The nuanced picture this survey portrays is of a very loyal faculty who are extremely concerned about what is going on in the institution and with their personal future after they have lost a significant portion of their salary and benefits in recent years. The picture though is not only of financial distress but also of personal distress where employees feel abandoned and undervalued by the university. It also seems that faculty have marginal confidence in the leadership of the university and in this leadership moving the university forward.

**Faculty perception of how the university views them**

On average **69.6%** of faculty agreed (said they either “somewhat agreed”, “agreed” or “strongly agreed” with this statement) with the statement that they like coming to work at YU. However only **24.3%** said that they “Have not considered a job in another institution”. In addition, only 46% (“somewhat agreed” and higher) agreed that they feel as valued employees and only **53.9%** feel that their professional contributions are valued by the university. Another important statistic is that only **36.5%** agreed (“somewhat agreed” and higher) that they feel YU cares about them as a person and only **33.9%** think YU is treating them in a fair manner. Finally, only **35.7%** said they will recommend YU to their friends and colleagues as a working place.

**Faculty’s recommendation toward next path of action**

Faculty were asked about what plan of action the university should take in the immediate future.

The most common answer was to increase pension plan contributions (45.5%) while a close second (37%) was to create a plan for faculty raises and compensation.

Faculty was asked what path of action the faculty council should take to try and resolve some of the issues the faculty is concerned about. **21.7%** suggested expressing privately the concerns to the provost and the president, while **30.4%** suggested expressing concerns publicly but limiting it to the confines of the university (such as students, faculty and employees). **19.1%** wanted to find some public mechanism of non-cooperation with the administration. Only **4.3%** suggested to take no action at this time and to give new administrative additional time to act on their own.

**Faculty’s confidence in YU leadership**

We asked about the level of confidence faculty had in its leaders. **40%** agreed (either “somewhat agreed”, “agreed” or “strongly agreed”) with the statement “I have confidence in President Berman”. **31.3%** agreed (either “somewhat agreed”, “agreed” or “strongly agreed”) with the statement “I have confidence in Provost Botman”. We looked into the statement “I have confidence that the Provost office is transparent and provides all information to faculty” and found that only **16.1%** agreed with that statement.

We looked at the confidence in the Deans: Sy Syms (88.2%), YC (53%), SCW/STERN (64%), Cardozo (87%), Ferkauf (71.4%)[[1]](#footnote-1). Seems faculty has no real issues (besides perhaps YC) with the Deans.

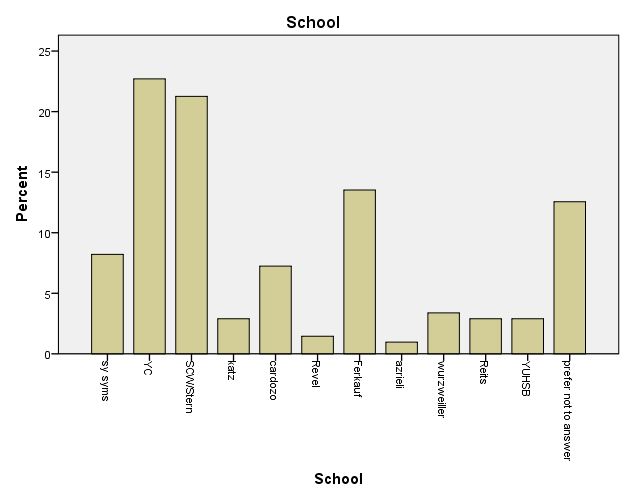
Finally we looked at the confidence in the board of trustees and found that only **21.7%** agreed with the statement (either “somewhat agreed”, “agreed” or “strongly agreed”) “I have confidence in the Board of Trustees” and only **12.2%** agreed with “I have confidence in the “university’s expertise in financial management”.

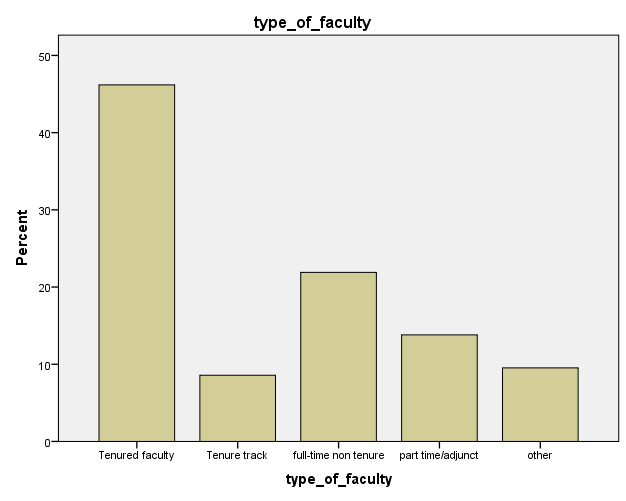
In conclusion, these results point to the fact that faculty is trying to support YU as much as they can, based on the fact they like to work at YU and that they prefer to express concerns only within the university walls. However, these results also point out to the fact that faculty has marginal confidence in the leadership of the university and in its ability to take it out of its financial crisis using the current methods it is using (such as reducing faculty compensation, not providing cost-of-living raises for the last few years, and eliminating lines of research faculty, to name a few). Faculty is also feeling underappreciated and undervalued which makes them feel as if they are not a part of the YU team – there is administration and then there is faculty.

It is also clear that faculty’s main concern is financial compensation, mainly pension contribution and future raises. Partly because they do not have confidence in the university’s board of trustees and financial management. The faculty seems to want the faculty council to address these issues not just with the President and with the Provost but within the whole YU community.

**Appendix**

Demographics: N=211; gender: Female=41.2%, male = 46.9%; income: 72.5% $160k<; age: 57% <55 years old; type of faculty: 77% are full time faculty (see graph)





1. [↑](#footnote-ref-1)