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November 17, 2026

Senior Vice Chancellor Kenneth Godiner
The City University of New York
230 West 41St Street
New York, NY 10036

Dear Mr. Godiner,

We are writing on behalf of the Professional Staff Congress/ CUNY in response to your letter to President James Davis on September 16th addressing the concerns he raised about the ongoing crisis of late pay for teaching adjuncts in a letter to the Chancellor dated September 10th.

Your letter states "We agree that every CUNY employee, including adjunct faculty, should be paid on time, and we share your concern that delays in the first paychecks create real hardship for affected employees." Yet your letter goes on to erroneously diagnose the "principal cause" of the problem as a failure of department chairs to submit paperwork on time.

As a department chair of the Secondary Education Department at Queens College and as an adjunct lecturer at LaGuardia Community College, we could not disagree more. Late adjunct pay is not the fault of department chairs; CUNY's gig worker model for running a university is the true culprit. Department chairs are forced to make last-minute hiring decisions because of cost-cutting directives from CUNY management to run or cancel classes based on fill rates, waiting lists, and student enrollment. Last-minute decisions about course offerings lead to last-minute hiring and late pay. Adjuncts are not kept in the payroll system and must complete the same paperwork semester after semester, adding further delays.

The solution you propose, to roll out a "communication plan" whereby HR directors will remind chairpersons of the importance of timely paperwork submission misses the mark. If you want to run our university on a just-in-time employment model, then we need a just-in-time pay model as well where colleges pay adjuncts on time and get reimbursed from the City and State.

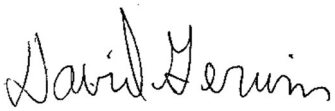
We are requesting a meeting with you and members of our union who have been affected by this issue within the next 3 weeks**.** We are also asking that you share the data on the hundreds of adjuncts referred to in your letter who were paid late in the past five years with a breakdown, by college, detailing how many pay periods were missed and how many adjuncts were given emergency payments.

The bottom line is that CUNY must pay all faculty on time, irrespective of rank or title, and take responsibility as their employer. Adjuncts and all employees at CUNY deserve stable pay, stable jobs and stable lives.

Sincerely,



Lynne Turner
Vice-President for Part Time Personnel, PSC-CUNY
Adjunct Lecturer, LaGuardia Community College



David Gerwin
Executive Council Member, PSC-CUNY
Professor and Chair, SEYS Department, Queens College, CUNY

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