

On October 29, 2015, the Faculty Council Adopted the Following Resolution:

To the Board of Trustees and Administration of Yeshiva University:

Following up on previous communications with the Board of Trustees and the upper administration of Yeshiva University, the Faculty Council for the Manhattan Campuses adopted the following resolution at its meeting on October 16:

The Faculty Council was created, in accordance with standards for excellence promulgated by the Middle States Commission on Higher Education, to give Yeshiva University faculty a significant role in shared governance. The Faculty Council would like to fulfill this role by providing input to help ensure that the University will become financially sustainable and continue to pursue its mission. To provide meaningful input, we need the latest information about university finances, budgets, plans for restructuring, and plans for restoring annual raises and adequate matching funds for pensions. We pledge ourselves to maintain the privacy and confidentiality of the information requested in items 1-7 below. Specifically, we request:

- 1) The reorganization plan and financial restructuring plan A&M has recommended;
- 2) The budgets of the university as a whole and of each academic unit within it now that A&M has led the way in producing them;
- 3) Other recommendations made by A&M;
- 4) Board and/or administrative responses thus far to those recommendations;
- 5) Representation of the Manhattan Campus Faculty Council on the Board of Trustees, specifically in its Finance Committee and its Academic Affairs Committee, if possible by faculty representatives of both graduate and undergraduate programs;
- 6) Representation of the Manhattan Campus Faculty Council on the search committee for the new president, if possible by representatives of both graduate and undergraduate programs;
- 7) Details of the separation agreement with Einstein; and
- 8) Without Einstein faculty, breakdowns of mean salaries and benefits for the most recent three years available by academic unit and further breakdowns by rank.

In addition, recognizing that a viable, sustainable Yeshiva University able to attract and retain talented students depends on excellent faculties, recruiting and retaining whom requires competitive salaries and benefits, the Faculty Council once again requests that the Board and the administration inform us as to plans and timetables for reversing salary cuts, restoring raises, lifting hiring freezes, and restoring retirement matching funds to 7%, a percentage which still falls below the maximum contributions of many of our competitors. Salary freezes become cuts as health care costs are shifted onto faculty and costs of living continue to rise. Salary cuts and freezes have continued for six of the past seven years and have happened two other times since 1979. Other colleges and universities have experienced salary freezes from time to time, but none with the frequency YU has, and none for so many years.

As major stakeholders in this University, we want to help make sure that YU achieves sustainability and makes forward progress again. We do represent faculty members but see this as a goal shared by students, faculty, administrators, and Board members alike.

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