THE CITY UNIVERSITY OF NEW YORK

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James Davis
PSC President
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I am responding to your September 10 letter to Chancellor Matos Rodríguez regarding adjunct faculty pay. We agree that every CUNY employee, including adjunct faculty, should be paid on time, and we share your concern that delays in first paychecks create real hardship for affected employees.

CUNY has been working for some time to alleviate this recurring problem. As a result of these efforts, the number of adjunct faculty who were not paid on time was smaller than in the previous year. However, this reduction still left hundreds of adjunct faculty, unacceptably, without timely first paychecks.

Reviewing the remaining causes of delayed first paychecks, CUNY discovered that the principal cause of delayed payroll starts is the late submission of required paperwork by department chairpersons.

To address this, we are rolling out a communications plan beginning next semester to improve performance in this area. Under the plan, campus HRDs will remind chairpersons of the importance of the timely submission of the required information to onboard their adjunct faculty. We will follow this up with communications from campus provosts and finally, a communication from the college presidents to stress the importance of getting adjunct faculty paid on time.

Where delays still occur, we will be encouraging chairpersons to inform adjunct faculty members who are not on the payroll of the procedures for requesting emergency payments.

We believe this will significantly reduce the problem. However, to succeed we would ask your organization to reinforce the importance of chairpersons prioritizing the submission of the required onboarding materials to their campus HRDs on time. Success in eliminating late first paychecks depends on their cooperation.

We look forward to your partnership in addressing this problem and would be happy to discuss how we can best solve it together.

Yours truly,

Kenneth J. Godiner
Senior Vice Chancellor and Chief Financial Officer

cc: Félix V. Matos Rodríguez, Chancellor
Hector Batista, Executive Vice Chancellor and Chief Operating Officer