



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

Presentation from the President

Joseph M. McShane, S.J., sent the Senate a communication *in absentia*, including the following topics:

- **Development:** Fr. McShane recently returned from a fundraising tour to Florida. Alumni/ae receptions throughout the country are doubling as admissions events. The current financial aid campaign stands at \$165 million toward the \$175 million goal, which Fr. McShane is confident of reaching by June 30.
- **Admissions:** The admissions staff is fine-tuning the offers that will be made next week, and the pool is strong in terms of racial, ethnic, and international diversity, as well as in test scores.
- **Student Death:** Fordham mourns the loss of Donika Celaj, FCRH '19, who died suddenly on February 21. Fr. McShane has authorized the granting of her degree posthumously.
- **New York State:** Fr. McShane spent time last week in Albany, meeting with lawmakers and members of the Commission of Independent Colleges and Universities. He noted the recent closure of the College of New Rochelle. CICU members were invited by Governor Cuomo to join a letter to Amazon encouraging it to reconsider its decision regarding its planned headquarters in Queens.

Presentation from the Interim Provost

Jonathan M. Crystal addressed the Senate. He described a recent joint meeting of the University Research Council and the research deans, as well as a meeting of the CUSP Committee. Participants in the first meeting discussed the priorities of the Office of Research and challenges facing the faculty with regard to research productivity. CUSP is developing specific initiatives that, as of now, tentatively, fall under three overall themes: Fordham as an anchor institution for our communities, enhancing student experience and learning, and promoting research (in part through the United Nations' Sustainable Development Goals 2030). In addition, Dr. Crystal provided an update on the University's strategic initiatives fund, which Fr. McShane announced to the community in December 2018. This fund is supplementary to the work that CUSP is undertaking this year, and a portion of it may be spent this year on specific projects consistent with the Strategic Framework. Senators discussed with Dr. Crystal how the fund was generated and will be spent, expressing concern that the statutory Budget Planning Committee has yet to meet this year.

Key Conversation: Faculty Compensation

Senator Rubin, as a member of the Faculty Salary and Benefits Committee, delivered a presentation on the history of recent faculty salary increases. Senator Mozes, as chair of Salary and Benefits, presented the committee's recommendation concerning the allocation of the 2.7% increase in the faculty salary pool for academic year 2019–2020. By a vote of 14-0-1, the committee recommended that 2.3% be allocated to across-the-board increases and 0.4% to merit. The Senate accepted the recommendation, 17-2-0 (1 Law non-voting).

Senator Mozes outlined, and Senator Rubin provided data about, the three proposals that the Salary and Benefits Committee considered for allocating the 2.3% across-the-board raise:

- All faculty in each rank receive an equal raise, calculated by multiplying the average non-Law salary for that rank by 2.3%.
- Each faculty member receives a raise equivalent to 2.3% of her or his salary.
- Some combination of the preceding two options.

The Salary and Benefits Committee voted 7 for equal raises by rank and 8 for a hybrid option that would allocate 1% as a percentage of salary and 1.3% as a percentage of the average salary by rank; two abstained. Vigorous discussion ensued, and the Senate voted, 16-3-0 (1 Law non-voting), in favor of equal raises by rank based on 2.3% of the average non-Law salary for that rank.

Procedural Matters and Announcements

The Senate approved the minutes of the meeting of February 8, 2019. Senate President Keller announced that the Faculty Life Committee and the Provost's Office are now working together to assess the use of space for

academic purposes. A subcommittee of the Salary and Benefits Committee is planning to administer a survey on childcare benefits and will meet with Human Resources, which is also working on childcare. A Senator raised concerns about how readily the University has been calling snow days, asking for clarification on the decision-making process.