WHEREAS the City University of New York (CUNY) employs some 13,000 adjuncts (according to the Professional Staff Congress [PSC], the union of CUNY faculty and staff);

WHEREAS the starting salary for CUNY adjuncts for a three-credit course is approximately $2,700, and the average is about $3,000;

WHEREAS the Modern Language Association, as a general example, recommends a minimum starting salary of $7,000 per three-credit course for adjuncts;

WHEREAS the National Mobilization for Equity campaign this year called for a minimum starting salary of $5,000 per three-credit course for adjuncts;

WHEREAS the CUNY Adjunct Project and CUNY Contingents Unite jointly called for a minimum starting salary of $5,000 per three-credit course;

WHEREAS the above call garnered more than 800 signatures from CUNY faculty, graduate assistants, and staff;

WHEREAS the American Federation of Teachers, the parent union of the PSC, and the PSC itself have both passed resolutions in support of the May Day $5K campaign to fight for a minimum starting salary of $5,000 per three-credit course;

WHEREAS the Coalition of Contingent Academic Labor (COCAL) conference this summer endorsed a minimum starting salary of $7,000;

WHEREAS the PSC’s current contract demands do not include a minimum salary of $7,000 or $5,000 for adjuncts, nor do the demands include any concrete measures that would significantly move adjunct salaries toward parity with full-time faculty;

WHEREAS a minimum starting salary of $7,000—$42,000 for a 3/3 course load—would significantly close the salary gap between adjunct faculty and full-time faculty;

WHEREAS a significant number of Graduate Center (GC) students adjunct to help subsidize their graduate studies and living expenses, whether solely or in addition to graduate assistantships, especially those students who entered the GC prior to 2013;

WHEREAS this increase in adjunct salaries will substantially help those students;
WHEREAS increasing adjunct salaries would inhibit CUNY from relying on adjuncts as cheap labor;

WHEREAS the PSC leadership has not responded to the call for $5,000 or $7,000 issued by the CUNY Adjunct Project, CUNY Contingents Unite, and COCAL respectively;

WHEREAS contract bargaining between the PSC and CUNY is ongoing;

Be it RESOLVED that the Doctoral Students’ Council calls on the PSC to include a demand for a $7,000 minimum starting salary per three-credit course for CUNY adjuncts in current and ongoing contract bargaining;

And be it further RESOLVED that CUNY bargain this demand in good faith, since higher, more equitable salaries for CUNY adjunct faculty benefit all, especially CUNY undergraduate students, whose learning conditions are their faculty’s working conditions.