

# **PSC/CUNY** Professional Staff Congress/City University of New York

25 Broadway, 15<sup>th</sup> Floor • New York, New York 10004

212/354-1252 • Fax 212/302-7815

Visit our website at <http://www.psc-cuny.org>

## **OFFICERS**

**James Davis**  
President

**Jennifer Gaboury**  
First Vice President

**Andrea Vásquez**  
Secretary

**Felicia Wharton**  
Treasurer

**Penny Lewis**  
Vice President Senior Colleges

**Kathleen Offenholley**  
Vice President  
Community Colleges

**Lawrence Bosket**  
Vice President Cross Campus Units

**Lynne Turner**  
Vice President Part-Time Personnel

**Luke Elliott-Negri**  
**Rulisa Galloway-Perry**  
**David Gerwin**  
**Justyna Jagielnicka**  
**Heather James**  
University-Wide Officers

**Michael Batson**  
**Stuart Davis**  
**Susan Kang**  
Senior College Officers

**Sharon Persinger**  
**Emily Schnee**  
**Youngmin Seo**  
Community College Officers

**Zee Dempster**  
**Lucy McIntyre**  
**Zeno Wood**  
Cross Campus Officers

**Rémysell Salas**  
**Claudia Shacter-DeChabert**  
**Pamela Stenberg**  
Part-Time Personnel Officers

**Marva Lilly**  
**Nancy Romer**  
Retiree Officers

**Barbara Bowen**  
President Emerita

## **STAFF**

**Malini Cadambi**  
Executive Director

**Anais Surkin**  
Associate Executive Director

**Rico Doan**  
Interim Associate Executive Director

**Evelies Cabrera**  
Office Manager

**Fran Clark**  
Director, Communications

**Bettina Damiani**  
Director, Legislation

**Nicholas Devyatkin**  
Director, Legal Affairs

**Ava Farkus**  
Interim Director, Organizing

**Dan Hunt**  
Director of Financial Services

**Kim Lashley**  
Special Assistant to the President

**Faye Moore**  
Director, Contract Administration

**Ari Paul**  
Editor, Clarion

**Denyse Procope-Gregoire**  
Director, Membership Services

August 12, 2025

Chancellor Felix Matos Rodríguez  
City University of New York  
205 E. 42nd Street  
New York, NY 10017

Dear Chancellor Matos Rodríguez,

I am writing to insist again that all adjuncts receive their first Fall semester paycheck on time. Late adjunct paychecks are a perennial problem at CUNY. The University could not function without the work of thousands of teaching and non-teaching adjuncts. They teach the majority of classes at CUNY, yet their positions are insecure and they earn far less than their full-time colleagues. When it came to our negotiated ratification bonuses, adjuncts had to wait more than two months longer than their full-time colleagues. Delays to adjunct pay are unjust.

On-time pay should be a given at a 21st century university. But at the start of nearly every semester, the union hears from adjuncts facing the financial stress and disrespect of late paychecks. It's a systemic problem that your administration has, to date, failed to remedy. We've tracked hundreds of affected adjuncts in the last few years. Your administration's practice of centralizing hiring practices and hiring conditions while delegating responsibility to the colleges when payroll problems arise is unacceptable.

I send a similar letter each year, but the problems have persisted. You have the power and obligation to address these problems: the university can fix technical issues, coordinate with college payroll offices and deans to treat adjunct pay as a priority, and improve hiring practices. And you can fight for the funding for full-time positions so the colleges are not reliant on a contingent workforce, last-minute hiring, and a lack of administrative support for departments. It is unacceptable to hold department chairs responsible for late adjunct pay when your administration establishes the conditions in which they work.

If paychecks do arrive late, we insist that college Human Resources offices offer guidance to affected adjuncts about obtaining a salary advance and provide them a letter, as needed, to give to their landlords or other creditors.

The expectation that adjuncts simply wait to be compensated is unacceptable.

Sincerely,



James Davis, PSC President