**April 21st ,2023 Meeting starts at 11:30am**

In attendance: Avri Ravid, Vladimir Kovtun, Noam Wasserman, Gabriel Cwilich, James Kahn, Jill Katz, Rick Zweig, Tamar Avnet, Ana-Lisa Cohen, Suzanne Stone, Maria Zaitseva, Jonathan Dauber, Charles Swencionis, Selma Botman, Edward Zelinsky, dcarlson???, Michael Schreiber,

Mar 10th 2023, Minutes Approved.

Provost Report:

Discussed Safe-zone/Title-9 conversations.

Research Fund: Revised how dollars would be distributed from last year.

* Students are also participating in the research projects.

We had 17k classes on the books and many are no longer offered. We have been updating the books.

It is important that we have as many faculty as possible for commencement.

Avri: Is there anything we can do about the limited access to top quality journals available through the library?

Selma: Library looked at number of users of journals and had to remove the ones with low user counts. Believes some of these are available through library-consortiums.

Ana-lisa: Do we know who has the best contacts at news organizations/NYT.

Selma: Should continue to email Hanan, but cc Selma as well. Can also email Robert Kadar.

Michael Schreiber: Discussed the improvement of financial/grant issues at Furkauf (prompted by Rick Zweig). Problems with research finances persist, but things are improvement and problems are addressed when they are brought to the administration’s attention.

Avri: We need to rectify the issue of faculty salary.

* There should be a payment scale where the salary of faculty is tied to the salary of the administration (as some proportion).
* Faculty working on lower salaries will reduce the amount of work they put in.
* It is extremely hard to hire.
* We are asking for market-rate salaries to faculty.

Michael Schreiber: We should look at audited statements, not just [990](../yu.990.20-21.pdf). From an operating perspective, the university has not run a surplus since 2004.

Discussed resolutions sent out previously.

* There should be a negotiation for Chair positions.
* We have low-pay adjuncts. It is not fair to pay so low and then complain that the adjuncts are not good. We should pay closer to Market.

The faculty council should be involved in the negotiation process for salaries. We would like to do this.

* We realize there are budget constraints. We need to work within the budget constraints to keep this organization to move forward.

Selma: Most people will receive an increase (not a lot). Our faculty salaries are competitive. Adjunct pay is all over the board at YU. Adjuncts receive different amounts at different schools. These issues come up all the time, but we are operating very carefully all of the time due to the budget deficit. We realize it’s not enough and need to get out of the deficit environment.

**Mike Schreiber:**

We are trying to provide the best environment for our clients (students). The faculty is the most important part of this. There was huge cost-cutting in 2013/2014. We have gotten our retirement match back up to 5%. We have made (small) raises and understand it is not enough. There is a mandate to get to an even budget. We are lowering administration budgets for 2024/2025.

We look at how our university compares to other small universities. This is in terms of faculty pay. Our managers get paid very well, due to supply/demand/nyc, etc.

We have been using our balance sheet to pay for our deficit. We need to get to a balanced budget.

We increase spend-rate on the endowment for the next couple of years.

Can we pre-commit into faculty salary increases over the next few years? Answer: No, but we may have increases coming. We are planning on growing expenses.

**Selma:** Mike is trying to protect the academic core of the university.

James Kahn: Not aware that adjunct pay has increased.

Selma: We want adjuncts paid $5000 at Stern and YC for FY24 and asks that we confirm with Karen.

Avri: We can at least tie faculty pay to tuition increases. Can Deans negotiate with chairs on chair compensation?

* It would be difficult for one dean to ask for changes to chair compensation.
* Deans have a fixed budget.
* Chair pay being equal across the board does not make sense if dean/prof pay is not equal across the board.
* Deans should have the same leeway on negotiating chair pay as they have on other things.
* We ask that we are part of the decision making process in terms of hiring, budget, etc.
  + Answer: We know that’s what we have asked for. It’s a very difficult request to fulfill.
* Is everything we have proposed being rejected?
  + Answer: We attended to adjuncts in two schools.

Tamar: When our junior faculty asks what will happen in the future we don’t have any positive things to tell them. It is likely that we will lose them. It does not seem like we have a plan to get faculty salary raises.

Michael: We are trying to take the university from where it’s been for 20 years to somewhere new. The president’s goals are aligned with your goals. For us to be somewhere else in the next 20 years.