



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

REPORT OF ACTION BY THE FACULTY SENATE

Call to Order

The meeting was called to order by Senate President Micki McGee at 11:38 a.m. in the President's Dining Room, 12th Floor, Lowenstein, Lincoln Center campus.

Approval of the Minutes of the October 27, 2017 meeting

The Senate approved the minutes with two corrections by a vote of 18 - 0 - 1.

Motions from the Committee on Salary & Benefits

1) to amend the language on Phased Retirement in the Appendix (A-5) to the Statutes

The Senate approved the following changes (marked in red):

A-5 Phased Retirement

a. The University has approved phased retirement plans for academic years 1997-1998 through **2014-2020**.

1. *At the time of the effective date of the phased retirement (normally September 1), the faculty member will no longer be a tenured member of the faculty.*

5. *A faculty member on phased retirement may apply for emerita/us status once her or his phased retirement is complete.*

The motion passed by a vote of 18 - 0 - 0.

2) to approve language for a referendum on merit allocation for AY2019 and AY2020

The Senate approved the proposed language by a vote of 18 - 0 - 1:

The Faculty Senate is seeking counsel/guidance from the faculty regarding how to distribute the funds that the Administration has earmarked for the AY2019 and AY2020 salary increases. After the faculty wide meeting on November 29, 2017 from 11:30 am to 1 pm on the Rose Hill and Lincoln Center campuses, the Senate will be holding an electronic referendum on merit with voting open from _____ to _____. Faculty members will select their preferred option (only 1) out of the four below:

1) CONTINUE CURRENT MERIT POLICY IRRESPECTIVE OF INFLATION* FOR THE DURATION OF THE CONTRACT FOR THE YEARS 2018-19 and 2019-20

The current merit policy should continue and approximately 0.6% should be set aside from the salary pool for the remaining 2 years of the current contract (2018-19 and 2019-20) to provide merit increments of \$1340 for up to half of the faculty. The across the board pool amount will therefore be 2.1%, which would provide the following (approximate) across-the-board raises: Assistant Professor—\$2117; Associate Professor—\$2373; Professor—\$3072.

2) DISCONTINUE MERIT IRRESPECTIVE OF INFLATION* FOR THE DURATION OF THE CONTRACT FOR THE YEARS 2018-19 and 2019-20

This choice will result in all faculty receiving a 2.7% salary increase based on the across-the-board pool of 2.7%, which would provide the following (approximate) across-the-board raises: Assistant Professor—\$2722; Associate Professor—\$3051; Professor—\$3949.

3) *REDUCE MERIT IF INFLATION IS 2% OR HIGHER AND MAINTAIN CURRENT MERIT POLICY OTHERWISE*

If the rate of inflation* is 2% or higher, the merit award amount for faculty should be reduced so that those faculty who do not receive a merit increment experience a 0.2% increase to their purchasing power. For example, this choice would mean that if the rate of inflation in 2017 is 2.2%, the across-the-board increase would be 2.4% and the remaining funds in the salary pool (0.3%) would be used to provide merit increments. This across-the-board pool would provide the following (approximate) raises: Assistant Professor—\$2420; Associate Professor—\$2712; Professor—\$3510 and merit of \$670.

4) *SUSPEND MERIT IF INFLATION IS 2% OR HIGHER AND MAINTAIN CURRENT MERIT POLICY OTHERWISE*

If the rate of inflation* is 2% or higher, the awarding of merit will be suspended. This choice will result in all faculty receiving a 2.7% salary increase based on the across-the-board pool of 2.7%. This would provide the following (approximate) across-the-board raises: Assistant Professor—\$2722; Associate Professor—\$3051; Professor—\$3949.

* as measured by the Consumer Price Index for Urban Wage Earners and Clerical Workers, not seasonally adjusted, for New York - Northern New Jersey - Long Island, NY-NJ-CT-PA, all items (series Id: CWURA101SA0) for the twelve-month period from January to December preceding January 1, 2018 (for AY2019) and January 1, 2019 (for AY2020) respectively.

Motions from the Student Life Committee

The Senate approved two motions from the Student Life Committee:

1. The Senate recommends that the membership of the Student Life Committee shall be expanded to 11 from its current five members.

The motion passed by a vote of 18 - 0 - 0

2. The Senate authorizes the Student Life Committee to enlist the assistance of other Faculty (who are not Committee members) whose expertise and commitment in certain areas would contribute toward specific tasks.

The motion passed by a vote of 18 - 0 - 0

The meeting was adjourned at 2:28 p.m.