

Dear Members of the CUNY Board of Trustees,

My name is Zin Thu. I am a Higher Ed Officer Assistant in the Marxe School graduate admissions office at Baruch college.

I am writing today to testify about an issue that inhibits my ability to do my job well and, therefore, to best serve the students at Marxe Graduate Admissions

The most concerning areas for me are low salary compensation for part-time titles and those exploited faculty and staff who take charge of additional workloads out of the job description at their department. Review possibility of improvements to reclassification with lesser time of eligibility and more support services for the reclassification process.

I hope that an illustration of the problem will convince you of its magnitude. <Higher education does not always involve equal opportunity and fair compensation especially for administrative and operation staff according to their workloads though the school keeps promoting empty promises like DEIB. I see that higher education equity is at stake. Being a higher ed professional for over 7 years I have been working so hard towards the success of the college in promoting enrollment numbers with the best services to the prospects and students through a long-term strategic lens, but where do my college and leadership see me as a long-term asset? That said, we strive to provide quality education for our CUNY students daily by going above and beyond but in return, we want to be appreciated and acknowledged by any fair pay or a job promotion automatically with the support and resources for a way to be reclassified. It's demoralizing to ask and fight for it on our own on top of those daily stresses and burdens with overworked but underpaid. We want to fight and reserve energy to serve our students the best rather than fighting for ourselves. Our faculty and staff deserve equity pay. I stand firmly and support my colleagues in the fight for the importance of salary increment, not just by the titles or seniority or # of years working, but also for those who are qualified but denied for equity pay or promotion. In my opinion, this is one of the biggest issues of CUNY structural racism.

Action by the Board of Trustees can make a real difference. I implore you to <support our faculty and staff and their pay increase and/or reclassification as priority of our contract demands>, which could <I believe they should be more appropriate for the amount of work and it's always-evolving nature, the level of responsibility, and the sometimes-challenging nature of the work environment with mere support.

Thank you,

ZIN THU

Marxe school Graduate Admissions

Baruch college