**Dec 9th ,2022 Meeting starts at 11:30am**

In attendance: Avri Ravid, Vladimir Kovtun, Gabriel Cwilich, Selma Botman, Charles Swencionis, David Calson?, David Glaser, Elisabeth Mlawski, Edward Zelinsky, James Kahn, Jill Katz, Jonathan Dauber, Maria Zaitseva, Noam Wasserman, Rick Zweig, Susan Mason, Suzanne Stone, Tamar Avnet, Yael Muskat, Martin Galla

Oct 21 minutes approved. Elisabeth Mlawki abstains since she was not present.

**Avri** brings up retention and hiring. We offered below market (by 30k) to a fantastic candidate. The candidate was lost. Would like YU to think of the benefit of bringing in someone that is a good candidate over a (par) rookie instead of the cost.

Avri brings up IT issues that faculty have been having.

Selma: Invite Mike Schreiber (CFO) to a meeting since he thinks in margins as well. They set a budget and that budget has to apply to the whole year. There is a hiring committee that evaluates all decisions on campus. The reality is that we still have a deficit. Mike Schreiber really does understand cost and benefit. He is in a tough position. Periodic meetings with him would be reasonable to ask for.

With regard to IT, Suzette has been very responsive. Any long-term issues should be sent to her.

Avri asks if Selma agrees that it would be beneficial to add to an offer to get the good candidate. Avri can send over a salary range of universities that are similar to us. Selma mentions a law that all universities need to post salary ranges.

James Kahn asks if there is an opportunity for faculty to provide input to Mike Schreiber on what our competitors are offering salary wise.

Selma mentions that we should reach out to Mike directly and that he is very reasonable. He is also in a very tough position.

**Provost Report (Selma):**

There was a beautiful Hanukah dinner last night. There was a younger crowd among the donors.

Full day board of trustees meeting where they discussed the strategic plan. Very good meetings. The Board was very interested in how we are implementing our strategic plan (which has 11 goals/groups). We are now working on implementation. The chairs of the groups will be assembling people to begin the process of implementation. We have laid out what will be accomplished in first two years. We hope that all this aligns with our Middle States self-study.

There are 7 standards that Middle States requires us to meet.

Avri: In terms of strategic plan, are we going to get document? How is faculty going to be involved?

Selma: She can send us the plan. Each of the committees has chairs and cochairs and we should express an interest to the cochairs. Can let us know who they are of each of the 11 committees. This strategic plan does not look like that of other universities because we lean into the religious side.

Selma: There is a new initiative at Ferkauf where they are partnering with social services with Haredi Communities to create a master of mental health counseling. They have 14 students this semester. Recruiting for next semester. They told Leslie Halpern that there is a need for trained clinicians in Haredi populations.

Susan Mason: They have done fantastic work and we have had a great partnership. It has worked out fantastically well. We have well over 100 students from that group. It has now branched out to men.

Selma: If we see a student with mental health issues please reach out to Yael immediately. If they are not coming to class or not passing a class, or have some other distress, please let us know. Use starfish.

**Yael Muskat** is a Psychologist who understands the challenges that our students face and helps them get through their issues. Students in distress go to Yael either voluntarily or by recommendation of staff. She thinks in terms of wellness and not sickness.

Yael: Was experiencing connection issues and passed the microphone to Martin Galla. We have the same message. The viewpoint is that faculty are on the front lines and most important when it comes to identifying students in distress.

Martin: Agrees that faculty are on the ground and are needed to identify students with issues. We did a workshop a couple of weeks ago on teaching how to assess student mental health issues, etc. We want to do more of those things. We want to support the faculty as well. Would like to see if we have ideas on workshops that we can do based on what we are seeing. Potential training that we would like. The way to reach us is counceling@yu.edu. We are here to consult with faculty. We have a workshop on ADD in the classroom or other issues that may come up in the classroom.

Yael: The workshops we have done this year have been very successful. Both were on mental health of young adult populations. We have two workshops how you would detect OCD in the classroom, etc. Want to know whether these workshops would be of interest to us. Would like to open up communication to a small group of faculty and then expand. Would like to talk about idea of a café held once a month to discuss issues, etc.

Avri: The best workshop would be a brief workshop about issues that we should look for.

Rick: Is the counseling center available to graduate students? What is your experience on whether they know about the counseling center. Is there a place on YU website that advertises what is available and what is offered by the counseling center.

Maria: Would really appreciate a workshop on how to handle the stress that students feel about grades, etc. How to manage their stress. Is there a hotline that students can use to chat as opposed to stopping for in person chat.

Susan: Wurtzweler works very closely with the counseling center. We have a café of our own so we do have a model for this kind of thing.

Vlad: Are we as faculty stress-centers for students?

**Yael Answers:**

With regard to privacy everything we do is confidential. Faculty should not promise confidentiality. It’s important to let students know that you are reaching out to the counseling center.

With regard to cafes, 100% with partnering with the social work school.

With regard to stress management, would love to do a program. Can do it within two weeks.

With regard to workshop on stress. The one we had is recorded and can be sent out. We can definitely have more.

With regard to graduate schools. We see them and service them. They are aware. Around 10% of the students have talked to us.

With regard to stress on students. Faculty are not the only source of stress.

Closed session:

**Resolutions:**

Resolution 1 passes unanimously.

Resolution 2 passes unanimously.

Resolution 3: We will reconstruct it to include the cost of living increase and the raises we have received since 1990. Tamar abstains. Resolution passes.

Resolution 4: passes unanimously.

Resolution 5: passes unanimously.

**Resolution 1**

The faculty council resolves that Deans and faculty members should be able to negotiate adjunct pay as well as chair pay and that the compensation in both cases be guided by comparable salaries in peer institutions.

**Resolution 2**

The faculty council requests the formation of a joint committee of faculty and administration which will address issues of recruiting and retention of faculty members and develop an implementation plan

**Resolution 3**

In view of the significant decline in the real faculty pay over the past decade, the council calls on the administration to provide a onetime market adjustment for faculty who have been loyal to the university for a long time and whose inflation adjusted pay has significantly decreased.

**Resolution 4**

The YU annual budget should take into consideration and include a permanent item for faculty's annual raises.

**Resolution 5**

While recognizing the legitimate concerns of the University regarding its right of self-governance, the Faculty Council is concerned about the impact of the controversy over the current legal case with the YU Pride Alliance on the University’s reputation and on the faculty’s standing in the broader academic community. We ask all parties to be mindful of the collateral damage and call on both sides of the litigation to pursue a mutually acceptable negotiated solution.

The Council supports a safe and welcoming environment for all YU students and employees including the LGBTQ+ community and encourages an open and respectful dialogue between all sides of this disagreement.

**Avri:** Who made the decisions on LGBTQ stance. Who made the decision to cancel the clubs?

**Gabriel:** What does it mean to have a good outcome?

**Selma:** Was not involved and cannot say who it was. Everyone is hopeful for a good outcome. Cannot answer the question because I was not involved. Discussion is that a resolution will be made and posted soon.

* Selma will find out if she can share and answer these questions.

**Provost Report**

Record Involvement, +2100 undergraduates, +32 graduate students

**Tamar:** Is the faculty getting credit for the record enrollment?

**Selma:** It goes without saying that the faculty is hugely responsible.

**Jill:** Adjunct salaries are so low that it is very difficult to attract faculty to teach the courses needed to cover the enrollment.

**Selma:** 2023 budget is set and approved. We have not been able to close the deficit. We have received a $6m gift in nursing from Katz family.

**Avri:** Are we hiring tenure track faculty for Katz PA program.

**Selma:** Katz is responsible, two people are in the tenure system.

**Avri:** We need to approach things in some other systematic way than just keep cutting. We are not going to just double enrollment for next year. We need to potentially close programs, get more donations etc.

**Selma:** There is really nothing else to close. Everyone agrees that something different needs to be done.

**Avri:** If everything is so good, why can’t we compensate faculty.

**Selma:** The administration understands the frustration and is trying to do something.

**Avri:** We need to try to obtain gifts that are specifically for hiring faculty.

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**Charles:** The reason why there is no money is that we are teaching three bachelor degrees for men and two bachelor degrees for women instead of one. This is not something that we can change.

**Jill:** We should at least be competitive with the NYC market.

**Tamar:** We can ask to be equalized to the NYC market which is what we are constantly being compared to.

**Avri:** We can write a resolution that will encompass both chair pay and adjunct pay. We should also put together a resolution about the formation of a *committee for retention and recruitment* of faculty consisting of the administration and faculty. Avri will write both resolutions.

**Tamar:** Another resolution should include item about continual raises for current faculty. Tamar will formulate the resolution.

**Avri:** We potentially need another resolution for a one-time adjustment for faculty who have lost 20% of purchasing power from when they started working at YU. Avri will do this one as well.

**LGBTQ+ topic:**

**Tamar:** YU is not transparent. Whoever decided not to allow LGBTQ club needs to explain why they made that decision. It needs to be explained in a clear way where it does not hurt the university. Let’s ask the university to explain WHY they came to this decision.

**Ana-Lisa:** They will never explain why. The decision is done. We need to go to the NYT to separate the faculty from this decision. To explain that we are staying to support the students. We need to minimize the damage.

**Maria:** Can the FC write a statement of support of the students (as opposed to the club itself).

**Scott:** There will be an impact on enrollment if this goes either way.

**Gabriel:** The continuation of this conflict is having a negative impact on the university and we should list specific examples of this.

**Avri:** A general unanimous statement would be good. Something along the lines of the Revel statement.

**Scott:** We should add in the comments about how this decision is impacting faculty.

The four resolutions will be added to minutes once they are sent to Avri.

**Friday, December 9th**set for next FC meeting.