

**TO:** John Sexton, President  
**FROM:** Administrative Management Council  
**DATE:** March 7, 2003  
**RE:** Recommendations for the 2003-2004 Academic Year

The Administrative Management Council understands that the University is at a defining moment of its history. We embrace the importance of maintaining and enhancing the strengths that have been established over the last two decades and are committed to continuing the University's forward momentum toward transforming itself into a premier leadership university. The AMC, as an active participant in the University's process of reflection and regeneration, will seek and advocate for improvement at all levels of the University to meet ever higher standards of academic excellence.

At this time when the University is addressing the financial implications of the proposed state and federal budgets, as well as University spending and the budget for the 2003-2004 academic year, the AMC has revised its recommendations for the 2003-2004 academic year in consideration of these financial issues. We would like to make the following recommendations, only one of which requires an outlay of funds, for the 2003-2004 academic year. The AMC expects, as has been the case for many years, that compensation and benefit packages be applied equally to administrators and faculty.

### **Compensation**

Our recommendation for the 2003-04 academic year departs from the historical practice of tying increases to performance. Since the expectation is that the funds available will be less than previous years, we are requesting that the percent of increase be distributed across the board with two provisions. These provisions are: 1) Impose an upper cap in dollar amount and 2) use the amount saved from the cap to fund a larger increase for individuals whose salaries fall at or below \$50,000. Our estimate is that close to 50% of our constituents are in the group whose salaries are at \$50,000 or below. While understanding the constraints the University faces this year, we do not feel that the lowest paid members of our community should be asked to shoulder the greatest burden.

### **Tuition Remission Benefits**

Add the following item to the existing tuition remission benefits:

Dependent Children Matriculated at Another Institution:

Expand tuition remission eligibility to include academic year courses, not to exceed 32 credits (summer and academic year courses combined), for dependent children matriculated at another institution, provided the courses be counted toward an undergraduate degree at the other institution.

### **Tuition Remission Benefits as related to Professional Development**

In an effort to continue to expand professional development at the University by providing opportunities for administrators to gain knowledge and skills to enhance and advance their careers, we request the following:

Noncredit Certificate Programs at the School of Continuing and Professional Studies:

Expand 100% tuition remission eligibility to include noncredit certificate programs at the School of Continuing and Professional Studies taken by full-time, permanent administrators.

**Portable Tuition Remission**

Review the utilization of the Portable Tuition Benefit Plan which became effective in the fall term of 2001 to determine the feasibility of increasing this benefit.

**AMC Contribution**

Finally, in recognition that the AMC is a vibrant and proud part of the NYU enterprise and with a sustained commitment to exemplary fiscal management, the Administrative Management Council hereby allots 5% of its current budget back to the University.

Thank you for your attention to these matters.