

## **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. They reflect an organization where talent believes they have no power regarding major decisions affecting the institution. A large majority of faculty members believes no progress has been made in areas of concern identified in the previous report by Middle States. A majority believes they are not treated fairly, and that there are no incentives 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% are younger than 55 years old; type of faculty: 76.21% are full time faculty (see also appendix)

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

Compared to 2019/2018 surveys, faculty perception about YU has improved, but significant concerns remain:

In 2023, **55.37%** “somewhat agreed” (and higher) that they are valued as an employee at YU (2019: 51.5%; 2018: 46%). **58.92%** “somewhat agreed” (and higher; 2019: 50%; 2018:53.9%) that their professional contributions are valued by the university. **46.29%** ( 2019: 41.8%; 2018: 36.5%) agreed (“somewhat agreed” and higher) with the notion that YU cares about them as people and **43.15%** (2019: 41.8%; 2018: 33.9%) think that YU is treating them in a fair manner.

### **Faculty’s confidence in YU leadership**

*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%) agreed (either “somewhat agreed”, “agreed” or “strongly agreed”) with the statement “I have confidence in Provost Botman”.

Here are the confidence numbers for the Deans: Sy Syms **69%** (2019: 76.9%; 2018: 88.2%), YC **31.6%** (2019: 38.7% ; 2018: 53%), SCW/STERN **78.38%** (2019: 70% ; 2018: 64%), Cardozo **91%** (2019: 81.3%; 2018: 87%), Ferkauf **65%** (2019: 33.3%; 2018: 71.4%) , Wurzweiller **50%** (2019: 83.3%) <sup>1</sup>.

Finally we looked at the confidence in the board of trustees and found that **19.71%** (2019: 27.3%; 2018: 21.7%) agreed with the statement (either “somewhat agreed”, “agreed” or “strongly agreed”) “I have confidence in the Board of Trustees”. **21.18%** (2019: 17.5%; 2018: 12.2%) agreed with “I have confidence in the “university’s expertise in financial management”.

When asked: “do you think the university is heading in the right direction?” **47%** replied “no” while **31.88** replied: “maybe”.

### **Survey Questions Regarding Middle States Review:**

- 1) How much do you feel that the University asked for faculty’s opinion and/or consultation about various issues (i.e., Covid-19, LGBTQ, etc)? Only **7%** agreed<sup>2</sup> that faculty was consulted on important issues.
- 2) The 2012 Middle States review stated that “the faculty is not sufficiently integrated into key governance processes, including the macro development of academic programs and curricula at the University level...”. **69%** of faculty agreed with this statement.
- 3) The University does a good job in informing faculty about major decisions that affect them and their students, directly. Only **28.24%** agreed with this statement.
- 4) The revised Handbook requires annual Letters of Appointment for each f/t faculty that delineate course responsibilities, salary, and research funding. Have you received an annual letter of appointment/ renewal with these items specified, for every year of your appointment at YU? Only **38.8%** of the faculty said they received these Letters of Appointments.
- 5) The 2012 Middle States review cited “A significant weakness relevant to the integrity standard is the limited extent to which Yeshiva has incorporated transparent practices and policies in hiring and evaluation of faculty, including tenure and promotion decisions.” Do

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We reported schools that had at least 10 faculty participating in the survey

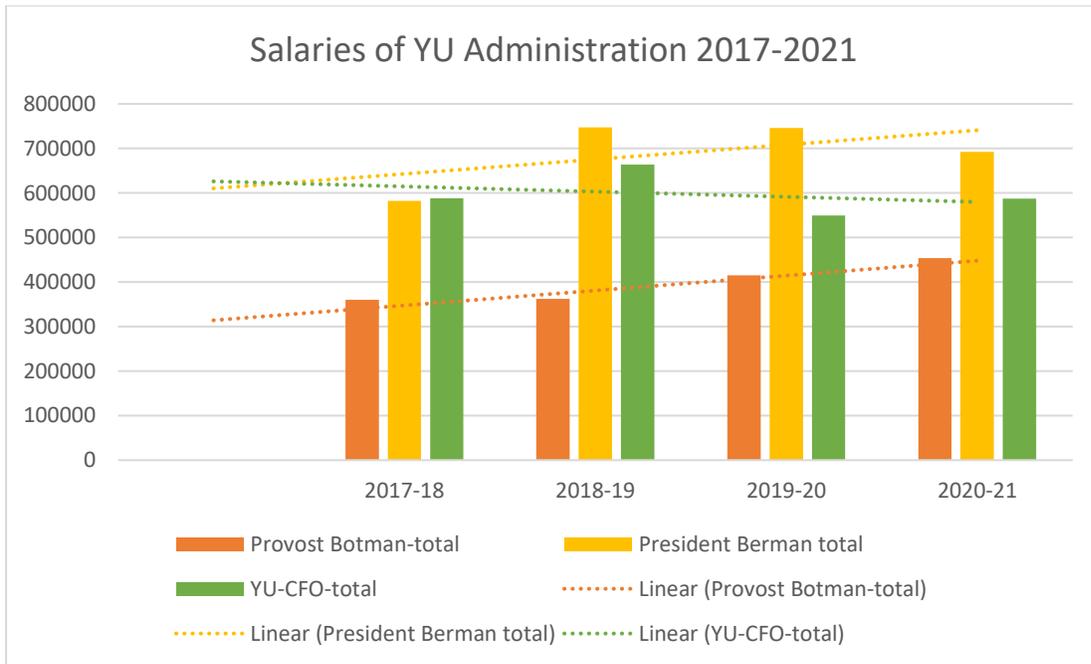
<sup>2</sup> This is a combination of the three items: somewhat agreed, agreed, strongly agreed

you believe that the University has remedied this concern? Only **16.1%** believe this concern was addressed.

- 6) Has the University (or your school) put a system in place that incentivizes faculty to do research? Only **26.3%** of faculty said there is an incentive system for doing research.
- 7) Has the University (or your school) put a system in place that incentivizes faculty to develop their teaching skills and/or excel in their teaching activities? Only **16.4%** of faculty said there is an incentive system to improve teaching.

**SALARIES:**

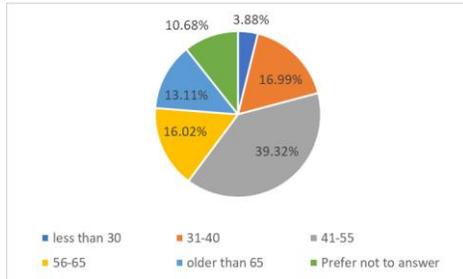
The YU Faculty Council views the decades-long stagnation in faculty salaries as a high priority concern, and has strongly advocated that administration take this concern seriously. University administration has responded that the University’s financial position precludes making significant adjustments 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%.



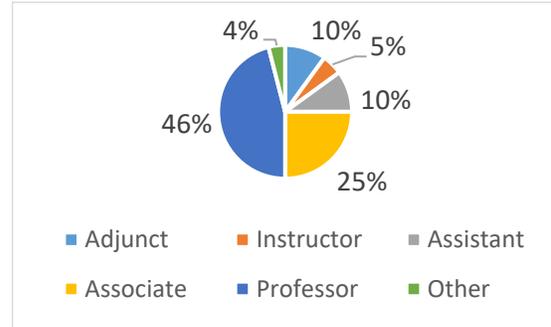
**Survey Findings: Faculty Salaries:** (participants included only those who provided their full salary information. N=205 unless stated otherwise in the table).

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

Age:



Rank (N=130):



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	Total faculty	% of faculty
(N=130)		
Adjunct	13	10
Instructor	6	5
Assistant	13	10
Associate	33	25
Professor	60	46
Other	5	4
All	130	100

Note: N=130 because some participants felt uncomfortable identifying their rank

**Results:**

Rank	YU salary 2021	YU salary 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.



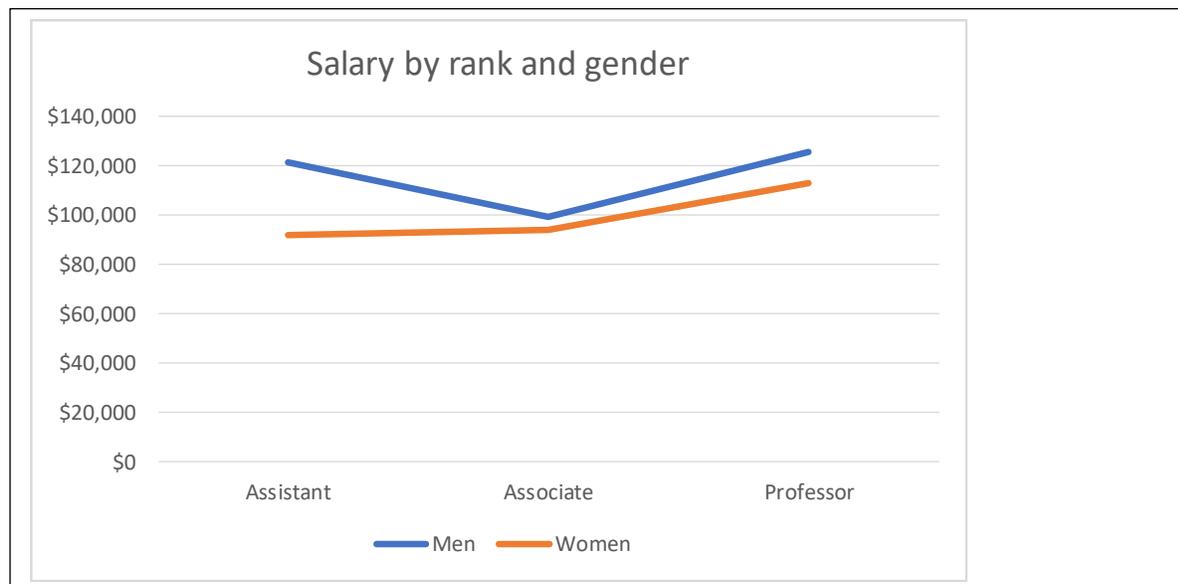
Position at school	Salary
Tenured	\$112,833
Tenured track	\$105,350
Clinical (full time non tenure track)	\$78,765
Part time (adjunct)	\$27,176

**Table 2:** Average salaries by position.



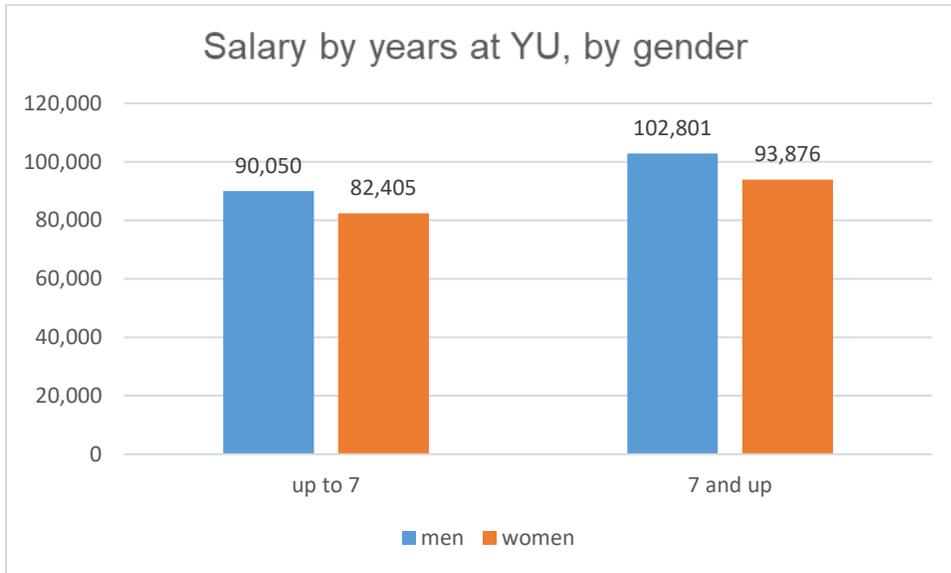
Rank	Men 2021	Women 2021	Men 2023	Women 2023
Instructor	\$69,600	\$52,562	NA	NA
Assistant	\$111,712	\$95,601	\$121,414	\$91,667
Associate	\$97,591	\$94,454	\$99,150	\$94,210
Professor	\$140,905	\$129,969	\$125,753	\$112,967

**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

