

FACULTY SURVEY 2023 - Survey overview and highlights

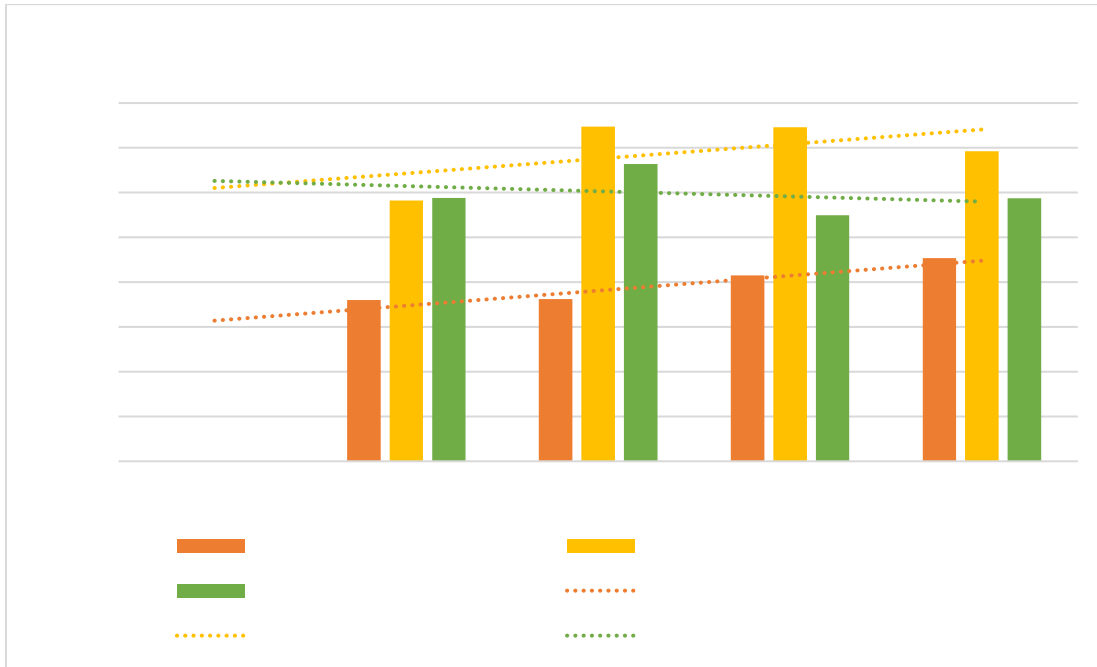
In 2023 Yeshiva University faculty participated in a survey as to their perceptions of the University, their confidence in its leadership, perceptions of university governance (in light of the concerns raised in the 2012 Middle States accreditation review), and salaries. Below please find an executive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

The 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:

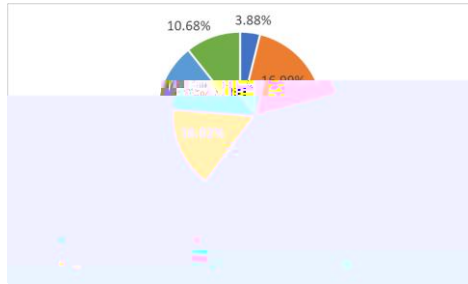
The YU Faculty Council views the decades-long stagnation in faculty salaries as a high priority concern, and has strongly advocated that administration take this concern seriously. University administration has responded that the University’s financial position precludes making significant adjustments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



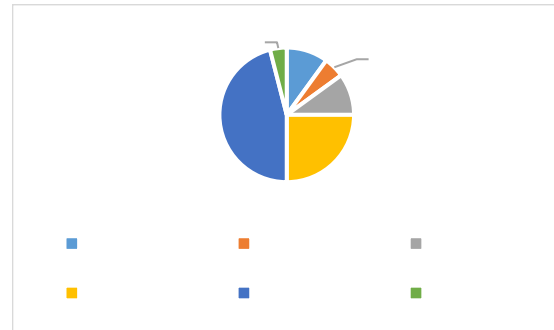
Survey Findings: Faculty Salaries: (participants included only those who provided their full salary information. N=205 unless stated otherwise in the table).

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

Age:



Rank (N=130):



School:

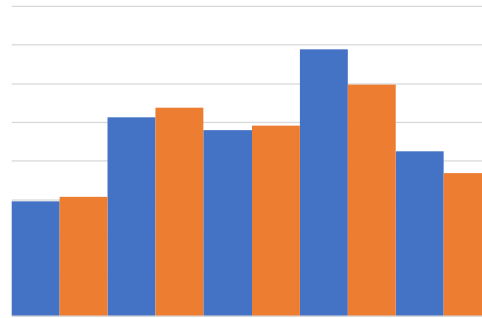
School	%
YC	19.90
SCW/STERN	17.96
SYMS	14.08
FERKAUF	12.14
NO ANSWER	10.19
WURZWEILLER	6.80
CARDOZO	5.34
KATZ	4.85
OTHER	3.40
REITS	2.91
REVEL	1.46
AZRIELLI	0.97

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		

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

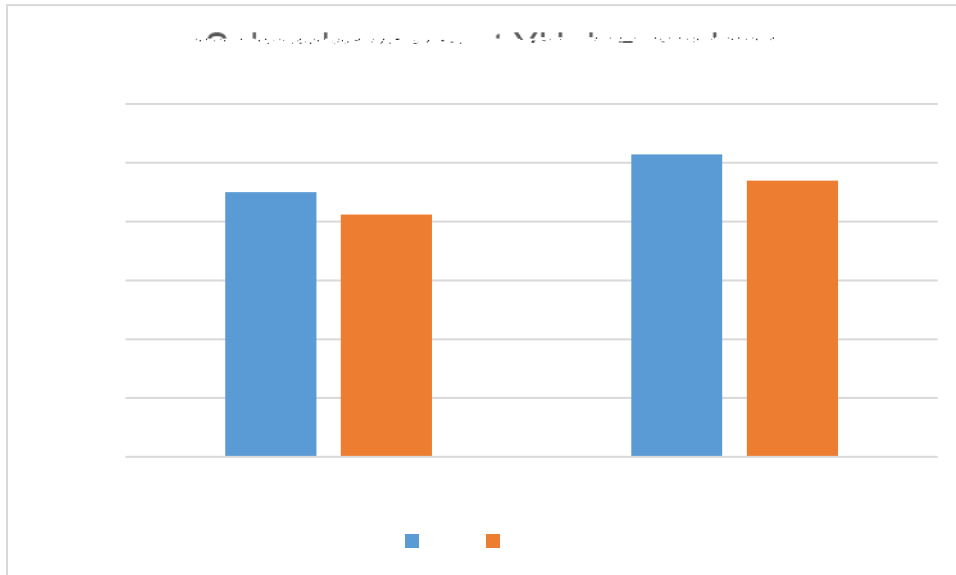
Table 2: Average salaries by position.

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

