

## **New Caucus - Chapter Elections**

2007 BMCC

### **INTRODUCING THE BMCC NEW CAUCUS SLATE**

For the April '07 PSC Chapter Election JANE YOUNG/Chapter Chair (Professor, English). Jane has served as PSC Chapter Chair since 2001 and as a delegate to the NYSUT and AFT conventions, and she is an elected member of CUNY's Fiterman Advisory Committee. She will be honored as "2007 Member of the Year" for the Higher Education Division of NYSUT at its annual meeting in April. She has been a member of Faculty Council for nearly 30 years, chairing the Curriculum and Instruction committees, and was a Co-Facilitator of Balancing the Curriculum for Race, Gender, Class and Ethnicity Seminar for two years. She is also a freelance writer and author of D. H. Lawrence on Screen. JOYCE MOORMAN/Vice Chair & DA Delegate (Assistant Professor, Music and Art). Joyce has been a full-timer at BMCC since 2003 and an adjunct at various CUNY colleges for 20 years. As a member of the chapter Executive Committee she is a representative to PSC Delegate Assembly and is the chapter's PSC Diversity Advocate. Joyce is a member of the PSC Diversity Committee and a delegate to the NYSUT and AFT conventions. She is on the Advisory Board of the Teaching/Learning Center and co-chair of its Publicity Committee. CYNTHIA S. WISEMAN/ Secretary (Instructor, Developmental Skills). Cynthia has been a member of the BMCC full-time faculty since 2003. She has been a member of the PSC Chapter Executive Committee since 2004 and is on the Health and Safety Subcommittee. Cynthia has taught at various CUNY colleges and has been active in advocating for part-time concerns at the local and national levels. RUTH HERZ/ Officer At Large (Associate Professor, Science). Ruth has been at BMCC since 1994. She has served on The Welfare Fund Advisory Board representing the PSC Chapter Executive Committee, and on its Health and Safety Committee. She has worked to maintain caps on class size in her department. Ruth is particularly interested in increasing health benefits and including adjuncts in the Dental benefit plan. WAMBUI M. MBUGUA/ Officer At Large (Professor, Library). Wambui has been at BMCC for over 30 years and has worked with the BMCC/PSC Chapter Executive Committee for two years. She has served on a wide variety of BMCC and CUNY committees and has been a Vice President of KAPPA DELTA PI (Teachers College-Columbia Chapter) for over 15 years. MARGE WHITENER/ Officer At Large (Lecturer, Mathematics). Marge has been at BMCC since September 1985. She was Math faculty coordinator for the PFSIP for nine years. She also helped develop the Weekend/Evening nursing program and was its first faculty counselor. She also served as the Math faculty liaison to the Teaching/Learning Center and on the Student Disciplinary Committee. She is particularly interested in issues of fairness related to those in the lecturer ranks. BRENDA WYATT/ Officer At Large (Assistant Professor, Nursing). Brenda has been a faculty member at BMCC since 2001. She served as a board member for the Teacher Learning Center for three years, co-chairing the Grants Committee and the Committee for Faculty Publications Day. For the past four years she has chaired the Nursing Department Faculty Development Committee, and as a member of Faculty Council, she served on the Curriculum Committee and the Student Affairs Committee. RAFAEL CORBALÁN/ DA Delegate (Professor, Modern Languages Department). Rafael is the author of four books and numerous articles on Hispanic culture and literature. A member of the Union since 1996, and of Faculty Council, Title III, and the Visible Knowledge project, he is interested in improving the working conditions for both part-time and full-time employees at BMCC. REBECCA HILL/ DA

Delegate (Assistant Professor, Social Science). Rebecca joined the PSC as an adjunct at KCC and CCNY in 2000 and has been a full-timer at BMCC since 2002. She was active in the last contract campaign, represented BMCC in the CUNY- wide Contract Action Network, and has been a member of the BMCC chapter's Executive committee since the fall of 2005. She organized two "Teach CUNY" Week programs last year. INGRID HUGHES/ DA Delegate (Adjunct Lecturer, English). Ingrid has been an adjunct at BMCC since 1998, first in Developmental Skills and currently in English. A founding member of the New Caucus, she served on the PSC's Executive Council for three years, and has also served as an adjunct grievance counselor and adjunct organizer. KEN LEVINSON/ DA Delegate (Professor, Developmental Skills). Ken has been at BMCC since 1983 as a part and full-timer. He served several terms on Faculty Council and has been on many committees throughout the college. Ken is on the BMCC/PSC Executive Committee and serves as an alternate to the Delegate Assembly. He is proud to run on the New Caucus slate as a full delegate to the DA. CHARLES POST/ DA Delegate (Associate Professor, Social Science). Charlie has been at BMCC since February 1994. He has been an active member of the BMCC Chapter since 1995, and was a founding member of the New Caucus. He has served as Grievance Counselor from 1999 to 2001 and since January 2004. MIKE VOZICK/ DA Delegate (Adjunct Lecturer, Science). Mike has been active in the New Caucus since 1995, has served on the chapter Executive Committee since 2001 and is a representative to the PSC Delegate Assembly. He is active in the Part-Timer, Open Access and Health/Safety committees. His union work at BMCC focuses on full-timer/adjunct relations, Science faculty concerns, and health/safety issues, and he is interested in developing faculty/student/staff coalitions. DOLORES DELUISE/ DA Alternate Delegate (Assistant Professor, English) Dolores has been at BMCC since 2001. She is a member of Faculty Council, and has served on its Admissions, Student Affairs, and Executive Committees. She sits on the Student/Faculty Disciplinary Committee, and is a member of the TLC Advisory Board and of the Campaign for Success Committee. Dolores is committed to fostering teaching excellence by addressing the disparity between the teaching load and the imperative to publish. PHIL EGGERS/ DA Alternate Delegate (Professor, English) Phil has taught at BMCC since 1965 and has been Department Chair for 18 years. He is the author of several textbooks and a specialist in 19th-century literature. He has served as a delegate to the AFT and NYSUT conventions since 2001 and has been a New Caucus activist since its inception. ANGELA ROMEO-MOLLOY/ DA Alternate Delegate (Adjunct Lecturer, English). Angela has been at BMCC for over 15 years. She served for many years on the Teaching Learning Center Advisory Board, and as Adjunct Coordinator for two years. She has been a Co-Facilitator of the Balancing the Curriculum for Race, Gender, Class and Ethnicity Seminar for over five years. She has enrolled many adjuncts as members of the PSC and was an early member of the New Caucus. SHIRLEY RAUSHER/ DA Alternate Delegate (Adjunct Assistant Professor, English). Shirley has been teaching at BMCC since 1991. She is a member of the Faculty Council Ad Hoc Budget Committee, English Department Part-timers Orientation Committee, and the BMCC Chapter Executive Committee. She was CoCoordinator of the Teaching/Learning Center, a past member of PSC Executive and Legislative Committees, a delegate to NYSUT and AFT; and is presently on the PSC Academic Freedom Committee. Her particular concerns at BMCC are faculty (part-time and full-time) and student interrelations. LISA ROSE/ DA Alternate Delegate (Associate Professor, Social Science/Human Services). Lisa has been at BMCC since 1996 and is a BMCC/PSC alternate delegate to the PSC Delegate Assembly. She is Faculty Coordinator of Distance Learning, a member of the WAC committee and a member of the UFS CUNY BA Committee. Lisa is

particularly concerned about equity for full-time faculty "marooned in the middle." MARCIA NEWFIELD/ Welfare Fund Advisory Board (Adjunct Lecturer, English) Marcia has been teaching at BMCC since 1988. She is the PSC Vice President for Part-Timers and has been serving as a BMCC representative on the Welfare Advisory Board, often the only adjunct voice. She is also an active member of the PSC's Negotiating Team and its Finance, Grievance Policy, Academic Freedom, and Women's Committees. MARGIE WHITE/ Welfare Fund Advisory Board (Associate Professor, Nursing). Margie has been a nurse for 35 years and has been at BMCC for 17 years. She is certified as an Adult Nurse Practitioner and specializes in Primary Health Care. If elected to the BMCC/PSC New Caucus Executive Committee, Margie will contribute her expertise in Primary Health Care to the work of the Welfare Fund Advisory Committee.

## Record

### A Record of Activism, Democracy, and Effectiveness

The current New Caucus leadership of the BMCC PSC, led by Jane Young as Chapter Chair, took office on September 1, 2001—a mere ten days before 9/11. During the past tumultuous five and one half years, we have built a chapter that has been active, democratic, and effective in defending the professional prerogatives and working conditions of all the faculty and staff on campus.

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WELLBEING AT BMCC ►Brought in an outside environmental consultant to monitor the air, and our health and safety, and to meet with BMCC and CUNY administrators in the wake of 9/11. ►Brought in the National Institute for Occupational Health and Safety (NIOSH) to survey the effects of 9/11 on faculty and students. ►With the active assistance of City Council members such as Alan Gerson, helped win funding for the demolition and rebuilding of the Fiterman Building. ►Continued oversight and monitoring of health and safety of demolition process, attending CUNY hearings in November 2006 and February 2007. Jane Young, our Chapter Chair, was elected member of CUNY Advisory Committee on Fiterman Hall (2006-2007). ►Gathered over 6,000 signatures on a successful petition (2002-2003) that got the CUNY administration to repair and rebuild elevators and escalators at BMCC. ►Waged a successful campaign with the administration and faculty/staff to get the CUNY Central Administration to commit to replacing our outdated and dysfunctional Heating and Air Conditioning System by 2010, and to installing three new "chillers" (2007-2008). FIGHTING BUDGET CUTS AND FOR A BETTER CONTRACT ►Testified at numerous hearings about the state and city budget, tuition increases, as well as post 9/11 health and safety and space problems at BMCC.

►Organized a delegation of 50 from BMCC to the NYSUT rally in Albany (Spring 2003) protesting statewide budget cuts in education. ►Collected 17,000 postcards signed by BMCC students and faculty protesting budget cuts in Albany and urging investment in CUNY (2003). ►Joined student protests of tuition increases (2002-2006). ►Organized over 100 BMCC faculty/professional staff to attend the PSC mass contract meeting at Cooper Union (Sept. 29, 2005). ►Sent BMCC representatives to observe contract negotiations (2002-2006). Page 1 of 2/see reverse side DEFENDING OUR PROFESSIONAL LIVES AT BMCC ►Campaigned to relieve overcrowding for full-time and part-time faculty in the wake of 9/11, winning additional

space for classes and offices. ▶ Won the right of faculty to participate in Childcare Network of Manhattan, Bronx, Brooklyn and Queens (2004). ▶ Held CUNY Week demonstrations, panel discussions and presentations (2002—2006). The most recent CUNY Week (March 2006) included presentations and films on Race and Hurricane Katrina, and the De-funding of Public Higher Education. ▶ Successfully campaigned to maintain the Faculty Cafeteria in 3rd Floor Dining Room. ▶ Organized a successful petition campaign (2003-2004) to increase the number of Faculty Counselors at BMCC. ▶ Supported Faculty Counselors who were protesting the proposed creation of new HEO Counselor title in recently negotiated PSC contract. The Chapter unanimously passed a resolution against the creation of HEO Counselor title (April 20, 2005), which was presented at the PSC Delegate Assembly (April 21, 2005). ▶ Organized a meeting of adjunct representatives with department chairs (December 7, 2004). ▶ Organized a meeting of department chairs and the Chapter Executive Committee concerning summer pay (2004). ▶ Pressured administration to dramatically increase the number of sabbaticals at BMCC—from one or fewer sabbaticals in the years preceding 2001, to seven in 2003. In 2005-2006, there were five sabbaticals, of which three were fully paid half-year leaves. ▶ Won an Administration-organized Adjunct Orientation for Fall 2007; campaigned for rights of adjuncts in terms of pay, space, facilities, and overall treatment by department chairs. ▶ Provided effective, knowledgeable grievance counseling to dozens of BMCC faculty and staff, with positive outcomes in many cases. ▶ Organized a campaign to encourage the administration to show respect for faculty and staff in a variety of areas. The fruits of this campaign include the Holiday Party (December 18, 2006) jointly organized by the administration, PSC and Faculty Council; and the new policy on new faculty reassigned time, which ends the process of administrative approval (February 2007).

**ORGANIZING A DEMOCRATIC CHAPTER** ▶ Organized a Contract Enforcement Committee with departmental representatives. ▶ Held monthly chapter meetings with attendance ranging from 40 to over 100 faculty and staff. ▶ Published union newsletter, *The Gadfly*, two or three times each semester.

### Ten Reasons to Re-Elect the BMCC New Caucus Slate

1. Fought successfully to ensure the health and safety of faculty, staff, students, and downtown residents in the wake of 9-11, and to relieve overcrowding at BMCC.
2. Fought successfully to win funds to repair BMCC infrastructure—including the elevators and escalators, and the outdated Heating and Air Conditioning System.
3. Worked with other city unions and downtown residents and business groups in an ongoing effort to insure the safe demolition and reconstruction of Fiterman Hall.
4. Increased the visibility and status of part-time faculty.
5. Fought successfully to (a) remove the bureaucratic administration application form that obstructed contractually mandated reassigned time for new faculty and (b) to expand the number of sabbaticals for senior faculty.
6. Supported faculty counselors in opposing the creation of the HEO counselor position in the latest PSC-CUNY Contract and petitioned the BMCC administration to increase the number of faculty counselors.
7. Worked with students and other citizens to protest budget cuts and tuition increases in the past four years, collecting 17,000 postcards from BMCC faculty, staff and students.
8. Won the right of faculty to participate in the Childcare Network of Manhattan, Bronx, Brooklyn, and Queens.
9. Expanded chapter membership by more than 50% in six years.
10. Built an active, democratic, and inclusive

chapter whose activism was recognized by New York State United Teachers (NYSUT) when it awarded Jane Young the NYSUT member of the year award.

2007 HEOs

## DIVERSE LEADERSHIP FOR A DIVERSE CUNY

Overview:

Dear HEO Colleagues: We are proud to represent you to CUNY management. We know of HEOs great value to this university and we are pledged to protect and further develop the contractual foundations of HEOs professionalism. We are the university's first responders, working day, night and weekends in the admissions and bursars offices, at the registration sites, at the counseling and advisement centers, in financial aid, at the Educational Opportunity Centers, in the SEEK and College Discovery Programs, at the childcare centers, in the libraries and information technology offices - we are there, maintaining the special services that make it possible for students to survive. In our everyday work-lives, most of us work collaboratively with management. The union contract provides the necessary supports for such collaboration with its provisions for salary steps and salary scales equal to faculty ranks, 13.3(b) job security protections, due process rights, professional development grants – to name a few. When management steps out of line and tries to undermine the basis for collaborative work, as they did in the last negotiations by trying to undermine 13.3(b), we stood up to management to protect our rights. When our working conditions undermine professionalism, like long hours of unpaid overtime, we stood up to management to enforce the federal Fair Labor Standards Act and the provisions of our contract. We know that much more needs to be done in this round of bargaining to insure our professionalism – higher salaries, promotional opportunities, better due process protections – and you need representatives who will stand up to management to win these. We ask you to stand with the people who will stand up with you to achieve our rights. In solidarity, Jean Weisman, HEO Chapter Chair Iris DeLutro, PSC Vice President for Cross-campus Units Arthurine DeSola, PSC Secretary

LEAD OFFICERS: Jean Weisman - Chair, CCNY/ Iris DeLutro - Vice- Chair Graduate School/ Ann Batiuk - Secretary Graduate School.

OFFICERS-AT-LARGE: Sherriann Grant-Fordham, York/ Janet Leslie-Pierre, Kingsborough/ Robert Nelson, Graduate School/ David Nadvorney, Law School.

DELEGATES: A. Anthony Andrews, York/ Stephen A. Barrerra, York/ Ann Batiuk, Graduate School/ Daniela Francisco, Queens/ Ralph G. Giordano, Staten Island/ Maureen Pierce-Anyan, Queens/ Wayne Harewood, Kingsborough/ Nicholas Irons, Brooklyn/ Michael Neal, BMCC/ Janet Winter, John Jay/ Alvin Tramble, BXCC/ Anselma Rodriguez, Brooklyn/ Steve Selwyn, Lehman/ George Muchita, QCC, Warren Orange, CCNY

ALTERNATES: Robert Bandelt, LGCC/ Andrea Vasquez, GS, Marc Ward, Lehman, Carole Taylor, Hunter/ Michael Simmonds, ME

## Bios

Jean Weisman (Chair), HEO Associate, CCNY Center for Worker Education: an academic advisor, financial aid counselor, and life experience portfolio coordinator; chaired the HEO chapter for six years, was a member of the PSC's bargaining team and the Board of Trustees of the Welfare Fund. Iris DeLutro (Vice Chair), Higher Education Assistant, Graduate Center: a senior counselor and coordinator of the LEAP to Teacher Program. The PSC Vice President for the Cross Campus units serves on local and national committees where she has brought attention to professional staff issues. Ann Batiuk (Secretary/DA Delegate), Assistant to HEO, Graduate Center: Administrative Assistant to the Associate Provost and Dean of Academic Affairs, responsible for student academic appeals and dissertation fellowships. She has been a delegate and on the Health and Safety Committee. Sherrian Grant-Fordham, HEO Associate, York College: Director for Events. She is an active member of the PSC, serving on the York Chapter Executive Committee, the HEO Labor Management Committee and is a newly appointed Trustee to the Welfare Fund. Janet Leslie-Pierre, HEO, Kingsborough Community College: Director of Academic Scheduling. David Nadvorney, HEO, CUNY Law School: Director of the Skills Center. He is a graduate of the inaugural class of the Law School and remains interested in street law. Robert S. Nelson, HEO, Graduate Center: Deputy Director of Student Services/Information Systems. He has served CUNY continuously at the Graduate Center since 1979. OFFICERS AT LARGE Grant\_Fordham Nelson 1 DA DELEGATES From left to right (and top to bottom): Andrews, Barrera, Giordano, Muchita, Orange. "My primary objective in seeking election is to motivate my colleagues to lend their hearts, minds, and muscles to the struggle to achieve respect and dignity for all HEOs, regardless of title or function." Warren Orange "Since its assumption of the leadership of the PSC, I have been an avid supporter of the New Caucus, largely because I admire their leadership and platform. The New Caucus' commitment to the active involvement of rank and file members distinguishes it from the old guard." Maureen Pierce-Anyan Anthony D. Andrews Jr., HEO Associate, York College: Assistant Director of Student Activities; serving on PSC committees, as a HEO grievance counselor, member of the Executive Committee of the campus chapter, and is on York's HEO Screening Committee. Stephen A. Barrera, Assistant to HEO, York College: twenty years in the Public Safety Department; Assistant to the Director of Public Safety. He is a HEO Delegate, and serves on the Welfare Fund Advisory Council, the Health & Safety Watchdog Committee, and the PSC's Chapter Executive Committee. Daniela Francisco, HEO Associate, Queens College: Director of College Now and the Middle Grades Initiative. Ralph G. Giordano, HEO Associate, College of Staten Island: is in his 23rd year at the college where he is an Architect in the Campus Planning Office. Wayne Harewood, HEO, Kingsborough Community College: Director of Financial Aid. He is the Chair of the CUNY Council of Financial Aid Directors, serving on many professional committees and is on KCC's Labor Management Committee. Nicholas Irons, Brooklyn, Associate HEO, Brooklyn College: Associate Director of Faculty Training and Development, in the Office of Academic Information Technologies, a division of the Brooklyn College Library. He has been a PSC delegate since Fall 2004. George Muchita QCC, HEO, Queensborough Community College: is a counselor and the Four Year College Transfer Coordinator. He has served on several University Committees: HEO Screening Committee, HEO Labor Management Committee and the Executive Labor

Management Committee. Michael Neal, Higher Ed Associate, Borough of Manhattan Community College: Financial Aid Counselor. Warren Orange, HEO Assistant, CCNY Center for Worker Education: academic advisor, and scheduler of classroom assignments and events; has a BA from the Center for Worker Education and has been a student in the Ph.D. History Program at the CUNY Graduate Center. Maureen Pierce-Anyan, HEO Associate, Queens College: Director of Minority Student Affairs and Pre-Professional Advisor; first hired as a HEO Assistant in 1993. 2 Anselma Rodriquez, HEO Associate, Brooklyn College: Dean's Office; first hired in 1973, she has aided students as a member of the Financial Aid /Admissions Office. Steve Selwyn, HEO, Lehman college: Director of Budget and Payroll; has been in similar positions at the Central Office; he has been a PSC chapter chair and a delegate and has received many CUNY awards and certifications. Alvin Tramble, Assistant to HEO, Bronx Community College: Admissions Office; BA and MA from CUNY with awards for work in academic affairs and student government. As a grassroots activist, he's dedicated to civil and human rights and organized protests and civil disobedience against racism and racial profiling. Janet Winter, HEO, John Jay College: Executive Assistant to the Vice President in the Office of Institutional Advancement; she has been the Work Study coordinator in the Office of Student Financial Services and a Loan Programs Manager, coordinating both the Perkins and Direct Loan Programs. DA DELEGATES (continued) Selwyn Winter "I am excited to be on the New Caucus HEO Chapter Slate, and ready to work towards helping with the ongoing problem of increased workload without increased compensation for the HEO series." Steve Selwyn DA ALTERNATES From left to right (and top to bottom): Bandelt, Taylor, Vasquez "The New Caucus has been a caucus of inclusion, for all HEOs. Our continued support of the New Caucus is a way to continually empower ourselves". Anthony D. Andrews Robert Bandelt, Assistant to HEO, LaGuardia Community College. He is assigned to the Financial Aid Office. Michael Simmonds, Assistant to HEO, Medgar Evers College: Recruitment Coordinator. As an activist in the Caribbean community, he represented the Southern Caucus of the 11th and 12th sessions at the Commission on Sustainable Development at the United Nations Headquarters Carole Taylor, Assistant to HEO, Hunter College: Office of Financial Aid; She sits on the PSC chapter's Labor Management committee and holds a BA from Lincoln University, Pa. and a MS from Syracuse University. Andrea Vasquez, HEO Associate, Graduate Center: Managing Director of the GC's Media Lab; has been the Director of the American Social History Project/Center for Media and Learning; is a multimedia producer, designing and producing U.S. history websites for high school and college classes. Marc Ward, HEO Associate, Lehman College: Academic advisor and formerly a Director of ESL. He is the Vice Chair of the HEO Chapter, served on the Open Access Committee, and has been a HEO delegate to the Delegate Assembly.

## Twelve Reasons to Re-Elect the New Caucus

- Achieved the best PSC salary increases in a decade in the 2000-2002 contract. ►Secured an equity pay increase for Assistant to HEO title and added money for those at the top step (2000-2002).
- Instituted campus labor-management teams to consider reclassification and workload issues. ►Negotiated the first professional development fund for CUNY staff and increased the fund to \$3000.in the recent contract. In just the first year over 358 HEO's have used the fund and hundreds more are receiving grants now.
- Defeated management's attempt to weaken job

security (13.3 b) and decrease the HEO pay scale. ▶Increased dramatically the rate of success for HEO grievances filed and HEO Grievance Officers are available 4 days per week at the PSC office. ▶Elected a HEO as a PSC officer, for the first time, and increased HEO representation throughout the union with more HEO's on the Executive Council, the Negotiating Team, and the Grievance Policy and Contract Enforcement Committees. ▶Engaged in major litigation to secure compensation for work over 35 hours and overtime pay as appropriate. ▶Strengthened the Welfare Fund and improved dental benefits. ▶Enforced health and safety standards to better protect members and students. ▶Protected members' rights to Travia leave through an arbitration victory. ▶Reversed twenty-year trend of declining State and City funding for CUNY, which is essential to achieving our goals.

## 2008 CCNY

### Lead Officers

Michael Green - Chapter Chair, Chemistry

Philip Barnett - Vice Chair, Science Library

Susan Di Raimo - Secretary, English As A Second Language

### Officers At Large

George Brandon - Behavioral Medicine

Bill Crain - Psychology

Laura Hinton - English

Elizabeth Starcevic - Foreign Language

### Delegates

Alan Feigenberg - Architecture

Carla Cappetti - English

Philip Barnett - Science Library

Ruben Rangel - English As A Second Language

Susan Di Raimo - English As A Second Language

### Alternate Delegates

Gerardo Renrique - History

John Krinsky - Political Science

Hope Hartman - Education

George Brandon - Behavioral Medicine

PSC CUNY Welfare Advisory Fund

Susan Semel - Secondary Education

Alice Baldwin - Jones-Behavioral Medicine

## Twelve Reasons to Vote New Caucus/CCNY

1. Won major faculty grievances, particularly around promotions 2. Helped the PSC gain a contract that provides 80% paid sabbaticals for tenured faculty, 12 hours released time for junior faculty, and keeps department chairs in the bargaining unit. After five years of 0 % increases, the chapter helped negotiate increases consistent with settlements received by other NYC municipal labor unions. 3. Maintained constant pressure on the administration to respect faculty governance. 4. Worked with faculty governance groups and the administration to alleviate the parking crisis of 2007, but the chapter vigorously continues to seek solutions to this on-going

problem. 5. Demanded solutions to the deteriorating physical structure and unhealthy working conditions of Marshak. 6. Helped the PSC achieve pension equity for TIAA/CREF members with TRS: after ten years of service, contributions to TIAA/CREF will be paid by the university; beginning this spring participants should notice an increase in pay as a result. 7. Defended the faculty's, the staff's, and the student's right to free speech in public forums on campus, and fought for the reinstatement of students and a staff member arrested in March, 2005; ended the penning of faculty, student, and staff demonstrators during campus protests. 8. Obtained a faculty lounge open every weekday. 9. Spearheaded the successful effort for in-state tuition for immigrants who attended at least two years of a New York State high school, enabling thousands of deserving students to obtain a college education. 10. Helped achieve paid office hours for adjuncts and initiated significant organizing efforts on their behalf. 11. Inspired and motivated the administration to provide a greener campus environment. 12. Lobbied Albany and City Hall with the community and other labor unions on behalf of our members and are now struggling to achieve paid family leave.