out," PSC Chapter Chair Luke Elliott-Negri said in a message to members. "It is time to sharpen a strategy to get the money we need

Budget cuts hurt NTAs

and pursue a laser-focused plan to get full funding from Albany."

Penny Lewis, the PSC vice president for senior colleges and an associate professor of labor studies at the School of Labor and Urban Studies, said, "The current budget crisis at the GC is

How the

budget

not caused by the contract that was just passed. It has much deeper roots, and has been anticipated for months, if not years."

Lewis continued, "The GC is a unique institution among CUNY schools, not

just in that it does not rely on adjunct labor to the extent that other schools do, but also in that it is not tuition-funded to the extent that other schools are. Students cost the school; the GC is a cost, not 'profit,' center for the system, as former GC President Chase Robinson used to remind us at our labor-management meetings."

For Travis Sweatte, a graduate assistant in sociology, the recently announced cuts were a continuation of cuts he has seen at the GC over time. "People definitely saw it coming," he said. "The number of fellowships were cut before this announcement. At Hunter, the cuts to NTAs were also expected, as the administration had made significant cuts over the past three years."

"We've had NTA hours cut as a part of budget cuts more generally," said Sarah Chinn, chair of the Hunter College English department.

CALL TO ACTION

The PSC chapter at the Graduate Center held an emergency meeting about the hiring freezes to decide how to organize for the future.

'We really want to dig into how the budget is structured, about how are these decisions being made," Elliott-Negri said after the meeting. "We also need to recognize that we are a senior college and the state's decision-making over the last decade has affected us. The deeper crisis is in Albany."

Muyskens attended the meeting and took questions from members about the cuts. He insisted that the cuts at the GC would be temporary.

In his letter to the GC community, Muyskens said, "The Graduate Center will weather this temporary financial adjustment" and added that the Graduate Center will "emerge a more robust and more efficient institution.



Penny Lewis, PSC senior colleges VP, spoke at an emergency union meeting at the Graduate Center.

New CUNY salary schedule

reached with CUNY in October 2019 followed two years of bargaining, lobbying, demonstrating and testifying and was ratified with an 86% "yes" vote by union members. The economic gains

74,454 75,943 77,462 79,011 80,511 82,121 83,764

77,389 78,937 80,516 82,126 83,626 85,298 87,004

82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule.

72,373 73,820 75,297 76,803 78,303 79,869 81,466 \$

44.66

46.48

48.56

53.44

45.55

47.41

49.53

54.51

46.46

48.36

50.52

55.60

47.39

49.32

51.53

56.71

48.34

50.31

52.56

57.85

49.31

51.32

53.61

59.00

The contract settlement PSC in the new contract are significant in several ways: as well as 2% across-the-board increases in each of the 5 years of the agreement, there are additional equity increases for lower-paid titles (CLT titles, Assistants to HEO

and Lecturers), and a significant pay boost for adjunct instructors who will move to flat single rates of pay for each title at the start of the fall 2022 semester.

Community college instructional staff will receive their increased biweekly pay (+ two 2% increases) and their back pay in their March 6 pay check.

Senior college instructional staff will receive their increased biweekly pay and their back pay in their March 12 pay check.

The union has not been told when teaching adjuncts will receive their increased pay rate (including pay for office hours this semester).

Below are the new salary schedules for PSC-represented faculty and staff at CUNY. (Note that some titles have minimum and maximum rates - denoted by "to"; individuals' salary rates in those titles will be increased by 2% if they are employed on the effective dates of the increases.) As always, the union is dedicated to ensuring that all PSC members are paid correctly.

66,849 68,186 69,550 71,550 72,981 74,440 75,929

68,211 69,575 70,967 72,967 74,426 75,915 77,433

71,665 73,098 74,560 76,560 78,091 79,653 81,246

*\$2,000 equity increase on 1/1/20 for all steps of the Senior

College Laboratory Technician schedule.

mem	bers. Th	ie econ	omic ga	ins (CLT tit	tles, Assis	tants t	о НЕС) tion	al staf	f will r	ece	eive th	eir in-	this se	emester	·).		are paid correctly.
4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 4/20/17 10/1/18 10/31/19 11/15/20 4/1/21*11/15/21 11/1/22							4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 4/20/17 10/1/18 10/31/19 11/15/20 2/1/21* 1				4/20/17 10/1/18 10/31/19 11/15/20 2/1/21* 11/15/21 11/1/22								
		PROFE	SSOR				LECTUREF	DOCTO	RAL SCHE	DULE			N	ON-TEAC	HING ADJU	JNCT III (H	IOURLY)		ASSISTANT TO HIGHER EDUCATION OFFICER, cont.
\$ 75,9				82,233	83,878	\$ 50,051 51			115 54,61			\$	48.72	49.69	50.69	51.70	52.74	53.79	\$ 58,787 59,963 61,162 62,385 63,385 64,653 65,946
78,9 82,0			83,805 87,115	85,481 88,857	87,190 90,634	52,013 53	, ,		197 56,69	•			50.68	51.69	52.73	53.78	54.86	55.95	60,869 62,086 63,328 64,595 65,595 66,907 68,245
84,9		88,390	90,158	91,961	93,800	54,053 55	,		361 58,86				52.71	53.76	54.84	55.94	57.05	58.20	62,949 64,208 65,492 66,802 67,802 69,158 70,541
87,4				94,707		•	3,138 59,		487 61,98				57.83	58.99	60.17	61.37	62.60	63.85	65,028 66,329 67,655 69,008 70,008 71,408 72,837
90,8					100,329	59,609 60 61,684 62			258 64,75 460 66,96				N	ON-TEAC	HING ADJU	JNCT IV (H	IOURLY)		67,106 68,448 69,817 71,213 72,213 73,658 75,131
94,2					104,057	64,634 65			590 70,09	•		\$		53.60	54.67	55.77	56.88	58.02	69,188 70,572 71,983 73,423 74,423 75,911 77,430
97,6	28 99,581	101,572	103,604	105,676	107,789	66,711 68			794 72,29			•	54.64	55.73	56.85	57.98	59.14	60.33	71,268 72,693 74,147 75,630 76,630 78,163 79,726
101,0					111,560	68,796 70			007 74,50				56.83	57.97	59.13	60.31	61.51	62.74	73,067 74,528 76,019 77,539 78,539 80,110 81,712
104,4					115,333	70,871 72	,288 73,	734 75,	209 76,70	9 78,243	3 79,808		58.92	60.10	61.30	62.53	63.78	65.05	77,121 78,663 80,237 81,841 82,841 84,498 86,188
	33 110,857		115,335		119,995	72,949 74	,408 75,	896 77,	414 78,91	4 80,492	2 82,102		64.37	65.66	66.97	68.31	69.68	71.07	*\$1,000 equity increase on 2/1/21 for all steps of the Assistant to
	05 115,163 20 119,462				124,656 129,310	75,034 76	,535 78,	065 79,	627 81,12	7 82,749	84,404								Higher Education Officer schedule.
	50 113,462 50 122,859		127,823	130,379		77,112 78			832 83,33						HING ADJ	•			4/20/47 40/4/40 40/24/40 44/45/20 44/45/24 44/4/22
	35 131,055	-		139,076	-	79,195 80			042 85,54			\$		59.43	60.61	61.83	63.06	64.32	4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22
						82,133 83			•	•	•		60.59 63.02	61.80 64.28	63.04 65.57	64.30 66.88	65.58 68.21	66.90 69.58	ASSISTANT REGISTRAR
			PROFESSO			87,628 89							65.10	66.40	67.73	69.08	70.47	71.88	
\$ 61,3				66,455		*\$1,500 equity Doctoral sched		14/1/2110	or all steps	or the Lect	urer		70.92	72.34	73.79	75.26	76.77	78.30	46,395 47,323 48,269 49,235 50,219 51,224
63,8			67,717 70,384	69,071	70,453 73,227		iule.					_	70.52	72.5	75.75	75.20			48,210 49,174 50,158 51,161 52,184 53,228
66,3 69,1			70,384 73,428	71,791 74,897	76,395	4/20/17 1	0/1/18 10	/31/19 1	1/15/20	11/15/21	11/1/22		4/20/17	10/1/18	10/31/19	11/15/20	11/15/21	11/1/22	51,153 52,176 53,220 54,284 55,370 56,477
71,7			76,113	77,635	79,188														53,758 54,833 55,930 57,048 58,189 59,353
75,1			79,707	81,301	82,928		DISTIN	GUISHED	LECTURI	ER				HIGH	R EDUCAT	ION OFFI	CER		55,837 56,954 58,093 59,255 60,440 61,649
78,4	77 80,047	81,647	83,280	84,946	86,645	\$ 45,750	46,665	47,598	48,550	49,521	50,512	\$		77,490	79,040	80,621	82,233	83,878	58,787 59,963 61,162 62,385 63,633 64,906
81,8				88,602		to 128,485 1	31,055 1	33,676	136,349	139,076	141,858		78,971	80,550	82,161	83,805	85,481	87,190	60,869 62,086 63,328 64,595 65,887 67,204
84,6			89,861	91,658									82,090	83,732	85,406	87,115	88,857	90,634	62,949 64,208 65,492 66,802 68,138 69,501
87,4				94,707					OFESSOR				84,958 87,495	86,657 89,245	88,390 91,030	90,158 92,850	91,961 94,707	93,800 96,602	65,028 66,329 67,655 69,008 70,388 71,796
90,8					100,329	\$ 45,750		47,598	48,550		50,512		90,871	92,688	94,542	96,433	98,362		67,106 68,448 69,817 71,213 72,638 74,090
94,2 97,6		98,056 101,572			104,057 107,789	to 128,485 1	31,055 1	33,676	136,349	139,076	141,858		94,248	96,133	98,056			100,323	69,188 70,572 71,983 73,423 74,891 76,389
100,2				103,676			DECI	ARCH A	SOCIATE				97,628	99,581		103,604		107,789	71,268 72,693 74,147 75,630 77,143 78,686
	00 108,834					\$ 49,521		51,522	52,552		54,675		101,043	103,064	105,125			111,560	73,067 74,528 76,019 77,539 79,090 80,672
•		•	•		,	to 128,485 1	•		136,349		141,858		104,461	106,550	108,681	110,855	113,072	115,333	77,121 78,663 80,237 81,841 83,478 85,148
	Α	SSISTANT	PROFESSO	R		10 120,403 1	31,033	33,070	130,343	133,070	141,030		108,683	110,857	113,074	115,335	117,642	119,995	ASSOCIATE REGISTRAR
\$ 47,3	•			51,242			RESI	ARCH A	SSISTANT					115,163		119,816			\$ 54,364 55,451 56,560 57,692 58,845 60,022
49,1				53,248		\$ 38,915 3	39,693	10,487	41,297	42,123	42,965			119,462		124,289			56,503 57,633 58,786 59,961 61,161 62,384
51,1			54,255	55,340	56,447	40,434	11,243	12,068	42,909	43,767	44,642		120,450			127,823			58,722 59,896 61,094 62,316 63,563 64,834
53,6		55,826		58,081	59,243	42,014	12,854	13,711	44,586	45,477	46,387		128,485	131,055	133,6/6	136,349	139,076	141,858	61,593 62,825 64,081 65,363 66,670 68,004
56,5 58,5			59,988 62,139	61,188 63,382	62,411 64,649	44,919	15,817	16,734	47,668	48,622	49,594			HIGHER	R EDUCATION	ON ASSOC	ΊΔΤΕ		63,617 64,889 66,187 67,511 68,861 70,238
60,7				65,757	67,072			19,395	50,383	51,391	52,418	\$	61,394	62,622	63,874	65,152	66,455	67,784	65,817 67,133 68,476 69,846 71,242 72,667
63,6			67,511	68,861	70,238			51,522	52,552	53,603		*	63,811	65,087	66,389	67,717	69,071	70,453	68,351 69,718 71,112 72,535 73,985 75,465
65,8			69,846	71,242	72,667			2,232	53,277	54,342			66,324	67,650	69,003	70,384	71,791	73,227	71,723 73,157 74,621 76,113 77,635 79,188
68,3	51 69,718	71,112	72,535	73,985	75,465	52,823 5	3,879	4,957	56,056	5/,1//	58,321		69,193	70,577	71,988		74,897	76,395	75,110 76,612 78,144 79,707 81,301 82,928
71,7			76,113	77,635	79,188	4/20/17 10/1	/10 10/21/-	0 11/15/3	00 11/15/2	1 0/25/22	11/1/22		71,723	73,157	74,621	76,113	77,635	79,188	78,477 80,047 81,647 83,280 84,946 86,645
75,1				81,301	82,928	4/20/17 10/1	110 10/31/	3 11/13/2	20 11/13/2	1 0/23/22	11/1/22		75,110	76,612	78,144	79,707	81,301	82,928	81,855 83,492 85,162 86,865 88,602 90,375 84,354 86,041 87,762 89,517 91,307 93,134
78,4				84,946			ADJU	NCT LECT	TURER and	d			78,477	80,047	81,647	83,280	84,946	86,645	84,354 86,041 87,762 89,517 91,307 93,134 90,149 91,952 93,791 95,667 97,580 99,532
81,8 84,3				88,602 91 307	90,375 93,134	ADJUNCT	LECTURE	росто	RAL STUD	ENT (HO	URLY)		81,855	83,492	85,162	86,865	88,602	90,375	30,143 31,332 33,731 33,007 37,360 33,332
90,1				97,580		\$ 71.59 73	.02 74.4	8 75.9	77.49	91.67	91.67		84,678	86,372	88,099	89,861	91,658 94,707	93,491 96,602	4/20/17 10/1/18 10/31/19 1/1/20* 11/15/20 11/15/21 11/1/22
•						74.44 75	.93 77.4	5 79.0	00 80.58	91.67	91.67		87,495 90,871	89,245 92,688	91,030 94,542	92,850 96,433		100,329	
INS	TRUCTOR a	nd INSTRU	CTOR NUR	SING SCIE	NCE	77.46 79	.01 80.5	9 82.2	20 83.85	91.67	91.67		94,248	96,133	98,056		102,017		CHIEF COLLEGE LABORATORY TECHNICIAN
\$ 43,5				47,089	48,031		.53 84.		36 87.58		91.67		97,628	99,581	101,572		105,676		\$ 54,988 56,088 57,210 58,710 59,884 61,081 62,303
45,2				48,928	49,907	89.12 90	.90 92.7	2 94.5	7 96.47	96.47*	98.40*		100,211			106,345	108,472	110,641	56,978 58,118 59,280 60,780 61,996 63,235 64,500
46,9				50,844		ABIII	NCT ASSIS	TABIT DO	OFFCCO	(HOURT	٧١		106,700			113,231			59,050 60,231 61,436 62,936 64,194 65,478 66,788
49,8 52,3			52,891 55,581	53,948 56,692															61,518 62,748 64,003 65,503 66,813 68,150 69,513
52,3 54,3				58,883	57,826 60,061	\$ 81.20 82 84.44 86			17 87.89 51 91.40		100.00 100.00				REDUCATION				63,664 64,937 66,236 67,736 69,091 70,473 71,882
57,2				61,993			.13 87.8 .59 91.3		21 95.07		100.00	\$	47,340	48,287	49,253		51,242		66,585 67,917 69,275 70,775 72,191 73,634 75,107
59,2			62,929	64,187		96.38 98			28 104.32				49,193	50,177	51,180	52,204	53,248	54,313	68,163 69,526 70,917 72,417 73,865 75,342 76,849
61,3				66,380		20.23 30		. 02.2					51,126 56,528	52,149 57,659	53,191 58,812	54,255 59,988	55,340 61,188	56,447 62.411	70,625 72,038 73,478 74,978 76,478 78,007 79,568
63,3				68,573		ADJU	NCT ASSO	CIATE PR	OFESSOR	(HOURL	Y)		58,555	57,659	60,921	59,988 62,139	63,382	62,411 64,649	73,897 75,375 76,882 78,382 79,950 81,549 83,180
65,3				70,762		\$ 87.54 89	.29 91.0	8 92.9	90 94.76	108.33	108.33		61,593	62,825	64,081	65,363	66,670		77,186 78,730 80,304 81,804 83,440 85,109 86,811
67,4			71,528	72,958		91.05 92	.87 94.7	3 96.6	98.56	108.33	108.33		63,617	64,889	66,187	67,511	68,861	70,238	80,453 82,062 83,703 85,203 86,907 88,646 90,418 82,749 84,404 86,092 87,592 89,344 91,131 92,953
72,0	55 73,506	74,976	76,476	78,005	79,566	94.72 96	.61 98.	5 100.5	52 102.53	108.33	108.33		65,817	67,133	68,476		71,242	72,667	87,603 89,355 91,142 92,642 94,495 96,385 98,313
A/20/1	7 10/1/18 1	0/31/19 11/	15/20 4/1/2	1* 11/15/21	1 11/1/22	98.21 100			22 106.31				68,351	69,718	71,112	72,535	73,985	75,465	*\$1,500 equity increase on 1/1/20 for all steps of the Chief College
4/20/1	7 10/1/10 1	0/31/13 11/	13/20 4/1/2	1 11/13/2	1 11/1/22	107.28 109	.43 111.6	113.8	35 116.12	116.12*	118.45*		71,723	73,157	74,621	76,113	77,635	79,188	Laboratory Technician schedule.
		LECT	URER				ADIIING	DDVEEC	CUB (HOU	IDI V\			75,110	76,612	78,144	79,707	81,301	82,928	
\$ 45,75	0 46,665	47,598 4	8,550 50,0	50 51,051	52,072		ADJUNCT				112 50		78,477	80,047	81,647	83,280	84,946	86,645	SENIOR COLLEGE LABORATORY TECHNICIAN
47,49			0,406 51,9			\$ 97.11 99 100.97 102)5 105.11 I5 109.29				81,855	83,492	85,162	86,865	88,602	90,375	\$ 48,606 49,578 50,570 52,570 53,621 54,693 55,787
			2,333 53,8			100.97 102			15 109.29 16 113.69				84,354	86,041	87,762 93 791		91,307		50,332 51,339 52,365 54,365 55,453 56,562 57,693
			5,457 56,9			103.03 107			15 117.45			_	90,149	91,952	93,791	95,667	91,380	99,532	52,127 53,170 54,233 56,233 57,358 58,505 59,675
			8,220 59,7. 0,424 61,9.			118.19 120							4/20/17 1	0/1/18 10/	31/19 11/15	5/20 2/1/21	* 11/15/21	11/1/22	54,265 55,350 56,457 58,457 59,626 60,819 62,035
			0,424 61,9. 3,556 65,0			*Rates applica							'			,			56,119 57,241 58,386 60,386 61,594 62,826 64,082
			5,765 67,2								-		ASS	ISTANT T	O HIGHER I	EDUCATIO	N OFFICE	R	58,656 59,829 61,026 63,026 64,286 65,572 66,883
			7,974 69,4			4/20/17 10	0/1/18 10	/31/19 1	1/15/20 1	11/15/21	11/1/22	\$	39,282	40,068 4	0,869 41,	686 42,68	6 43,540	44,411	60,297 61,503 62,733 64,733 66,028 67,348 68,695
			0,179 71,6			NON		INCT:		NON	c		40,815		2,464 43,				61,933 63,172 64,435 66,435 67,764 69,119 70,501
			2,385 73,8			NON-TEAC							42,407		4,120 45,				63,579 64,851 66,148 68,148 69,511 70,901 72,319 65,216 66,520 67,851 69,851 71,248 72,673 74,126
	3 71,699					\$ 42.95	UNCT DOC 43 81						44,308 45,957		16,098 47, 17,814 48	020 48,02			65,216 66,520 67,851 69,851 71,248 72,673 74,126 66,849 68,186 69,550 71,550 72,981 74,440 75,929
/7 77	חרטנו	/5 /U / 7	L VIII 70 7	/4 960	. VI //66	J 42.90	4101	44.09	47.70	40.49	41.42		42 Y2/	un κ/n Δ		//U 44 //	u 50 /h	1 71 /XI	00,070 UP1,44U 17,323

45,957 46,876 47,814 48,770 49,770 50,765 51,781

48.210 49.174 50.158 51.161 52.161 53.204 54.268

53.758 54.833 55.930 57.048 58.048 59.209 60.394

51.153 52.176 53.220

55,837 56,954 58,093

54 284 55 284 56 390 57 517

59,255 60,255 61,460 62,689

4/20/17 10/1/18 10/31/19 1/1/20* 11/15	20 11/15/21 11/1/22	4/20/17 10/1/18 10/31/19 11/15/20 4/1/21* 11/15/21 11/1/22 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22	4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22
COLLEGE LABORATORY TEC		CLIP INSTRUCTOR EOC HIGHER EDUCATION ASSOCIATE, cont.	LAW SCHOOL SERIES
\$ 40,627 41,440 42,268 44,768 45,6 42,023 42,863 43,721 46,221 47,		\$ 44,038 44,919 45,817 46,733 48,233 49,198 50,182 \$ 78,477 80,047 81,647 83,280 84,946 86,645 45,750 46,665 47,598 48,550 50,050 51,051 52,072 81,855 83,492 85,162 86,865 88,602 90,375	Law School Professor \$ 100,976 102,996 105,055 107,157 109,300 111,486
43,477 44,347 45,233 47,733 48,6	88 49,662 50,655	45,750 46,665 47,598 48,550 50,050 51,051 52,072 81,855 83,492 85,162 86,865 88,602 90,375 47,499 48,449 49,418 50,406 51,906 52,944 54,003 84,678 86,372 88,099 89,861 91,658 93,491	to 163,209 166,473 169,803 173,199 176,663 180,196
45,201 46,105 47,027 49,527 50,5 46,708 47,642 48,595 51,095 52,5		49,315 50,301 51,307 52,333 53,833 54,910 56,008 87,495 89,245 91,030 92,850 94,707 96,602	Law School Accoc Professor
48,756 49,731 50,726 53,226 54,		52,258 53,303 54,369 55,457 56,957 58,096 59,258 90,871 92,688 94,542 96,433 98,362 100,329 54,862 55,959 57,078 58,220 59,720 60,914 62,133 94,248 96,133 98,056 100,017 102,017 104,057	\$ 85,978 87,698 89,452 91,241 93,065 94,927
50,069 51,070 52,092 54,592 55,0		56,939 58,078 59,239 60,424 61,924 63,163 64,426 97.628 99.581 101.572 103.604 105.676 107.789	+o 122 ACT 126 126 120 0E0 141 626 144 ACO 147 2E0
51,378 52,406 53,454 55,954 57,0 52,692 53,746 54,821 57,321 58,4		59,890 61,088 62,310 63,556 65,056 66,357 67,684 100,211 102,215 104,260 106,345 108,472 110,641	Law School Asst. Professor
54,003 55,083 56,185 58,685 59,8		64,053 65,334 66,641 67,974 69,474 70,863 72,280 106,700 108,834 111,011 113,231 115,496 117,805	\$ 73,476 74,946 76,444 77,973 79,533 81,123
55,642 56,755 57,890 60,390 61,		66,131 67,454 68,803 70,179 71,679 73,112 74,575 EOC HIGHER EDUCATION ASSISTANT	to 109,135 111,318 113,544 115,815 118,13 120,494
57,281 58,427 59,595 62,095 63,3 58,921 60,099 61,301 63,801 65,0		68,210 69,574 70,966 72,385 73,885 75,363 76,870 \$ 47,340 48,287 49,253 50,238 51,242 52,267 70,293 71,699 73,133 74,595 76,095 77,617 79,170 40,403 50,477 51,400 53,204 53,240 54,241	Law School Instructor
60,561 61,772 63,008 65,508 66,8	18 68,154 69,517	72,373 73,820 75,297 76,803 78,303 79,869 81,466 51,126 52,149 53,191 54,255 55,340 56,447	\$ 43,981 44,861 45,758 46,673 47,606 48,559
61,838 63,075 64,336 66,836 68,7		/4,454 /5,943 //,462 /9,011 80,511 82,121 83,764	to 95,615 97,527 99,478 101,467 103,497 105,567
65,011 66,311 67,637 70,137 71,5 *\$2,500 equity increase on 1/1/20 for all step		77,389 78,937 80,516 82,126 83,626 85,298 87,004 58,709 84,363 86,050 87,771 89,271 91,057 92,878 58,555 59,726 60,921 62,139 63,382 64,645	Law School Lecturer (per month)
Laboratory Technician schedule.	3	*\$1,500 equity increase on 4/21/21 for all steps of the CLIP 63,617 64,889 66,187 67,511 68,861 70,238	\$ 3,040 3,141 3,230 3,333 3,402 3,311
4/20/17 10/1/18 10/31/19 11/15/20	11/15/21 11/1/22	Instructor schedule. 65,817 64,809 68,476 69,846 71,242 72,667	to 13,641 13,914 14,192 14,476 14,765 15,061
		4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 68,351 69,718 71,112 72,535 73,985 75,465	Law School Library Professor
ADJUNCT CHIEF COLLEGE LABORAT \$ 40.51 41.32 42.15 42.99	43.85 44.73	71,723 73,157 74,621 76,113 77,635 79,188 COLLEGE PHYSICIAN 75,110 76,612 78,144 79,707 81,301 82,928	+ 10,135 10,210 13,035 01,132 03,000 01,122
42.13 42.97 43.83 44.71	45.60 46.51	***COLLEGE PHYSICIAN*** 75,110 76,612 78,144 79,707 81,301 82,928 \$ 37,414 38,162 38,926 39,704 40,498 41,308 78,477 80,047 81,647 83,280 84,946 86,649	
43.82 44.70 45.59 46.50	47.43 48.38	38,872 39,649 40,442 41,251 42,076 42,918 81,855 83,492 85,162 86,865 88,602 90,375	
48.92 49.90 50.90 51.91	52.95 54.01	40,387 41,195 42,019 42,859 43,716 44,591 84,354 86,041 87,762 89,517 91,307 93,13 4 43,260 44,125 45,008 45,908 46,826 47,763 90,149 91,952 93,791 95,667 97,580 99,53	
55.95 57.07 58.21 59.37	60.56 61.77	43,260 44,125 45,008 45,908 46,826 47,763 90,149 91,952 93,791 95,667 97,580 99,532 45,792 46,708 47,642 48,595 49,567 50,558	-
ADJUNCT SENIOR COLLEGE LABORAT		47,813 48,769 49,745 50,740 51,754 52,789 4/20/17 10/1/18 10/31/19 11/15/20 2/1/21* 11/15/21 11/12/2	Law School Library Asst. Professor
\$ 34.87 35.57 36.28 37.00 36.27 37.00 37.74 38.49	37.74 38.50 39.26 40.05	48,832 49,809 50,805 51,821 52,857 53,914 49,840 50,837 51,854 52,891 53,948 55,027 EOC ASSISTANT TO HIGHER EDUCATION OFFICER	\$ 47,817 48,773 49,749 50,744 51,759 52,794 to 109,135 111,318 113,544 115,815 118,131 120,494
37.68 38.43 39.20 39.99	40.79 41.60	50,858 51,875 52,913 53,971 55,050 56,151 \$ 39,282 40,068 40,869 41,686 42,686 43,540 44,41	
40.73 41.54 42.38 43.22	44.09 44.97	51,869 52,906 53,965 55,044 56,145 57,268 40,815 41,631 42,464 43,313 44,313 45,199 46,103	Law School Adjunct Professor (hourly) \$ 100.90 102.92 104.98 107.08 109.22 111.40
46.25 47.18 48.12 49.08	50.06 51.06	55 941 57 060 58 201 59 365 60 552 61 763 42,407 43,255 44,120 45,003 46,003 46,923 47,86	to 300.16 306.16 312.29 318.53 324.90 331.40
ADJUNCT COLLEGE LABORATORY		44,308 45,194 46,098 47,020 48,020 48,980 49,960 45,957 46,876 47,814 48,770 49,770 50,765 51,78°	Law School Adjunct Assoc. Prof. (hourly)
\$ 28.28 28.85 29.42 30.01 29.38 29.97 30.57 31.18	30.61 31.22 31.80 32.44	4/20/17 10/1/18 10/31/19 11/15/20 4/1/21*11/15/21 11/1/22 48,210 49,174 50,158 51,161 52,161 53,204 54,268	
30.58 31.19 31.82 32.45	33.10 33.76	EOC LECTURER 51,153 52,176 53,220 54,284 55,284 56,390 57,517	to 218.31 222.68 227.13 231.67 236.31 241.03
34.62 35.31 36.02 36.74	37.47 38.22	\$ 45,750 46,665 47,598 48,550 50,050 51,051 52,072 53,758 54,833 55,930 57,048 58,048 59,209 60,394 47,499 48,449 49,418 50,406 51,906 52,944 54,003 55,837 56,954 58,093 59,255 60,255 61,460 62,689	
40.86 41.68 42.51 43.36	44.23 45.11	47,499 48,449 49,418 50,406 51,906 52,944 54,003 55,837 56,954 58,093 59,255 60,255 61,460 62,689 49,315 50,301 51,307 52,333 53,833 54,910 56,008 58,787 59,963 61,162 62,385 63,385 64,653 65,946	
GRADUATE ASSISTAN		52,258 53,303 54,369 55,457 56,957 58,096 59,258 60,869 62,086 63,328 64,595 65,595 66,907 68,245	to 163.70 166.97 170.31 173.72 177.19 180.74
\$ 22,967 23,426 23,895 24,373 23,846 24,323 24,809 25,306	24,860 25,357 25,812 26,328	54,862 55,959 57,078 58,220 59,720 60,914 62,133 62,949 64,208 65,492 66,802 67,802 69,158 70,54° 56,939 58,078 59,239 60,424 61,924 63,163 64,426 65,078 66,379 67,655 69,008 70,008 71,408 77,83°	Law School Non-Teaching Adjunct III (hourly)
24,762 25,257 25,762 26,278	26,803 27,339	56,939 58,078 59,239 60,424 61,924 63,163 64,426 65,028 66,329 67,655 69,008 70,008 71,408 72,837 59,890 61,088 62,310 63,556 65,056 66,357 67,684 67,106 68,448 69,817 71,213 72,213 73,658 75,137	2 2
26,062 26,583 27,115 27,657	28,210 28,775	61,972 63,211 64,476 65,765 67,265 68,610 69,983 69,188 70,572 71,983 73,423 74,423 75,911 77,430	
	29,810 30,406	64,053 65,334 66,641 67,974 69,474 70,863 72,280 71,268 72,693 74,147 75,630 76,630 78,163 79,726 66,131 67,454 68,803 70,179 71,679 73,112 74,575 72,693 74,147 75,630 76,630 78,163 79,726 77,4538 76,010 77,530 78,163 79,726	
27,540 28,091 28,653 29,226	20 022 21 551		Law School Non-Teaching Adjunct II (hourly)
27,540 28,091 28,653 29,226 28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891	30,933 31,551 32,529 33,180	68,210 69,574 70,966 72,385 73,885 75,363 76,870 77,121 78,663 80,237 81,841 82,841 84,498 86,189	£ 52.00 54.02 55.40 50.20 57.22 50.47
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994	32,529 33,180 33,654 34,327	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 ** \$1,702 71,699 77,617 77,917 77,917 77,917 77,917 77,917 77,917 77,917 77,	¢ 52.00 54.02 55.40 50.20 57.22 50.47
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101	32,529 33,180 33,654 34,327 34,783 35,479	68,210 69,574 70,966 72,385 73,885 75,363 76,870 77,121 78,663 80,237 81,841 82,841 84,498 86,186	\$ 52.96 54.02 55.10 56.20 57.33 58.47
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732	68,210 69,574 70,966 72,385 73,885 75,363 76,870 77,0293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 77,389 78,937 80,516 82,126 83,626 85,298 87,004	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,277 91,057 92,878 82,709 84,363 86,050 87,771 89,277 91,057 92,878 82,150 gwith increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule.	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule.	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. Solution of the control o	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. EOC LECTURER DOCTORAL \$40,627 41,420 42,268 44,768 45,664 46,577 47,509 42,201 53,053 54,114 55,197 56,697 57,831 58,987 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,233 47,733 48,688 49,662 50,655 \$43,477 44,347 45,248 \$43,478 45,248 48,488 86,188 \$44,488 86,188	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 **GRADUATE ASSISTAN** \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,277 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 ***GRADUATE ASSISTAN'** \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **S1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **S0,051 51,052 52,073 53,115 54,615 55,707 56,821 42,023 42,863 43,721 46,221 47,145 48,088 49,050 54,053 55,134 56,237 57,361 58,861 60,039 61,239 54,053 55,134 56,237 57,361 58,861 60,039 61,239 56,998 58,138 59,301 60,487 61,987 63,226 64,491 61,684 62,918 64,176 65,460 66,960 68,299 69,665 50,069 51,070 52,092 54,592 55,684 56,797 57,933 56,484 62,918 64,176 65,460 66,960 68,299 69,665 50,069 51,070 52,092 54,592 55,684 56,797 57,933 57,361 58,461 60,487 61,987 63,226 64,491 61,684 62,918 64,176 65,460 66,960 68,299 69,665 50,069 51,070 52,092 54,592 55,684 56,797 57,933 57,361 58,461 62,012 64,491 62,487 64,	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences)
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28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 77,121 78,663 80,237 81,841 82,841 84,498 86,181 77,121 78,663 80,237 81,841 82,841 84,498 86,181 82,793 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 82,709 84,363 86,050 87,771 89,271 91,057 92,878 \$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. *\$1,500 equity increase on 1/1/2021 for all steps of Assistant to Higher Education Officer schedule. *\$2,709 84,363 86,050 87,771 89,271 91,057 92,878 \$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. *\$0,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,053 54,114 55,197 56,697 57,831 58,987 54,005 55,134 56,237 57,361 58,861 60,039 61,239 56,998 81,38 59,301 60,487 61,987 63,226 64,491 59,609 60,801 62,017 63,258 64,758 66,053 67,374 66,711 68,045 69,406 70,794 72,294 73,740 75,215 66,711 68,045 69,406 70,794 72,294 73,740 75,215 68,796 71,172 71,575 73,007 74,507 75,997 77,517 70,871 72,288 73,734 75,209 76,709 78,243 79,988 82,133 83,776 85,451 87,160 88,660 90,433 92,242 87,638 89,381 91,168 92,992 94,492 96,381 98,309 \$1,500 equity increase on 4/1/21 for all steps of the Lecturer Doctoral schedule.	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical)
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28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 41/1/21 for all steps of the Lecturer schedule. **51,500 equity increase on 41/1/21 for all steps of the Lecturer schedule. **EOC LECTURER DOCTORAL** \$ 40,627 41,440 42,268 44,668 45,664 46,577 47,505 55,005 51,005 55,136 56,237 57,361 58,861 60,039 61,239 56,998 58,138 59,301 60,487 61,987 63,226 64,491 65,694 65,297 67,245 68,590 70,090 71,492 72,922 66,711 68,045 69,406 70,794 72,294 73,740 75,215 68,796 77,172 71,575 73,007 74,507 75,997 70,871 72,288 73,734 75,209 76,709 78,243 79,805 79,919 80,779 82,394 84,042 85,542 87,253 88,988 133 83,776 85,451 87,160 88,660 90,433 92,242 87,628 89,381 91,168 92,992 94,492 96,381 98,309 82,100 80,420 11/15/20 11	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,2373 73,820 75,297 76,803 78,303 79,869 81,466 77,3389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,509 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 41/21 for all steps of the Lecturer schedule. **51,500 equity increase on 41/21 for all steps of the Lecturer schedule. **50,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,053 54,114 55,197 56,697 57,831 58,987 54,093 55,134 56,237 57,361 58,861 60,039 61,239 56,998 58,138 59,301 60,487 61,987 63,226 64,491 59,609 60,801 62,017 63,258 64,758 66,053 67,374 46,621 65,927 67,245 68,900 70,172 71,575 73,007 74,507 77,997 70,817 72,288 73,734 75,209 76,709 78,243 79,808 72,949 74,408 75,896 70,172 71,157 73,007 74,507 78,997 77,112 78,654 80,227 81,832 83,332 84,999 86,698 79,195 80,779 82,394 84,042 85,542 87,253 88,988 82,133 83,776 85,451 87,608 89,381 91,168 92,992 94,492 96,381 98,309 82,133 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,533 83,776 85,451 87,160 88,660 90,433 92,242 87,530 equity increase on 4/1/21 for all steps of the Lecturer Doctoral schedule.	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 72,373 73,820 75,297 76,803 78,303 79,869 81,466 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **51,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **50,051 51,052 52,073 53,115 54,615 55,707 56,821 42,023 42,863 43,771 46,221 47,145 48,088 49,662 50,655 55,035 54,114 55,197 56,697 57,831 58,987 59,609 60,801 62,017 63,258 64,758 66,033 67,374 48,756 48,291 66,711 68,045 69,940 70,794 72,294 73,740 75,215 68,796 70,172 71,575 73,007 74,507 75,997 77,517 70,871 72,288 73,734 75,209 76,709 78,243 79,808 82,133 83,776 85,481 87,190 82,334 81,181 82,841 84,498 86,188 *\$1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S1,000 equity increase on 2/1/2021 for all steps of Assistant to Higher Education Officer schedule. **S2,001 46,001 42,001 42,268 44,768 45,664 46,577 47,502 42,002 42,863 43,771 46,221 47,145 48,088 49,562 50,653 54,333 47,733 48,688 49,662 50,655 56,998 58,133 59,301 60,487 61,987 63,226 64,491 48,795 51,005 52,005 53,765 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57,321 58,675 59,376 54,821 57	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 D 5,702 5,816 6,012 5,816	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,0293 71,699 73,133 74,595 76,095 77,617 79,7107 73,213 73,320 75,297 76,803 78,303 79,869 81,466 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 \$ *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **EOC LECTURER DOCTORAL** \$ 50,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,053 54,114 55,197 56,697 57,831 58,897 56,998 58,138 59,301 60,487 61,987 63,226 64,491 61,684 62,918 64,176 65,460 66,606 68,299 69,665 61,684 65,927 67,245 68,590 70,090 71,492 72,924 66,711 68,045 69,406 70,794 72,294 73,740 75,215 68,796 77,122 71,575 73,007 74,507 75,997 77,517 70,871 72,288 73,734 75,209 76,709 78,243 79,808 79,195 80,779 82,394 84,042 85,542 87,543 83,382 81,911.68 92,992 94,492 96,381 91,168 92,992 94,492 96,381 91,168 92,992 94,492 96,381 91,168 92,992 94,492 96,381 98,1961 98,399 84,998 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 84,998 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 82,849 84,958 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 84,998 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 84,999 86,698 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 82,849 84,958 86,657 88,390 90,158 91,961 93,800 90,800 93,800 93,800 93,800 90,158 91,961 93,800 93,	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical)
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822	8,210 69,574 70,966 72,385 73,885 75,363 76,870 70,7293 71,699 73,133 74,595 76,095 77,617 79,170 73,373 73,320 75,997 76,803 78,303 79,896 81,466 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 41/21 for all steps of the Lecturer schedule. **So,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,053 54,114 55,197 56,697 57,831 58,987 43,477 44,347 45,233 47,733 48,688 49,662 50,655 55,998 58,138 59,301 60,487 61,987 63,226 64,491 61,684 62,918 64,176 65,460 66,960 68,299 69,665 61,684 62,918 64,176 65,460 66,960 68,299 69,665 66,111 68,045 69,905 77,414 78,914 80,492 82,102 79,915 80,779 82,334 75,393 81,911 80,450 89,381 91,68 92,992 94,492 96,881 97,915 80,779 82,334 84,042 85,542 87,093 88,138 89,377 80,555 82,116 83,865 89,383 81,776 85,451 87,160 88,660 90,433 92,245 81,330 83,776 88,391 91,168 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,992 94,492 96,831 92,993 94,492 96,831 92,992 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,492 96,831 92,993 94,9	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,0293 71,699 73,133 74,595 76,095 77,617 79,7107 73,213 73,320 75,297 76,803 78,303 79,869 81,466 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 \$ *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **EOC LECTURER DOCTORAL** \$ 50,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,053 54,114 55,197 56,697 57,831 58,897 56,998 58,138 59,301 60,487 61,987 63,226 64,491 61,684 62,918 64,176 65,460 66,606 68,299 69,665 61,684 65,927 67,245 68,590 70,090 71,492 72,924 66,711 68,045 69,406 70,794 72,294 73,740 75,215 68,796 77,122 71,575 73,007 74,507 75,997 77,517 70,871 72,288 73,734 75,209 76,709 78,243 79,808 79,195 80,779 82,394 84,042 85,542 87,543 83,382 81,911.68 92,992 94,492 96,381 91,168 92,992 94,492 96,381 91,168 92,992 94,492 96,381 91,168 92,992 94,492 96,381 98,1961 98,399 84,998 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 84,998 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 82,849 84,958 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 84,998 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 84,999 86,698 86,657 88,390 90,158 91,961 93,800 90,58 31,19 31,82 32,45 33,10 33,76 82,849 84,958 86,657 88,390 90,158 91,961 93,800 90,800 93,800 93,800 93,800 90,158 91,961 93,800 93,	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,995 77,677 79,770 77,742 78,683 78,320 75,297 76,893 78,303 79,869 83,764 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 **51,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **S1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **EOC LECTURER DOCTORAL** \$ 50,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,053 54,114 55,197 56,697 57,831 58,987 54,053 55,134 56,237 57,361 58,861 60,039 61,239 55,969 60,801 62,017 63,258 64,758 66,059 61,684 62,918 64,176 65,460 66,960 68,299 69,665 61,684 62,918 64,176 65,460 66,960 68,299 69,665 61,684 62,918 64,176 65,460 66,960 68,299 69,665 61,684 62,918 64,176 65,460 66,960 68,299 69,665 66,794 70,172 71,575 73,007 74,507 75,997 77,517 70,871 72,288 73,734 75,209 76,709 74,507 75,997 77,517 78,904 79,040 80,621 82,233 83,878 82,133 83,776 85,451 87,669 88,660 90,433 92,242 87,638 83,377 82,346 89,381 91,168 92,992 94,492 96,381 98,399 71,500 equity increase on 4/1/21 for all steps of the Lecturer Doctoral schedule. **S1,000 equity increase on 4/1/21 for all steps of the Lecturer Schedule.** **S1,000 equity increase on 4/1/21 for all steps of the Lecturer Schedule.** **S1,000 equity increase on 4/1/21 for all steps of the Lecturer Schedule.** **S2,001 81,302 82,003 83,313 84,484 82,498 86,184 49,888 49,662 60,904 31,904 48,765 49,731 50,726 53,226 54,990 56,331 94,604 50,904	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557 4/20/17 10/1/18 10/31/19 11/15/20 4/1/ CUNY START INSTRUCT \$ 49,315 50,301 51,307 52,333 53,52,258 53,303 54,369 55,457 56,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 **21* 11/15/21 11/1/22 OR 333 54,910 56,008 257 58,096 59,258	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,995 77,617 79,177 79,237 37,320 75,297 76,803 78,303 79,869 81,466 77,389 78,937 80,516 82,126 83,526 85,298 87,004 82,799 84,363 86,050 87,771 89,271 91,057 92,878 ** *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **EOC LECTURER DOCTORAL** \$ 50,051 51,052 52,073 53,115 54,615 55,707 56,821 52,013 53,033 54,114 55,197 56,669 75,7831 58,987 59,609 50,801 52,017 63,226 64,991 59,609 60,801 62,017 63,228 64,758 66,033 61,239 59,609 60,801 62,017 63,228 64,758 66,033 61,239 64,764 62,918 64,176 65,460 66,900 86,299 69,665 66,711 68,045 59,077 67,794 77,294 73,740 75,215 68,796 70,172 71,575 73,007 74,507 78,997 77,517 70,871 72,288 73,734 75,209 76,709 78,243 79,808 82,138 33,774 84,784 87,894 87,894 87,895 86,657 88,390 90,158 91,915 88,857 90,634 82,093 83,745 85,451 87,160 88,660 90,433 92,242 82,093 83,745 86,551 83,895 82,992 94,492 96,381 89,399 82,628 80,798 82,138 33,76 85,451 87,160 88,660 90,433 92,242 82,093 83,732 85,466 87,151 88,857 90,634 82,993 84,462 85,5451 87,160 88,660 90,433 92,242 82,093 83,735 85,451 87,160 88,660 90,433 92,242 82,093 83,735 85,451 87,160 88,660 90,433 92,242 82,093 83,735 85,451 87,150 88,857 90,634 82,993 84,942 96,381 87,995 82,995 81,000,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 90,871 92,688 94,542 96,833 98,365 100,017 102,017 104,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,057 91,0	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196 MEDICAL SERIES (HOURLY) Adj Asst. Med. Professor (Clinical)
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557 4/20/17 10/1/18 10/31/19 11/15/20 4/1/17 CUNY START INSTRUCT \$ 49,315 50,301 51,307 52,333 53,52,258 53,303 54,369 55,457 56,54,862 55,959 57,078 58,220 59,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 21* 11/15/21 11/1/22 OR 333 54,910 56,008 357 58,096 59,258 720 60,914 62,133	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 71,333 74,595 76,095 77,171 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,363 76,364 77,389 78,937 80,516 82,126 83,626 85,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 ** *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule.** **EOC LECTURER DOCTORAL** \$5,0,051 51,052 52,073 53,114 55,197 56,697 57,831 58,987 44,078 33,003 54,114 55,197 56,697 57,831 58,987 44,078 59,609 60,801 62,017 63,258 64,758 66,053 66,313 66,314 65,277 75,900 60,801 62,017 63,258 64,758 66,053 66,714 68,045 69,406 70,794 72,294 73,740 75,215 66,716 68,045 69,406 70,794 72,294 73,740 75,215 66,716 68,045 69,406 70,794 72,294 73,740 75,215 66,716 68,045 69,406 70,794 72,294 73,740 75,215 68,796 77,408 78,996 71,40	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196 MEDICAL SERIES (HOURLY) Adj Asst. Med. Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 CALLER ASSISTAN \$ 49,315 50,301 51,307 52,333 53,52,258 53,303 54,369 55,457 56,54,862 55,959 57,078 58,220 59,56,939 58,078 59,239 60,424 61,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 **21* 11/15/21 11/1/22 OR 333 54,910 56,008 257 58,096 59,258	68,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 71,393 74,595 76,095 77,171 79,170 79,170 79,170 79,170 79,170 73,382 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,938 86,687 89,710 82,126 83,626 83,298 87,004 82,709 84,363 86,050 87,771 89,271 91,057 92,878 *\$1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **EOC LECTURER DOCTORAL** **S1,500 equity increase on 4/1/21 for all steps of the Lecturer schedule. **S0,001 51,052 52,073 53,115 54,615 55,707 56,821 42,023 42,863 43,721 46,221 47,145 48,088 49,056 55,903 55,013 53,053 54,114 55,197 56,697 57,831 58,987 43,477 44,347 45,233 47,733 48,688 49,662 50,655 65,998 56,998 58,138 59,301 60,487 61,998 63,299 69,656 64,634 65,927 67,245 68,590 70,090 71,492 72,992 66,711 68,045 69,406 70,794 72,294 73,740 75,215 66,796 77,341 72,288 73,734 75,209 76,709 78,243 79,808 79,195 80,779 82,334 75,209 76,709 78,243 79,808 79,195 80,779 82,334 84,042 85,542 87,253 88,998 79,195 80,779 82,334 84,042 85,542 87,253 88,998 79,195 80,779 82,334 84,042 85,542 87,253 88,998 79,195 80,779 82,344 84,042 85,542 87,253 88,998 79,195 80,779 82,344 84,042 85,542 87,253 88,998 79,195 80,779 82,344 84,042 85,542 87,253 88,998 79,195 80,779 82,344 84,042 85,542 87,253 88,998 87,995 80,799 82,459 91,030 92,850 94,470 96,024 99,481 92,688 94,542 96,433 98,660 90,433 92,242 87,628 89,881 91,168 92,992 94,492 96,381 98,309 87,495 89,581 101,752 11,	\$ 52.96 54.02 55.10 56.20 57.33 58.47 to 131.00 133.62 136.29 139.02 141.80 144.63 Law School Non-Teaching Adjunct I (hourly) \$ 60.54 61.75 62.99 64.25 65.53 66.84 to 180.09 183.69 187.37 191.11 194.94 198.83 DISTINGUISHED LECTURER – LAW SCHOOL \$ 43,981 44,861 45,758 46,673 47,606 48,559 to 163,209 166,473 169,803 173,199 176,663 180,196 4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 MEDICAL SERIES Medical Professor (Basic Sciences) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,563 143,374 146,242 149,167 152,150 155,193 Assoc. Medical Professor (Basic Sciences) \$ 82,729 84,384 86,071 87,793 89,549 91,340 to 123,513 125,983 128,503 131,073 133,694 136,368 Asst. Medical Professor (Basic Sciences) \$ 66,962 68,301 69,667 71,061 72,482 73,931 to 106,457 108,586 110,758 112,973 115,232 117,537 Medical Professor (Clinical) \$ 126,881 129,419 132,007 134,647 137,340 140,087 to 188,322 192,088 195,930 199,849 203,846 207,923 Assoc. Medical Professor (Clinical) \$ 111,112 113,334 115,601 117,913 120,271 122,677 to 157,621 160,773 163,989 167,269 170,614 174,026 Asst. Medical Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196 MEDICAL SERIES (HOURLY) Adj Asst. Med. Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196 MEDICAL SERIES (HOURLY) Adj Asst. Med. Professor (Clinical) \$ 98,503 100,473 102,483 104,532 106,623 108,755 to 140,566 143,377 146,245 149,170 152,153 155,196 MEDICAL SERIES (HOURLY) Adj Asst. Med. Professor (Clinical) \$ 206.37 210.50 214.71 219.00 223.38 227.85 214.61 218.90 223.28 227.75 232.30 236.95 223.20 227.66 232.22 236.86 241.60 246.43
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557 4/20/17 10/1/18 10/31/19 11/15/20 4/1/ CUNY START INSTRUCT \$ 49,315 50,301 51,307 52,333 53, 52,258 53,303 54,369 55,457 56, 54,862 55,959 57,078 58,220 59, 56,939 58,078 59,239 60,424 61, 59,890 61,088 62,310 63,556 65, 61,972 63,211 64,476 65,765 67,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 21* 11/15/21 11/1/22 OR 21,417 11/15/21 11/1/22 OR 23,33 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 362 6,342 6,469 6,688 6,822 21* 11/15/21 11/1/22 OR 20,700 59,258 20,001	68,210 69,574 70,965 72,385 73,885 75,363 76,870 77,617 79,170 77,387 78,937 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 74,384 75,943 77,462 79,011 80,511 82,121 83,764 82,709 84,363 86,050 87,771 89,271 91,057 92,878 ** *\$1,500 equity increase on 41/121 for all steps of the Lecturer Schedule.** **S0,051 51,052 52,073 53,115 54,615 55,707 56,821 54,033 55,134 56,237 57,361 58,861 60,039 61,239 54,053 55,134 56,237 57,361 58,861 60,039 61,239 56,698 581,38 59,301 60,487 61,997 63,226 64,491 61,684 62,918 64,176 55,460 66,960 68,299 69,605 61,684 62,918 64,176 55,460 66,960 68,299 69,665 64,646 64,646 64,646 64,646 64,647 64,6	\$ 52.96
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557 4/20/17 10/1/18 10/31/19 11/15/20 4/1/ CUNY START INSTRUCT \$ 49,315 50,301 51,307 52,333 53, 52,258 53,303 54,369 55,457 56, 54,862 55,959 57,078 58,220 59, 56,939 58,078 59,239 60,424 61, 59,890 61,088 62,310 63,556 65, 61,972 63,211 64,476 65,765 67, 64,053 65,334 66,641 67,974 69,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 ***B** 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 ***C** 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 ***D** ***D** 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 ***E** ***D** ***S** ***D** 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 ***E** ***D** ***S** ***D** ***S** ***D** ***S** ***D** ***S** ***S** ***D** ***S**	68,210 69,574 70,966 72,385 75,885 75,563 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 73,373 73,820 75,297 76,803 78,030 79,669 81,465 74,454 75,943 77,462 79,011 80,511 82,121 83,764 74,454 75,943 77,462 79,011 80,511 82,121 83,764 82,709 84,363 86,050 87,771 89,271 91,057 92,878 75,500 equity increase on 4/1/21 for all steps of the lecturer schedule. **So,051 51,052 52,073 53,115 54,615 55,707 56,697 57,831 58,987 54,033 55,134 56,237 57,361 58,861 60,039 61,239 55,098 58,138 59,301 60,487 61,987 63,226 64,491 61,684 62,918 64,176 65,982 68,183 69,301 60,487 61,987 63,226 64,491 64,636 62,918 64,176 65,527 67,245 68,590 70,090 71,492 72,922 66,711 68,045 69,406 70,794 72,294 73,740 75,215 66,767 67,332 66,768 67,97 77,597 77,751 70,871 72,288 73,734 75,209 76,709 77,517 70,871 72,288 73,734 75,209 76,709 77,517 70,871 72,288 73,734 75,209 76,709 78,243 79,808 72,949 74,408 75,839 71,168 92,992 94,492 96,381 98,096 82,090 83,732 85,406 87,115 88,867 90,634 84,958 86,657 79,827 81,187 82,799 84,302 96,881 98,398 61,598 83,332 84,999 86,698 82,999 74,909 83,732 85,406 87,115 88,867 90,634 84,958 86,657 79,827 81,187 82,799 84,302 96,881 98,398 61,598 82,999 84,942 96,381 98,096 82,990 83,732 85,406 87,115 88,867 90,634 84,958 86,657 88,390 90,158 91,961 93,800 93	\$ 52.96
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557 4/20/17 10/1/18 10/31/19 11/15/20 4/1/ CUNY START INSTRUCT \$ 49,315 50,301 51,307 52,333 53, 52,258 53,303 54,369 55,457 56, 54,862 55,959 5,7078 5,894 5,9890 61,088 62,310 63,556 65, 66,939 58,078 59,239 60,424 61, 59,890 61,088 62,310 63,556 65, 66,053 65,334 66,641 67,974 69, 66,131 67,454 68,803 70,179 71,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 **B 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,365 17,713 17,933 18,291 19,051 19,432 **C 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 **D 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 21* 11/15/21 11/1/22 OR 21,417 11/15/21 11/1/22 OR 23,33 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 333 54,910 56,008 362 6,342 6,469 6,688 6,822 21* 11/15/21 11/1/22 OR 20,700 59,258 20,001	68,210 69,574 70,966 72,385 75,885 75,563 76,870 70,273 71,699 73,133 74,595 76,095 77,617 79,170 73,373 73,820 75,297 76,803 78,030 79,669 81,465 74,454 75,943 77,462 79,011 80,511 82,121 83,764 74,454 75,943 77,462 79,011 80,511 82,121 83,764 82,709 84,363 86,050 87,771 89,271 91,057 92,878 75,500 equity increase on 4/1/21 for all steps of the lecturer schedule. **South State	\$ 52.96
28,577 29,149 29,732 30,326 30,052 30,653 31,266 31,891 31,091 31,713 32,347 32,994 32,134 32,777 33,432 34,101 34,175 34,859 35,556 36,267 GRADUATE ASSISTAN \$ 11,969 12,208 12,453 12,702 12,409 12,657 12,910 13,169 12,869 13,126 13,389 13,657 13,511 13,781 14,057 14,338 14,253 14,538 14,829 15,125 14,775 15,071 15,372 15,679 15,523 15,833 16,150 16,473 16,043 16,364 16,691 17,025 16,567 16,898 17,236 17,581 17,600 17,952 18,311 18,677 GRADUATE ASSISTAN \$ 17,471 17,820 18,177 18,540 18,129 18,492 18,861 19,239 18,812 19,188 19,572 19,963 19,786 20,182 20,585 20,997 20,897 21,315 21,741 22,176 21,678 22,112 22,554 23,005 22,785 23,241 23,706 24,180 23,566 24,037 24,518 25,008 24,347 24,834 25,331 25,837 25,888 26,406 26,934 27,473 GRADUATE ASSISTAN \$ 5,268 5,373 5,481 5,590 5,554 5,665 5,778 5,894 5,859 5,976 6,096 6,218 6,179 6,303 6,429 6,557 4/20/17 10/1/18 10/31/19 11/15/20 4/1/ CUNY START INSTRUCT \$ 49,315 50,301 51,307 52,333 53,52,258 53,303 54,369 55,457 56,54,862 55,959 57,078 58,220 59,56,939 58,078 59,239 60,424 61,59,890 61,088 62,310 63,556 65,61,972 63,211 64,476 65,765 67,64,053 65,334 66,641 67,974 69,66131 67,454 68,803 70,179 71,68,210 69,574 70,966 72,385 73,70,293 71,699 73,133 74,595 76,	32,529 33,180 33,654 34,327 34,783 35,479 36,992 37,732 ***B** 12,956 13,215 13,432 13,701 13,930 14,208 14,625 14,917 15,428 15,736 15,993 16,313 16,803 17,139 17,365 17,713 17,933 18,291 19,051 19,432 ***C*** 18,911 19,289 19,623 20,016 20,363 20,770 21,417 21,845 22,620 23,072 23,465 23,934 24,663 25,156 25,509 26,019 26,354 26,881 28,022 28,582 ***D*** 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 ***P*** ***D*** ***D*** 5,702 5,816 6,012 6,132 6,342 6,469 6,688 6,822 ***P*** ***D*** **D*** ***D*** **D*** ***D*** *	88,210 69,574 70,966 72,385 73,885 75,363 76,870 70,293 71,699 73,133 74,595 76,095 77,617 79,170 72,373 73,820 75,297 76,803 78,303 79,869 81,466 74,454 75,943 77,462 79,011 80,511 82,121 83,764 77,389 78,973 80,516 82,126 83,623 85,298 87,048 27,99 84,363 86,500 87,771 89,271 91,057 92,878 ** *\$1,500 equity increase on 41/121 for all steps of the Lecturer bedule. **EOC LECTURE DOCTORAL** \$ 50,051 51,052 52,073 53,115 54,615 55,707 56,821 52,003 53,033 54,114 55,197 56,697 57,831 89,987 54,033 55,134 56,223 75,361 58,661 60,039 61,239 56,998 58,138 59,301 60,487 61,987 63,226 64,491 59,609 60,801 62,017 63,258 64,758 66,053 67,374 61,684 62,918 64,176 65,460 66,960 68,299 69,665 64,634 65,927 67,245 68,590 70,090 71,492 72,924 66,711 68,045 69,406 70,794 72,294 73,408 75,896 70,172 71,737 72,288 73,734 75,209 76,709 78,243 79,808 79,195 80,779 82,394 84,042 85,542 87,253 88,998 19,163 82,992 94,492 96,381 98,399 91,616 82,992 94,492 96,381 98,399 91,616 82,992 94,492 96,381 98,399 91,616 82,992 94,492 96,381 98,399 91,616 82,992 94,492 96,381 98,399 91,617 97,628 99,381 101,572 117,	\$ 52.96
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Trump's 'Israel' order could affect CUNY

By SHOMIAL AHMAD

Targeting the State of Israel through boycotts or claiming that Israel is racist could now be construed as a violation of federal antidiscrimination law following a new executive order to combat anti-Semitism signed by President Donald Trump in mid-December. Schools and colleges, including programs and activities that receive federal funding, are at risk of losing millions of dollars if sanctioned under the new order.

How Trump's order is exactly implemented is the question. Social justice advocates - both those fighting anti-Semitism and those advocating for Palestinian rights – have raised concerns that it could violate fundamental free speech rights.

"It's not Jewish interests or safety that are served by targeting academic freedom, speech, scholarship, dissent and activism," said David Unger, a Higher Education Assistant at the School of Labor and Urban Studies.

Noting that his grandparents were subpoenaed to testify during the McCarthy hearings because of their political activities, he added, "Coming from four generations of Jewish activists who have faced repression due to their political views and activities, such suppression of political speech and action – both on campus and in society - feels incredibly familiar."

Trump's executive order reiterates and expands on Obama administration guidance on how to respond to anti-Semitic incidents under current federal civil rights law. At issue is Title VI of the Civil

Academic freedom at risk



Frank Deale, a professor at the School of Law, is concerned about freedom of speech under the new Trump executive order.

Rights Act of 1964, which prohibits discrimination "on the ground of race, color, or national origin" for programs and activities that receive federal funding.

DEFINING JEWISHNESS

The original 1964 law does not include religious discrimination, so Trump's order explicitly pro-

hibits "forms of discrimination rooted in anti-Semitism," an order consistent with Obama and Bush administration policy. That is not what is at issue for many academics. Instead, it is how the order defines Jewish identity and anti-Semitism that raises concern.

The day after the order was issued, the Middle East Studies Association of North America (MESA), a leading organization in the academic field, wrote a letter to President Trump, asking him to "revoke this executive order immediately."

STIFLING

MESA cited the order's design to "delegitimize and stifle scholarship and teaching" and its essentializing of Jewish identity by, in effect, construing that Jews share a common national origin.

"As you surely know, Jews in the United States and elsewhere identify themselves in a wide variety of ways, so the implication that all Jews share a

common national origin is not a statement of fact but an ideological assertion," wrote Dina Rizk Khoury, MESA president, and Laurie Brand, the chair of the federal group's Committee on Academic Freedom. "Like all

other citizens and residents of the United States, Jews are entitled to protection against discrimination, but we deem this an ill-informed and potentially dangerous approach to securing such protection."

What is also a concern for many academics is how anti-Semitism is defined. When evaluating incidents, federal agencies and departments will consider the International Holocaust Remembrance Alliance's (IHRA) definition of and examples of anti-Semitism that include, "targeting of the State of Israel" and claiming that "the existence of a State of Israel is a racist endeavor."

Even the lead drafter of which the IHRA definition is based upon, Kenneth Stern, thinks the definition should not be applied to colleges and universities, as he wrote in the Guardian, "I'm worried that faculty, who can just as easily teach about Jewish life in 19thcentury Poland or about modern Israel, will probably choose the former as safer."

Censorship and potential self-censorship concerns many academics.

"There can be little doubt that such 'illustrations' of anti-Semitism will force universities to police speakers seeking justice in the Middle East, especially those supporting the BDS [Boycott, Divestment

and Sanctions] Movement," **Scholars** Frank Deale a professor at the CUNY school of law who examine teaches civil rights and conthe new stitutional law, told Clarion. "Under the Trump order, such statements will trigger order. complaints that could lead to

> the termination of federal funding to such universities, even though such statements would be deemed First Amendment protected speech when made at public universities.'

The Trump order explicitly states that "agencies shall not diminish or infringe upon any right protected under Federal law or under the First Amendment," but that is little consolation to schools and colleges that have already been singled out for perceived anti-Semitism. Complaints can be made to any federal agency or department that administers Title VI, and an investigation could be launched, typically within the US Department of Education Office for Civil Rights (OCR), where investigators visit the campus and make

If a "severe, pervasive or persistent" environment is created and if having known of the incidents a college still failed to take appropriate action, the college could lose federal funding.

THE TRUMP EFFECT

Already, the US Department of Education during the Trump administration has launched investigations at Rutgers University, Duke University, the University of North Carolina and Williams College for "anti-Semitic" speech critical of Israel, according to a source cited in *Vox*.

A week after the order was announced, the Lawfare Project filed a complaint against Columbia Uni versity, asking OCR to investigate "Israel Apartheid Week," where students display a mock apartheid wall and discussed Israel's treatment of Palestinians, according to Palestine Legal.

"NYC has been the epicenter for censorship attempts when it comes to speaking out for Palestinian freedom. That said, professors should not be cowed by Continued on page 9

10/1/18 10/31/19 11/15/20 11/15/21 11/1/22 Adjuncts in the CUNY Graduate School of Journalism and

in the Executive Programs in the													
Zicklin School of Business Baruch College (HOURLY)													
Adjunct Lecturer													
\$	\$ 71.59 73.02 74.48 75.97 77.49 7												
to	142.48	145.33	148.24	151.20	154.22	157.31							
Adjunct Assistant Professor													
\$	80.76	82.38	84.02	85.70	87.42	89.17							
to	163.70	166.97	170.31	173.72	177.19	180.74							
Ad	junct Ass	oc. Profess	or										
\$	88.31	90.08	91.88	93.72	95.59	97.50							
to	218.31	222.68	227.13	231.67	236.31	241.03							
Ad	junct Prof	fessor											
\$	100.90	102.92	104.98	107.08	109.22	111.40							
to	300.16	306.16	312.29	318.53	324.90	331.40							
No	n-Teachin	g Adjunct	I										
\$	60.54	61.75	62.99	64.25	65.53	66.84							
to	180.09	183.69	187.37	191.11	194.94	198.83							
No	n-Teachin	g Adjunct	II										
\$	52.96	54.02	55.10	56.20	57.33	58.47							
to	131.00	133.62	136.29	139.02	141.80	144.63							
No	n-Teachin	g Adjunct	Ш										
\$	48.45	49.42	50.41	51.42	52.44	53.49							
to	98.22	100.18	102.19	104.23	106.32	108.44							
	4/20/17	10/1/18	10/31/19	11/15/20	11/15/21	11/1/22							
cc	NTINUIN	IG EDUCA	TION TEAC	CHER (HO	JRLY) MIN	IIMUM*							
\$	36.64	37.37	38.12	38.88	39.66	40.45							

*Many CETs are paid at an hourly rate higher than the minimum. Individual CETs employed on or before the day before the effective date of a contractual increase will have their individual hourly rate increased by the contractual amounts on the listed effective dates.

New salary schedule

									4/20/17	10/1/1	0 10/2	1/10 1	11/15/20	11/15/21	11/1/22
Continued from page 7									4/20/17	10/1/1	0 10/3	1/13	11/13/20	11/13/21	11/1/22
4/20/17 10/1/18 10/31/19 11/15/20 11/15/21 11/1/22							Ad	j. Med. Lo	ecturer						
								\$	35.37	36.0	8 3	6.80	37.53	38.29	39.05
MEDICAL SERIES (HOURLY)								to	55.02	56.1	2 5	7.24	58.39	59.56	60.75
Adj. Med. Professor (Clinical)															
:	\$ 275.68		281.19			298.40	304.37		DISTINGUISHED LECTURER – MEDICAL SE						ES
		286.71	292.44	298.29	304.26	310.34	316.55	\$	65.427	66.736	68.0	070	69,432	70,820	72,237
		298.19	304.15	310.24	316.44	322.77	329.23	to	188.322	192,088	195,9	930 -	199,849	203,846	207,923
		318.64	325.01	331.51	338.14	344.91	351.80		,	,	,		,		,
		342.41 349.26 356.24 363.37 370.64 378.05						CLINICAL PROFESSOR – MEDICAL SERIES							
Adj. Asst. Med. Professor (Basic Sciences)								\$	65,427	66,736	68,0	070	69,432	70,820	72,237
	\$	127.59	130.14	132.74	135.40	138.11	140.87	to	188,322	192,088	195,9	930 -	199,849	203,846	207,923
		132.67	135.32	138.03	140.79	143.61	146.48						•	•	•
		137.99	140.75	143.56	146.44	149.36	152.35			RES	IDENT S	ERIES	(HOURL	Y)	
		158.01	161.17	164.39	167.68	171.04	174.46	Re	sident \$	2,913	2,971	3,03	1 3,09	3,153	3,216
		172.04	175.48	178.99	182.57	186.22	189.95	Pro	ofessor	3,031	3,092	3,15	3,21	7 3,281	3,346
										3,153	3,216	3,28	0 3,34	6 3,413	3,481
	•			ssor (Basic	,										
	\$	162.22	165.46	168.77	172.15	175.59	179.10	Re	sident \$	2,473	2,522	2,57	3 2,62	2,677	2,730
		168.72	172.09	175.54	179.05	182.63	186.28	As	sociate	2,571	2,622	2,67	5 2,72	.8 2,783	2,839
		175.46	178.97	182.55	186.20	189.92	193.72	Pro	ofessor	2,675	2,729	2,78	3 2,83	9 2,896	2,953
		192.50	196.35	200.28	204.28	208.37	212.54								
		209.60	213.79	218.07	222.43	226.88	231.42	Re	sident \$	2,037	2,078	2,11	9 2,16	2,205	2,249
Adj. Med. Professor (Basic Sciences)								As	sistant	2,117	2,159	2,20	3 2,24	7 2,292	2,337
	\$ \$	196.89	200.83	204.84	208.94	213.12	217.38	Pro	ofessor	2,203	2,247	2,29	2 2,33	8 2,385	2,432
	Ψ.	204.80	208.90	213.07	217.34	221.68	226.12								
		212.96	217.22	221.56	225.99	230.51	235.13	Re	sident \$	1,748	1,783	1,81	9 1,85	5 1,892	1,930
		233.36	238.03	242.79	247.64	252.60	257.65	Ins	tructor	1,818	1,854	1,89	1 1,92	9 1,968	2,007
		257.28	262.43	267.67	273.03	278.49	284.06			1,892	1,930	1,96	8 2,00	8 2,048	2,089
	257.20 202.13 207.07 275.03 270.45 204.00														
ı	Med	dical Lect	urer		Re	sident \$	1,748	1,783	1,81	9 1,85	5 1,892	1,930			
:	\$	65,427	66,736	68,070	69,432	70,820	72,237	Lec	cturer	1,818	1,854	1,89	1 1,92	9 1,968	2,007
1	to	101,228	103,253	105,318	107,424	109,572	111,764			1,892	1,930	1,96	8 2,00	8 2,048	2,089

US Dem bill for college affordability

By ARI PAUL

The right-wing publication the *Federalist* called it "garbage," while *Teen Vogue* said it "doesn't go far enough." So call it the Goldilocks of federal higher education funding bills.

The College Affordability Act introduced in the House last fall is backed by congressional Democrats and would reauthorize the federal Higher Education Act in such a way that, as American Federation of Teachers (AFT) President Randi Weingarten put it in a statement, it would meet "the needs of the struggling and the striving by creating a genuine pathway to college affordability, revamping loan forgiveness so it is there for people who need it, and increasing the investment in colleges and universities - institutions that have long suffered terrible disinvestment."

DEFYING DEVOS

The proposal is meant to be a rebuke, not just to the systematic disinvestment in higher education over the decades, but to recent anti higher education policy crafted by US Secretary of Education Betsy Devos.

The bill's most important proposals, as stated by the AFT, are:

- A federal-state partnership to make tuition and fees for all community college students free.
- A 625 increase in the minimum Pell Grant.

Funding for higher ed



- Availability of Pell Grants to incarcerated students and undocumented students, and also for qualifying short-term programs.
- Improvements to the Public Service Loan Forgiveness Program so that administrative hurdles no longer stand in the way of the loan forgiveness public employees have earned.
- Restoration of subsidized loans for graduate students.
- Increased accountability in Title IX language so that there is more accountability regarding sexual assault and harassment on campus.
- More wraparound services to increase student retention.
- Restoration of the gainful em-

ployment rule, which Education Secretary Betsy DeVos repealed. (The rule requires that career education programs – including all those at for-profit institutions – show that their graduates are able to find "gainful employment" upon graduating, preventing the perpetuation of shoddy programs.) Restoration of the borrower-

- Restoration of the borrowerdefense rule, also repealed by DeVos. (This rule ensures that students who were defrauded by their institutions can have their student loans discharged.)
- Closing the 90-10 loophole and restoring it to 85-15. The **Improving** 90-10 rule requires that forthe US profit colleges get at least 10 percent of their funding from Higher sources other than federal fi-**Education** nancial aid – but a loophole Act exists in current law that means aid for military veterans (the GI Bill, for example) is excluded from that category.
- Additional grant aid for students who attend minority-serving institutions (including historically black colleges and universities).

The bill is meant to strengthen federal oversight. The Center for American Progress said, "Legislation would strengthen the Department of Education's role in overseeing the agencies it authorizes as gatekeepers. Today, agencies essentially pick minimal examples of their best work to put up for review by the department. Changes would ensure that the

department evaluates a representative sample of the accreditors' work and reevaluates how those examples are chosen."

CUTTING COSTS

Representative Bobby Scott (D-VA), who chairs the House Education and Labor Committee, said of the College Affordability Act, "This proposal immediately cuts the cost of college for students and families and provides relief for existing borrowers. At the same time, it improves the quality of education by holding

> schools accountable for their students' success, and it meets students' individual needs by expanding access to more flexible college options and stronger support – helping students graduate on time and move into the workforce."

The problem facing the Democratic plan is in the Republican-controlled Senate, where Scott's Republican counterpart, Lamar Alexander (R-TN), offered in September what the press called a narrower reauthorization of the Higher Education Act.

Olivia Golden, executive director of the Center for Law and Social Policy, dismissed the Alexander plan, and in a statement said that it "reflects a piecemeal approach to higher education that fails to promote economic security and equity for millions of students with low incomes."

CUNY scholars and activists respond to Trump's 'Israel' order

Continued from page 8

Trump's agenda," said Radhika Sainath, senior staff attorney for Palestine Legal. "Your academic freedom and First Amendment rights to teach, research and advocate for Palestinian rights remains unchanged."

CUNY has been the focus of scrutiny on the issue of Israel in the past. Faculty members on a variety of campuses have been targeted by pro-Israel groups for their views on the Middle East.

Posters with illustrations of two Brooklyn College professors, who have been outspoken about Palestinian rights, featured the two PSC members labeled as "Terrorist Supporters." (*Clarion* reported on this incident in November 2017).

"Anyone writing, or teaching, or being an activist [on Palestinian issues] has good reason to worry that what they do will be described as anti-Semitic," said Philosophy Professor Samir Chopra, one of the professors who was singled out in the Brooklyn College poster incident. Chopra has not fully studied the order, but does have concerns about it.

"What this does is add governmental persecution to the political and cultural hostility directed at Palestinian issues or criticism of Israel's policies or even raising concerns about the disproportionate role that a candidate's views on Israel have in American elections," said Chopra.

FIGHTING ANTI-SEMITISM

The union and its members recognize that anti-Semitism – and other forms of discrimination – are problems in the greater public. In 2018, when 11 Jewish congregants were murdered at Tree of Life synagogue in Pittsburgh, the union's executive council immediately issued a statement stating, "any re-emergence of anti-Semitism must be taken with extreme seriousness – and resisted."

But for many, Trump's executive order is not the answer to fighting the rise of anti-Semitism, a sentiment affirmed by Jewish scholars.

"Anti-Semitism is real and it is a danger to Jews, and of late, also to people who socialize with Jews, attend synagogue services on High Holidays, or simply shop in a kosher market," wrote Michael Zank, the Director of Boston University's Elie Wiesel Center for Jewish Studies, in an op-ed in a campus publication. "But the executive order neither combats white supremacism nor



David Unger, a Higher Education Assistant at the School of Labor and Urban Studies, sees McCarthyism.

offers law enforcement a useful tool to fight bigotry in its many forms. It merely instigates a new era of government interference in American campus life and policing of speech that feels like the beginning of a new McCarthyism."

For many faculty and staff, now is the time to express solidarity

among groups facing discrimination and intolerance.

"As union members dedicated to the rights of faculty, students and staff to be politically active, including on behalf of Palestinian rights, we need to speak out against this cynical move," said Laura Tanenbaum, a member of Jewish Voices for Peace and an English professor at LaGuardia Community College. "Those of us who are Jewish must also make clear that we stand in solidarity with our Muslim and Arab brothers and sisters and have no illusions that anything this Islamophobic administration does will make us safer."

Dave Sanders

The campaign for fair funding

Continued from page 3

annual practice of proposing cuts to CUNY opportunity programs like CSTEP (Collegiate Science & Technology Entry Program), ASAP (a proposed \$2.5 million cut last year), SEEK (a proposed \$4.68 million cut last year), College Discovery (proposed a nearly \$250 thousand dollar cut last year) and others. Brooke Smith, a SEEK student at Medgar Evers College, told *Clarion*, "Every year we have to go to Albany to put a face [on these programs]."

These cuts were ultimately averted.

BIG TENT

There is a coalition fighting for the fair funding of CUNY. In December, Public Advocate Jumaane Williams issued a report calling for increased funding from both the state and the city. (He said the latter should kick in an extra \$108.2 million and take on a greater share of funding responsibility for the senior colleges.) Williams cited that the per-student funding at CUNY had decreased 18% between 2008 and 2017 when adjusted for inflation.

In December, Williams toured York College with student activists to inspect the disrepair on campus. He passed by a dining facility that has been closed since last Spring semester, spoke to Muslim students who didn't have a proper prayer space, and was informed that the main per-



Students have blasted the tuition hike and new fee.

Building

this year

for CUNY

funding.

formance arts facility was closed due to mold problems.

But what really shocked Williams – himself a Brooklyn College graduate – was the fact that academic departments had approached the York College student government for critical funding because their yearly allocations had fallen short of what faculty believed

"The student government is a stopgap for a lot of things," Williams told reporters after the tour.

"That really threw me for a loop."

While calling on the city and state to kick in more funding for CUNY, he blasted the new proposed tuition hikes as well as the new \$60 wellness fee.

"There are always more fees upon

more fees," Williams said. "Sixty dollars is a lot of money if you don't have it."

PSC members around the CUNY system have engaged in similar forms of activism. At Hostos Community College, activists hung up photos showing building deterioration on campus on clotheslines, where students passing could also leave notes about problems they face at the college. Last semester, members at Queens and the College of Staten Island held town halls where faculty and staff could hear from one another about the budget cuts they were facing.

The CUNY Rising Alliance (CRA) also held a series of events with students, faculty, lawmakers and their representatives where people spoke openly about the problems facing CUNY and what to do about them.

"We learned how little pressure legislators feel about supporting CUNY," Jennifer Gaboury, a Hunter professor of gender studies and political science, said at one such meeting at her campus December 4. "That is what needs to be changed," she said, adding that this would require mobilizing faculty, alumni and students.

"The city and state need to know what students are dealing with daily," said CUNY Rising Alliance organizer Jamell Henderson, an adjunct political science instructor at Brooklyn College. "There are professors now teaching classes in extremely cold places. Some are still in trailers," he told the meeting, as well as science labs "one wind away from falling down."

Gaboury said that the lack of mental health services was "a huge issue," and Santana Alvarado, a Hunter senior and New York Public Interest Research Group member, quipped that between CUNY cuts and the rising costs of going to school, she was pursuing a "degree in anxiety."

LOOKING AHEAD

For the next few months, the union will be engaging in a variety of actions to pressure the city and state into committing to fully funding CUNY. There was a lobbying trip to Albany on February 3 and another is scheduled for February 27. The union will intensely lobby legislators with the message that the state must invest in public higher education and end the austerity regime. There will be more rallies and more opportunities to testify to the need for the full funding of CUNY.

PSC President Barbara Bowen said, "Restoration of a progressive tax structure in this rich state is the only way to generate the revenue needed to fund public schools, universities and hospitals as they should be - and could be - funded. New York could easily have well-funded public schools, colleges and hospitals; the majority of state lawmakers have consistently made the decision not to do so. One of our challenges as unionists and academics is not to allow ourselves to be mesmerized by the drumbeat of messages about how full funding is unrealistic or utopian. It's not.'

TAX THE RICH

Bowen continued, "The only reason we have the current 'millionaires' tax' in New York State is that in 2009, in the wake of a recession, coalitions like the revenue coalition this year built the power to push it through. The PSC was an active member of that 2009 coalition and we are an active member of the coalition this year. What's different this year is that the state is facing a \$6 billion deficit, and pressure for increasing revenue is growing. Changing the tax structure – and thus defeating the ruling class interests it serves - will take a combination of urgent, detailed policy work and unrelenting, disruptive public pressure. The PSC is involved in both."

Bowen noted that the union is working closely with other advocates like CUNY Rising in order to intensely focus on building a more robust funding agenda for higher education. Union members are encouraged to keep checking with the union online about upcoming actions and other ways to participate in the campaign.

"We will also show how every PSC member can participate in the budget fight," she said. "The planned, deliberate impoverishment of CUNY can be stopped. It will take all of us to do it."

Steve Wishnia and Shomial Ahmad contributed reporting.

The speaker reaches out to PSC



City Council Speaker Corey Johnson, right, met with PSC activists during a reception last December, including Clinton Crawford, left, the PSC chapter chair at Medgar Evers College.

Five Qs: Chaumtoli Huq

By CLARION STAFF

Chaumtoli Huq is more than a professor at CUNY School of Law.

Huq is a former manager at Legal Services NYC (LSNYC), and her career has long been centered in the struggle for worker justice, often outside the realm of traditional trade unionism. Huq was the director of both the Asian American Legal Defense and Education Fund and the South Asian Workers Rights Project. She was also the first staff attorney for the New York Taxi Workers Alliance.

Today, Huq is interested in social justice journalism and using her experience to build <code>Law@theMargins</code>, a mostly volunteer-run news site that brings a legal eye to issues of immigration and, more recently, homelessness; the organization manages websites centered on the issue of homelessness in four cities across the United States.

As a part of *Clarion*'s ongoing *Five Questions* series, Huq spoke to the paper about her experiences.

You've worked in labor advocacy outside the traditional trade union structure, like the Taxi Workers Alliance. What do you think unions like the PSC could learn from that type of organizing?

I love PSC, but I think traditional trade unions can learn a lot from the Taxi Workers Alliance and other similar workers' centers that are committed to mass-based mobilizing.

Public-sector unions are facing a direct attack, and we need to organize and maintain boldness in our work. We have to lead and negotiate with clear principles,

Social justice, media and the law



Chaumtoli Huq during a class at CUNY School of Law.

specifically that we demand what our members deserve to live and work with respect and dignity, and not organize based on the best we can get.

You've been running social justice news site *Law@theMargins* for some time; what inspired you to recently focus on homelessness?

Law@theMargins was always intended as a platform to share new ideas on law and social justice. Initially, it was mainly to share in-

formation among organizers and legal activists on issues they were working on, because we tend to get

siloed in our respective issue areas and do not see the common threads that unite our work, or we have blind spots on certain issues.

In fall 2018, we received a grant from the Solutions Journalism Network to develop a series of articles on how immigrant communities were responding to national immigration policies.

become the media.

The series is called *We the Immigrants*. The idea was to show that these policies were not simply

Don't hate
the media.
Instead.

affecting people, but that communities were organizing and resisting.

We began to develop our collaborative invariation.

We began to develop our collaborative journalism model, which was to pair a formally trained journalist and a community reporter

to develop the story. We figured if reporters were connected to community collaborators then they would be more accountable to the community.

We wanted to apply this model to another issue of national urgency and importance – homelessness. We approached Alastair Boone, editor of San Francisco East Bay's homeless advocacy newspaper Street Spirit, who suggested that we reach out to other papers and our Right to a Home project was born with Street Spirit in Berkeley, California; StreetWise in Chicago; The Contributor in Nashville, Tennessee; and Street Sense Media in Washington, DC.

Immigration and inequality have been featured in the mainstream press; how do you think corporate media fail to cover these subjects adequately?

We did not see coverage of the ways communities were mobilizing around immigration issues. The corporate media, if they covered immigration issues, takes a top-down approach. Rarely did we see stories of how communities were self-organizing.

What do you think are the most difficult aspects of running an independent, social justice news site?

Many independent news sites are financed by those who have capital or they are connected to large corporate donors. The hardest part of running a social justice news site is lack of resources – not just money, but also in-kind support.

Our mission is to be membersupported, but that is hard because unless we can attract people committed to the vision of building a social justice news site and paying for it, membership will not cover costs if we want to staff up.

Right now, many of my evenings have been spent editing articles, getting insurance for our organization, dealing with tech issues and other administrative hassles, like PayPal withholding a payment to a writer because the invoice had the word "Iran" on it. In those cases, it's helpful to be a lawyer.

Running an alternative media outlet is a big job, but it's a necessary role. What advice would you give to young people who want to start their own media?

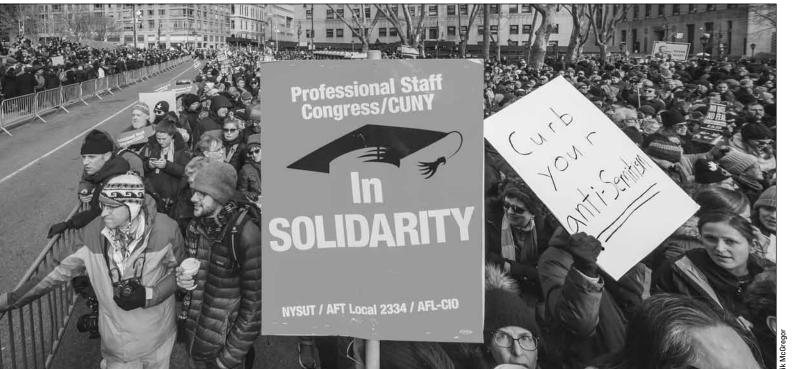
Take time thinking through the foundational values of the media site, its values, ethos, and, as you are building your organization, continually evaluate whether you are building it out based on those values.

We were very clear that we wanted to be a site that centered on the voices and perspectives of people and communities that are marginalized by our laws and legal system and that our programs would take into consideration the views and perspectives of those impacted by the issues and policies we focused on.

We have built an organization structure that relies on collective modes of decision-making and relies on financial sources from members and supporters.

This meant taking time to build up subscribers, engage them to become involved, participate or become members.

Union marches against anti-Semitism



PSC members marched with thousands of other New Yorkers in January to condemn a wave of anti-Semitic incidents across the city.

Social media team

The PSC encourages members to join its new Social Media Action Team. You'll receive, by email and text, a weekly insider's update on the campaign. It will include the targets and theme for the week's social media, and a link to a digital toolkit. We'll count on you to amplify the union's messages and to post messages and create content with your own take on the week's theme. Sign up at https://www.psc-cuny.org/form/join-our-social-media-action-team.

We are targeting legislative leaders with messages demanding full funding for CUNY. Keep up to date with Tweets and messages by signing up, and remember the hashtags #FundCUNYNow, #NewDeal4CUNY and #MakeBillionairesPay.

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BUDGET

Impoverishment by design

By BARBARA BOWEN

PSC President

The PSC's intense campaign to increase public funding for CUNY before the New York State budget is finalized on April 1 combines mass action with advocacy and policy analysis. PSC president Barbara Bowen was invited to testify before the State Legislature on February 4 about the union's position on Governor Andrew Cuomo's proposed budget allocation for CUNY for the 2021 fiscal year. What follows is an edited version of her testimony; the full text can be found at the union website.

UNY cannot withstand another year of New York State's current funding policy. New York's policy on CUNY funding is planned poverty, impoverishment by design. State budgets that consistently fail to cover even mandatory costs and collective bargaining increases amount to a policy of sabotaging CUNY and CUNY students. To make up for missing State funding, CUNY either cuts resources or increases tuition, or both. Neither approach is acceptable, or sustainable.

CUT AFTER CUT

Incremental cuts and flat budgets may look innocuous, but repeated year after year they add up to a policy of destroying the University. Here is a statistic you will not hear from others who testify today: on a per-student basis, State funding for CUNY senior colleges has been cut by 21 percent in the last decade.

How is a university supposed to continue to educate students when operating funds have been cut by more than a fifth? If one in five students cannot get into a class needed for graduation, if college libraries have to close one day out of five, if one in five full-time faculty positions is cut, if every advisor is



PSC President Barbara Bowen rallied with students before a Board of Trustees hearing at Lehman College in December.

responsible for hundreds more students, if buildings are dilapidated, roofs leak, rats and mold endanger the classrooms, and students have to navigate around buckets catching rainwater as they try to make their way to class?

That any state would allow – or even *cause* – such shortfalls is shameful, but it is especially so in New York. This state prides itself on leading the nation in progressive policy. And in many areas, it does. We celebrate the legislature's landmark policy achievements last year. But in fiscal support for public higher education, New York is far from a progressive leader. New York is failing CUNY students.

The consequences are heaviest for those least able to bear them, and that, too, is by design. CUNY undergraduates are overwhelmingly from poor communities of color. They are 80 percent Black, Latinx or Asian. They have average family incomes of less than \$30,000. They work at low-wage jobs. They raise children and support parents. They have survived

under-resourced public schools, immigration, refugee status and poverty. Why does New York erect barriers to their success? That many of them manage to stay in college, thrive and graduate is testimony to their own determination and the support they receive from the faculty and staff. Whether we as a state support their college education is a measure of our policy and of our humanity. We can and we must do better.

As the PSC calls on Albany to meet its obligation to public college students, we are also calling on New York City to shoulder a higher share of the costs of CUNY's senior colleges and on the federal government, to create a Title I appropriation for high-needs public colleges, akin to the Title I funding for public schools.

The PSC believes that New York can change its CUNY funding policy, just as you in the Legislature have led changes in other seemingly intractable policies. The 30,000 CUNY faculty and staff call on you to make this the year you reject New York's *policy*

of impoverishing CUNY and pass a budget that covers CUNY's basic costs. Doing so will take new revenue and political will, but the legislature demonstrated last year that this state can overcome resistance and achieve major progressive change.

Make sure that full funding for CUNY's essential needs is a priority in your legislative agendas and that the leaders of each house take a stand in favor of the new revenue that will be needed to achieve it. Refuse to pass a budget unless it includes new revenue from progressive taxation and covers CUNY's basic operating costs – without raising tuition.

CUNY FUNDING NEEDS IN FISCAL YEAR 2021

The PSC is requesting \$208 million more for CUNY senior colleges and \$24.6 million more for CUNY community colleges in next year's State budget. The funding is needed to cover mandatory cost increases, including collective bargaining increases, to close the TAP Gap, to add vitally needed full-time faculty and counselor positions, and to increase community college base aid.

The current funding model for the senior colleges is not sustainable. Before 2011, State funding cuts to CUNY and SUNY were sporadic and deep and were accompanied by large tuition increases. Now the tuition hikes come every year, and the underfunding is normalized, built into the funding model. The disinvestment may be less obvious, but it is no less intense.

CUNY senior colleges face shortages of supplies and equipment, reduced course offerings, limited hours for writing and tutoring centers, reduced hours for libraries. Faculty and staff positions are being left unfilled. Adjunct budgets have been reduced for academic departments throughout CUNY, department chairs in some departments have been asked to increase class size,

and fully enrolled course sections have been cancelled. Students are

directly affected.

CUNY needs to accelerate its hiring, not freeze it. There is only one mental health counselor at CUNY for every 2,700 students. The nationally recommended ratio is 1: 1,000. There are 4,000 fewer full-time faculty today than when CUNY served fewer students. In 1975, CUNY had 11,500 full-time faculty and 250,000 students. Today, it has 7,500 full-time faculty and 274,000 students. Without its reliance on underpaid adjuncts, CUNY would have had to close more than a third of its colleges.

Closing colleges has been averted, but the crisis has not. There are a thousand silent crises at CUNY every day.

Increasing tuition is not the solution. A recent analysis from NYPIRG estimated that CUNY and SUNY students have paid \$2.5 billion in increased tuition since the enactment of SUNY/CUNY 2020 in 2011. That figure excludes tuition costs that were paid by the State through TAP.

FAIR AND PROGRESSIVE TAXATION

The only real solution, especially in a year with a \$6.1 billion budget deficit, is progressive taxation. It is absurd that working-class New Yorkers pay a higher effective tax rate than billionaires.

New York needs a new approach to CUNY funding. There is money in this rich state for free, highquality public higher education for all who need and desire it. There is money for a New Deal for CUNY – and for universally great schools, quality health care, better public services and an expanded, well-maintained stock of public housing, too – if we make the progressive political choice to redistribute a fair measure of resources from those who have the most to those whose labor creates their wealth in New York State.

Increasing funding for CUNY would be an investment in racial justice, in educational justice, and in redistributive economic justice for the tens of thousands of New Yorkers who attend CUNY seeking to remake their lives. Investment has to start this year.