

YU Faculty Council Meeting
October 16, 2015
Minutes

Present: Neer Asherie, Gabriel Cwilich, Lauren Fitzgerald, Jeffrey Freedman, Jim Kahn, Will Lee (YC), David Carlson, Leslie Salzman (Cardozo), Gary Stein (Wurzweiler), Charles Swencionis (Ferkauf), Marina Holz, Nora Nachumi (SCW), Daniel Rynhold (Revel), Joseph Kerstein (SSB), Moshe Krakowski (Azrieli), Netanel Wiederblank (RIETS)

Leslie Salzman agreed to take the minutes.

Elections:

The Faculty Council elected Leslie Salzman as Secretary, with the understanding that an alternate Secretary would be appointed to take minutes at the beginning of any meeting that Salzman is unable to attend because of conflicting obligations. Salzman informed the Council that she could not be present for the November meeting.

The Faculty Council deferred the election of Speaker-Elect to the next FC meeting to allow all Council members to consider whether they may be able to serve as next year's Speaker.

The Faculty Council deferred the election of a possible Parliamentarian to replace Nora Nachumi when her term ends at the conclusion of this academic year. FC members were encouraged to consider whether they might begin training as Parliamentarian to assume the role for the 2016-17 academic year.

The Speaker asked Provost Botman to address YU's tenure policy and whether it had changed. The Provost said that there has been no policy change and no YU policy to hire only non-tenure track faculty. She explained that there is a small hiring committee at YU (Botman, Harmon, Josephs, and an HR Representative) that considers every new hire for any position at the University. She also explained that the current policy is to ensure that there is a "revenue stream" to support any new faculty hire, and that the hiring committee determines whether there is a "revenue stream to support a new faculty hire." The Provost explained that the departure of a current tenured faculty member does not always mean that there is a "revenue stream to support a new faculty member to replace him or her."

The FC discussed Yeshiva's current financial situation. Members discussed what might serve as a reasonable, objective benchmark for reversing the current salary freeze and begin increasing faculty compensation. One thought was that the Moody's rating would be one such benchmark. Charles Swencionis said that there had been no change in that rating as of the meeting date.

Several members noted that in light of the reductions in the University's pension contributions and the health benefits package, faculty has actually experienced not just a salary freeze, but an

actual loss in overall compensation. All agreed that the FC needed more financial information. The FC Finance Committee will be meeting with the Board and YU's financial officers.

The Speaker announced that the FC Executive Committee and the FC Finance Committee (Joseph Kerstein, Avri Ravid, Neer Asherie, Gabe Cwilich, and Charles Swencionis) will be meeting with Board Chair Strauss, President Joel and VP Josh Josephs and the CFO to discuss financial issues. The FC will request additional financial information from the Board. The Council voted to designate a subgroup of the Council to draft a resolution to the YU Board of Directors requesting the following: 1) YU's current financial plan, any reports or statements of recommended actions prepared by A&M, and the budgets for all units of the University (undergraduate and graduate units); 2) that the FC have representatives from the undergraduate and graduate programs on the Board's Finance Committee; and 3) that the Faculty Council have one graduate and one undergraduate representative on the Presidential Search Committee. After the FC discussed the potential impact of Einstein's separation from YU, the FC decided to also request from the Board and Administration the details of the terms of the plan for Einstein's separation from the University and clarification of the University's financial and institutional status after Einstein's full separation from YU, including the impact on YU's endowment. The FC appointed Will Lee, Avri Ravid and Charles Swencionis to draft this resolution.

Will Lee reported that the AAUP had removed YU from its censure list.

The Council approved committees to do the following: 1) analyze the impact of benefits changes on total faculty compensation and consider future Council proposals regarding requests for improvements in the faculty compensation package (Nora Nachumi, Neer Asherie, Gary Stein); and 2) update the prior FC report on compensation (Gabriel Cwilich, Jim Kahn, and Lauren Fitzgerald).

Jim Kahn reported that the University has a Strategic Planning Committee that includes several FC members. This Strategic Planning Committee is engaged in confidential discussions regarding the University's academics, finances, operations, infrastructure and sustainability.