



**Resolution to Build a Centralized Payment System
for CUNY Graduate Center Doctoral and Master's Students
to Ensure Timely Payment and Consistent Teaching Workload across the Senior Colleges**

Adopted by the DGSC on February 18, 2022

Endorsed by the PSC-Graduate Center Executive Committee

To the attention of:

CUNY Chancellor, Félix V. Matos Rodríguez
CUNY University Provost, Daniel E. Lemons
Incoming CUNY University Provost, Wendy F. Hensel
Graduate Center President, Robin L. Garrell
Graduate Center Provost, Steve Everett

WHEREAS, City University of New York Graduate Center (hereinafter "CUNY GC") doctoral and master's students that are admitted to their programs with funding packages are legally guaranteed timely payment of said funding as well as a consistent work schedule and safe working conditions, and

WHEREAS, during their first year of study, some CUNY GC doctoral and master's students receive funding solely from CUNY GC, and

WHEREAS, after the first year of study, some CUNY GC doctoral and master's students' funding source changes so that they receive their funding via alternative sources (either through senior colleges or thesis advisors rather than directly from CUNY GC), and

WHEREAS, this funding structure (hereinafter "Non-Centralized Payment System") not only applies to bench science doctoral (biology, biochemistry, chemistry, physics, computer science,

and earth and environmental sciences) and master's students (astrophysics), but also may apply to doctoral and master's students from other departments at CUNY GC, and

WHEREAS, the Non-Centralized Payment System frequently results in late paychecks, missing paychecks, or underpayment, and

WHEREAS, even within the same department, different CUNY GC doctoral students have different teaching workloads at the senior colleges, where some are assigned one class per semester and others are assigned multiple classes per semester, class size at one senior college could be twice as the other college, and

WHEREAS, this Non-Centralized Payment System and its corresponding inconsistent teaching workload requires coordination among CUNY GC, multiple senior colleges, and CUNY Central, and

WHEREAS, many CUNY GC doctoral students are worried about standing up for themselves when faced with late paychecks, missing paychecks, underpayment, or inconsistent teaching workloads at senior colleges, out of fear of retaliation or damaging the relations with either the senior college or their doctoral and master's thesis advisor, and

WHEREAS, a system which consistently mishandles its employees' payment is exploitative and can negatively impact students' wellbeing, for example some CUNY GC doctoral students have lost housing and experienced food scarcity due to Non-Centralized Payment complications, and

WHEREAS, when CUNY GC doctoral students are being exploited to the point of being unable to house and feed themselves, they are unable to properly support the CUNY undergraduate students for whom they are responsible, and

WHEREAS, it is bad branding for CUNY to allow its GC doctoral students to experience housing instability and food scarcity, and may drive away future students who may apply to CUNY GC, and

WHEREAS, at this time, CUNY GC is unable to monitor some of CUNY GC doctoral and master's students' bi-weekly paycheck after their first year of study because doctoral and master students' bi-weekly paycheck was from either the senior college or the doctoral and master student's thesis advisor as a result of the Non-Centralized Payment System, let it be

RESOLVED, we demand the CUNY GC President and Provost take the lead in moving towards a centralized payment system to track all doctoral and master's students' bi-weekly paycheck breakdown to ensure on time and correct bi-weekly paychecks and to further guarantee consistent teaching workload across the senior colleges; and let it be

FURTHER RESOLVED, we demand the CUNY Chancellor and other members of the administration at CUNY Central, including the University Provost, coordinate with each of the CUNY GC and senior college Presidents and Provosts to build a Centralized Payment System for all CUNY GC doctoral and master's students to ensure timely, accurate, and consistent bi-weekly payments throughout the academic year; and let it be,

FINALLY RESOLVED, we demand issues with CUNY GC doctoral and master's students' timeliness of paychecks and consistency of teaching workload be coordinated at the level of CUNY Central in the interim period while the centralized payment system is being built.