

June 20, 2024

Dear President Berman and Provost Botman:

The Faculty Council held its last meeting of the academic year on June 7, 2024. The main agenda item discussed was the “**Compensation Update for FY25**” message that was sent to all the YU employees on June 3 by VP **Patrick Gallagher**.

Although we are pleased and we thank you for the small increase in the retirement plan match, the Council was deeply disappointed with that being the only step taken to address the Council’s repeated requests on behalf of the faculty. The current compensation structure has caused a significant erosion in faculty salaries over the years, and the lack of any inflation adjustment this year will exacerbate the situation. There have also been no incentives offered for faculty contributions. At a time when the University is thriving, with record high enrollment at the graduate and undergraduate levels, and as the University is promoting itself as the flagship Jewish institution and a beacon of excellence to the world at large, the Council feels that the faculty is being left out.

We appreciate the cordial meeting between Dr. Cwilich, Dr. Ravid and the provost and President Berman on April 9 and the very encouraging email exchange and conversations that followed. However, as discussed, we feel that some mechanisms for raises and incentives should be established. In addition, our resolutions and proposals have been rejected and the faculty is increasingly frustrated by continuing cuts (with no consultation) in library subscriptions to various leading journals and publications and the elimination of long-standing databases which make it increasingly difficult to produce meaningful research in a very competitive world.

As a result, with a very heavy heart, the Faculty Council has voted to **suspend its operations**.

The faculty would love to see YU succeed and shine and would love to partner with the Administration in pursuing that goal, but such success is not possible with continuous cuts in the investment in faculty even as their reputation and hard work bring in a record number of students. We are still of course open to a dialogue as a group or on an individual basis.

P.S.: Dr. Cwilich and Dr. Ravid will be on Sabbatical in the Fall and Dr. Tamar Avnet will assume the interim chair position should there be a continuation.

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Tamar Avnet, SSSB
Anna-Lisa Cohen, YC
Gabriel Cwilich, YC

Jonathan Dauber, BRGS

Ran Drori, SCW

David Glaser, SCW

James Kahn, YC

Jill Katz, SCW

Vladimir Kovtun, SSSB

Jess Olson, YC

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Martin Stone, CSL

Charles Swencionis, FSP

Maria Zaitseva, YC

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