

DATE: January 11, 2005
TO: Senate Financial Affairs Committee
FROM: Administrative Management Council
RE: Recommendations for the 2005-06 Academic Year

The Administrative Management Council (AMC) and its constituents embrace the transformation described in President Sexton's Fall 2004 message: to develop faculty, to increase financial aid across all schools, to build new facilities, and to develop academic initiatives. The AMC is committed to the on-going role of administrators in continuing the University's forward momentum towards a premier leadership university. The AMC likewise believes that the University recognizes the unique relationship with, and contributions of, its administrators in achieving that momentum and in providing the administrative foundation of the University's teaching, research and service initiatives. To this end, we make the following recommendations for the 2005-06 academic year:

Compensation

Compensation continues to be the number one priority for the AMC constituents. Even in an era of sober economic times, it is imperative to address compensation for administrators as an important investment in academic excellence.

1. The AMC proposes an increase of five percent (5%) for salary compensation to be set aside through the University Annual Merit Increase (AMI) pool.
2. The AMC proposes that units provide a written explanation to administrators whose annual merit increase falls below one half of the announced AMI.
3. The AMC proposes that the University set aside a supplemental salary pool with the specific intent to enable units to bring outstanding employees with more than five years of service to the midpoint of their grade level, with particular emphasis on those employees who are at the lower end of their salary range

In making these recommendations, the AMC considered that the cost of living in the New York metropolitan area continues to be among the highest in the country and that the reality of anticipated increases in state and local taxes, housing, health care, dependent care and commutation expenses adversely impacts our constituency. The AMC looks forward to the future opportunity to partner with the University to establish multi-year budget and compensation systems in order to anticipate, plan and adequately fund initiatives.

Tuition Remission

The University's tuition remission program has enormous benefits: It allows the University to attract top quality candidates for administrative positions; enhances the professional skills and knowledge of University employees; provides an opportunity for all administrators to interact with faculty and students from the unique perspective of "fellow-student," thereby enhancing our ability to provide better service; and deepens our on-going commitment to the University community.

1. The AMC proposes that the University waive the Special Student status eligibility requirements for administrators to enroll as special students for an NYU career maximum of four (4) courses in degree granting programs
2. The AMC proposes that the University increase the dependent portable tuition benefit to the following limits
\$4,000 annually for administrators with more than three (3) years of service but less than ten (10)
\$5,000 annually for administrators with more than ten (10) years of service

The AMC membership appreciates the thoughtful consideration of these recommendations and welcomes the opportunity for further discussion.