FACULTY SURVEY 2023_ - Survey overview and highlights

In 2023 Yeshiva University faculty participated in a survey as to their perceptions of the University, their confidence in its leadership, perceptions of university governance (in light of the concerns raised in the 2012 Middle States accreditation review), and salaries. Below please find an executive summary of the findings, including comparisons to previous surveys.

The findings raise significant concerns

for the major goals and activities of the organization (research and teaching). Only about one third of the faculty have confidence in the president or the provost, less than 20% trust the board of trustees. Only less than a quarter of those responding to the survey believe the university is headed in the right direction and still only 22% believe in the financial acumen of the university.

Finally notice the drop in nominal pay by professors – an even greater drop in real (inflation adjusted) pay. It is probably the result of departures and retirements by the most senior members of the faculty.

We received a 2% raise this year. The national average was 4.8% (CHE).

It is very difficult to reach greatness when this is where talent is. The faculty council had put forward a set of resolutions which can begin to address some of the issues raised in the survey. They should be taken seriously so we can move forward.

Demographics:

Time of survey: May 2023 – June 2023.

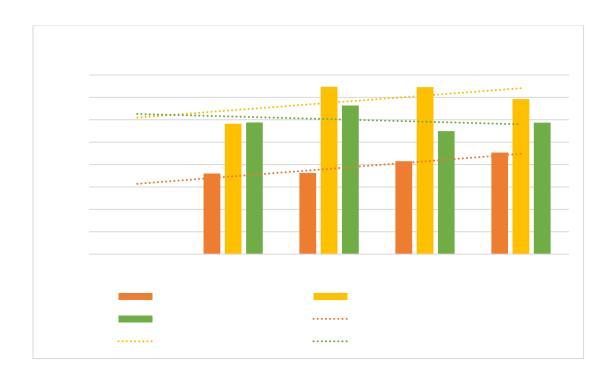
N=205; gender: Female=34.6%, male = 56.6%; income: 72.79% make less than \$160,000; age: 76%

The confidence in President Berman is down from 2019 while the confidence in Provost Botman has improved, but overall confidence ratings are low.

We asked about the level of confidence faculty had in its leaders. In 2023 **35%** (2019: 37.7%; 2018: 40%) agreed (either "somewhat agreed", "agreed" or "strongly agreed") with the statement "I have confidence in President Berman". **33.67%** (2019: 26.2%; 2018: 31.3%)

SALARIES:

The YU Faculty Council views the decades-long stagnation in faculty salaries as a high priority concern, and has strongly advocated that administration take this concern seriously. University administration has responded that the University's financial position precludes making significant adjustments to faculty salaries. Available public data indicates that from fiscal years 2017-2021, salaries of President Berman, Provost Botman, and the YU- CFO increased by an average of 13.3% (see table below). During this same period the average increase in faculty salaries was 2%.



Survey Findings: Faculty Salaries: (participants included only those who provided their full salary information. N=205 unless stated otherwise in the table).

Gender: Female: 71; Male: 116; other: 18

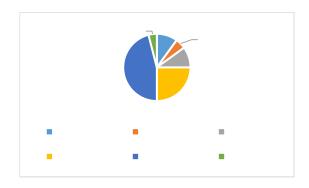
Age:



School:

| School | % |
|-------------|-------|
| YC | 19.90 |
| SCW/STERN | 17.96 |
| SYMS | 14.08 |
| FERKAUF | 12.14 |
| NO ANSWER | 10.19 |
| WURZWEILLER | 6.80 |
| CARDOZO | 5.34 |
| KATZ | 4.85 |
| OTHER | 3.40 |
| REITS | 2.91 |
| REVEL | 1.46 |
| AZRIELLI | 0.97 |

Rank (N=130):

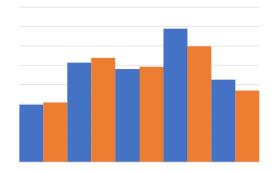


| Rank (N=130) | Total faculty | % of faculty |
|-----------------|---------------|--------------|
| Adjunct | 13 | 10 |
| Instructor | 6 | 5 |
| Assistant | 13 | 10 |
| Associate | 33 | 25 |
| Professor | 60 | 46 |
| Other | 5 | 4 |
| All | | |

Results:

| Rank | YU salary | YU salary |
|------------|-----------|-----------|
| | 2021 | 2023 |
| | | (N=130) |
| Instructor | \$59,115 | \$61,500 |
| Assistant | \$102,558 | \$107,685 |
| Associate | \$95,927 | \$98,506 |
| Professor | \$137,781 | \$119,627 |
| Clinical | \$84,996 | \$73,761 |

Table 1: Average salaries by rank.



| Position at school | Salary |
|---------------------------------------|-----------|
| Tenured | \$112,833 |
| Tenured track | \$105,350 |
| Clinical (full time non tenure track) | \$78,765 |
| Part time (adjunct) | \$27,176 |

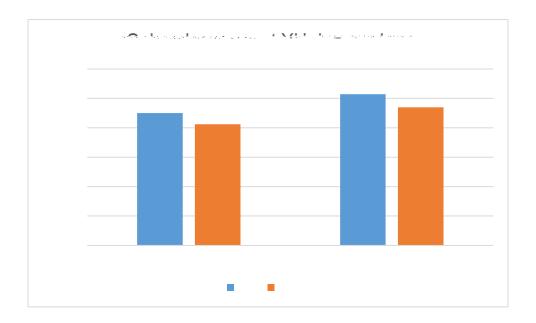
Table 2: Average salaries by position.

| Rank | Men 2021 | Women 2021 | Men 2023 | Women 2023 |
|------------|-----------|-------------------|-----------|------------|
| Instructor | \$69,600 | \$52,562 | NA | NA |
| Assistant | \$111,712 | \$95,601 | \$121,414 | \$91,667 |
| Associate | \$97,591 | \$94,454 | \$99,150 | \$94,210 |
| Professor | \$140,905 | \$129,969 | \$125,753 | \$112,967 |

Table 3 Average YU salaries by rank and gender.

| Length of service | Men | Women | Overall |
|-------------------|-----------|----------|----------|
| >7 | \$90,050 | \$82,405 | \$86,228 |
| <7 | \$102,801 | \$93,786 | \$98,293 |

Table 4: Average salaries by gender and length of service.



Appendix

Demographics: N=205; gender: Female=34.6%, male = 56.6%; income: 72.79% make less than \$160k; age: 76% are younger than 55 years old; type of faculty: 76.21% are full time faculty

