



To: Finance and Policy Planning Committee of the Full-Time Continuing Contract Faculty Senators Council: Maria Patterson, Chris Dickey, Leila Jahangiri, Noelle Molé Liston, Silvia Maier, Marlene McCarty, Jon Ritter

From: Provost Katherine Fleming and Executive Vice President Martin Dorph

Subject: Full Time Continuing Contract Faculty Senators Council Budget Recommendations for Fiscal 2022

Copy: Ethan Youngerman, Chair, C-FSC; Darcey Merritt, Chair, T-FSC; Michael McCaw, Chair, AMC; Stephanie Pianka, CFO; Cathie Nadeau, Vice President, Budget and FP&A; Sabrina Ellis, Vice President, Human Resources; Kristen Day, Vice Provost; Anthony Jiga, Vice Provost, Resource Planning; Charlton McIlwain, Vice Provost, Faculty Engagement & Development

Date: May 12, 2021

This memo responds to the Fiscal 2022 budget recommendations of the Full-Time Continuing Contract Faculty Senators Council presented to the Senate Financial Affairs Committee in a memo dated March 25, 2021, which is attached.

AMI

The C-FSC recommends that the AMI “be at least 4%”, and the actual amount distributed after any discretionary holdbacks should be at least 3.5%.

University Response

Within the funding available through the University’s financial plan, the Annual Merit Increase pool for fulltime faculty for increases effective September 1, 2021 will be 3.0% and will have two components:

- 2.0% FY 2021 Covid-19 Salary Adjustment for all full-time faculty who are AMI eligible.
- 1.0% merit increase pool to be fully distributed based on individual merit, i.e., some faculty may receive less than 1.0% while others may receive more.

The AMI parameters described above are in response to the special circumstances resulting from the COVID-19 pandemic. The “2021 Covid-19 Salary Adjustment” is a means of covering a prior academic year that did not include AMI. The policy this year does not change the purpose or approach of the AMI as a merit-based increase. The AMI parameters above do not establish precedent for future years’ AMI.

Individual salary adjustments for equity, promotion and tenure will be in addition to the AMI. This includes salary adjustments that will be made because of the Faculty Pay Equity Study and Faculty Salary Inversion Study. Schools are advised that funds may not be “held back” from the 1% pool to cover salary adjustments such as promotion, tenure, retention, etc.

Minimum Salary

The CFSC makes four recommendations regarding minimum salaries:

The C-FSC recommends that (i) the minimum salary for Continuing Contract faculty be raised to \$70,000 from \$60,000; (ii) Continuing Contract faculty who have been employed by the University for more than five years be paid at least \$5,000 above the minimum salary; (iii) Continuing

Contract faculty who have been employed by the University for more than ten years be paid at least \$10,000 above the minimum salary, and (iv) minimum salary levels be reviewed at least every three years.

University Response

We agree with the recommendation to increase the minimum salary for fulltime Continuing Contract faculty to \$70,000. The 16.7% increase above the current \$60,000 minimum will take effect September 1, 2021. The AMI increase for faculty whose salary will change to \$70,000 will be calculated on the \$70,000 base. Funding for the increased minimum will be from sources outside of the Continuing Contract Faculty AMI pool. We also agree that the minimum salary should be reviewed from time-to-time, but not necessarily every three years.

Salary increases based solely on longevity are incompatible with NYU's philosophy that annual increases should be based on merit. Therefore, we do not agree with the proposals for assured salaries of \$5,000 and \$10,000 above the minimum salary after employment of five years and 10 years, respectively.

Other Matters

"...the C-FSC would like the SFAC to discuss in the coming year ways to eliminate long standing inequities between the Continuing Contract and Tenured and Tenure Track faculty, such as the availability of faculty housing."

University Response

The Senate Financial Affairs Committee is an appropriate forum to continue to discuss matters of importance to the faculty that may require budgetary resources to address. With respect to faculty housing, it is important to understand that faculty housing is a limited resource that is allocated for the purpose of attracting and retaining Tenured and Tenure-Track faculty, and in the Tisch School of the Arts, Arts Professors. There are insufficient faculty housing resources to consider expanding the group of eligible faculty.

To: University Senate Financial Affairs Committee
From: C-FSC Finance and Policy Planning Committee
Date: March 25, 2021
Re: **C-FSC Final Recommendations for the Fiscal 2022 Budget**

Preface

The C-FSC submitted its preliminary budget recommendations for FY 2021 prior to the onset of the COVID-19 crisis. It recognized in its final budget recommendations that the University was facing budget constraints because of the crisis and requested that, if the University was unable to adopt all or any part of this recommendations for FY 2021, the request be carried over to FY 2022. In fact, the University was unable to adopt any of the recommendations. Thus, the remainder of this document contains the recommendations submitted by the C-FSC last year regarding salary increases. However, following the SFAC meeting on March 16 and review of the analysis and evidence presented in the T-FSC Recommendations, the C-FSC is revising its recommendation regarding AMI.

Recommendation Regarding Salary Increases

The C-FSC recommends that (i) the minimum salary for continuing contract faculty be raised to \$70,000 from \$60,000; (ii) continuing contract faculty who have been employed by the University for more than five years be paid at least \$5,000 above the minimum salary; (iii) continuing contract faculty who have been employed by the University for more than ten years be paid at least \$10,000 above the minimum salary, and (iv) minimum salary levels be reviewed at least every three years.

The C-FSC does not make this recommendation lightly. With regard to the increase in minimum salary to \$70,000, the C-FSC notes that starting salaries for NYC public school teachers for 2019-20 are \$57,845 for someone with a bachelor's degree and no teaching experience and \$65,026 for a master's degree and no teaching experience. While K-12 public school teachers and private university faculty may not be directly comparable, NYU's compensation of its continuing contract faculty should reflect its mission of higher education as opposed to K-12 education, the degrees its faculty members have earned, and its faculty members' years of experience.

With regard to the increases above the minimum salary for experience, it is important to note that of the approximately 191 NYU continuing contract faculty members who currently are earning below \$70,000, approximately 67 have served for between five and ten years, and approximately 43 have served over ten years. Merely bringing those experienced faculty members up to the \$70,000 minimum is an insufficient recognition of their service. Thus, to address the problem of salary compression, the C-FSC recommends modest amounts by which an experienced

professor's salary should exceed the bare minimum.¹ For another inexact but useful comparison, the starting salary for a NYC public school teacher with a master's degree, eight years experience, and some additional course work is \$87,510.

Moreover, review of the AAUP Annual Report on the Economic Status of the Profession, 2018–19 (May 2019) suggests that salaries at peer institutions are higher than at NYU. For example, the average salary for a Columbia University lecturer (presumably equivalent to our lowest rank of continuing contract faculty) is \$88,500, compared to NYU's \$64,700. To compare with another New York City university, Fordham's average is \$67,600, also higher than NYU's. Boston University, another private university in a metropolitan area, has an average of \$77,300.

Recommendation Regarding AMI

The C-FSC recommends that AMI be at least 4%. This figure will, at best, help faculty in catching up after the loss of AMI last year, and the C-FSC also recommends that future years' AMI be sufficient to allow faculty salaries to fully catch up to the lost year. Further, the C-FSC would like the SFAC to discuss in the coming year ways to eliminate long standing inequities between the continuing contract and tenured and tenure track faculty, such as the availability of faculty housing.

Further, in the past, deans of many if not most of the schools have used 0.5% of the reported AMI at their discretion. The C-FSC does not take issue with this practice but recommends that the AMI should **be** at least 3.5%, not just reported as such, and the additional 0.5% can continue to be a discretionary amount.

¹ At present, there are (i) approximately 47 faculty members who have served between five and ten years and who earn between \$70-75,000; and (ii) approximately 22 who have served over ten years and are earning between \$75-80,000.