



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 Senator Wolff (on behalf of Senate President John Drummond) at 11:32 a.m. in the 12th Floor Lounge, Lowenstein

By a vote of 16 – 0 – 6 the Senate voted to approve a proposal from the Handbook Committee to add language to the Statutes on the choice of modality for personnel meetings.

By a vote of 20 – 0 – 2 the Senate voted to approve the following resolution from the Handbook Committee:

That the Fordham University Statutes are in need of careful attention to make them more readable, internally consistent, and clear; and that such Statutes may also need some substantive changes; and that such Statutes should be proper and complete on the Fordham University website, in hard copy, and in an electronic Word version; therefore, the Handbook Committee of the Faculty Senate requests that the Fordham University President create a Working Committee with appropriate representation from relevant University stakeholders, to do needed work on the University Statutes.

By a vote of 13 – 5 – 2 the Senate voted to approve the negotiated salary and benefits agreement recommended by the Salary & Benefits Committee and signed by President Tetlow and Senate President Drummond.

The Senate approved the minutes for March 24, 2023 (#502).

The meeting was adjourned at 3:28 pm.

Senate-Adopted Changes to Statutes re: Modality of Personnel Committee Meetings

Changes to Appendix 3e(1):

Each faculty unit (school or department) will draft or review a statement of procedures and standards for reappointment, tenure, and promotion, including appointments of current faculty to endowed or named professorships, for use in this unit. This statement must include a declaration of the modalities to be used for Personnel Committee meetings in that unit regarding reappointment, tenure, promotion, and personnel actions regarding non-tenure-track instructional staff. The modalities may be specified as either fully in-person, hybrid, or fully remote. A "fully in-person" meeting is one requiring all participants to be physically present together (in-person); a "hybrid" meeting is one requiring at least two participants to be physically present together (in-person) while one or more other participants may participate remotely; and a "fully remote" meeting is one requiring all participants to participate remotely. A single modality must be designated for each type of meeting (reappointment, tenure, promotion, and so forth), but different modalities may, but need not, be designated for different types. This statement will be approved by vote of the faculty of that unit by November 1 of each year. The unit will then file this statement with the Provost, the Dean(s), and the Faculty Senate Office. If the Dean disagrees with the procedures, standards, or modalities established by the Department or School, consultation and agreement between the Dean and the Department or School must occur by December 1. If no agreement is reached, the matter will be referred to the Executive Committee of the Faculty Senate for resolution. All statements generated by a particular faculty unit must be in accord with the University Statutes, whatever further specifications they provide regarding procedure or standards.

Changes to Appendix 3e(2):

Once approved, the statement of procedures and standards for reappointment, tenure, and promotion, including the declaration of the modalities of Personnel Committee meetings, will be sent annually by the head of each unit to every member of that unit's faculty. The statement should give a clear account of the unit's procedures in personnel matters and should record the unit's understanding of expectations in the areas of teaching, scholarship, and service, in order to provide a set of standards upon which questions of re-appointment, tenure, and promotion will be examined. It is intended that these statements will thus support and promote good policies and practices with regard to faculty development.

Changes to §4-05.01(3):

Quorum. A quorum for meetings of personnel committees regarding reappointment, tenure, and promotion of faculty is eighty per cent (80%) of the eligible faculty of the unit, but no fewer than five persons. In calculating that percentage, faculty on leave of absence or faculty fellowship, Interdisciplinary Committee representatives and administrators holding faculty status in the unit (if not otherwise disqualified) are

included, only if their participation in the meeting is in accordance with a modality that has been approved for that Personnel Committee (fully in-person, hybrid, or fully remote, where a "fully in-person" meeting is one requiring all participants to be physically present together (in-person), a "hybrid" meeting is one requiring at least two participants to be physically present together (in-person) while one or more other participants may participate remotely, and a "fully remote" meeting is one requiring all participants to participate remotely). [See §4-01.05(d)(3)]. In calculating the required number of persons, all fractions shall be disregarded.

Changes to §4-05.01(7):

Conduct of Personnel Committee Meetings. The Personnel Committee shall be provided with all relevant material concerning the qualifications of the candidate, including the candidate's education, experience at Fordham and other institutions, evaluation of teaching, research and publications, and University, professional and public service. The Dean has the option of offering material to the Committee. The Personnel Committee may utilize a sub-committee to gather and present such material, and secure such information as the Personnel Committee may require. Appropriate steps shall be taken to secure the opinion of students concerning the candidate's teaching effectiveness. Committee members shall review and discuss the materials concerning candidates. Votes shall be cast by secret ballot at the same meeting. To achieve an affirmative personnel recommendation, a majority of those participating and eligible must vote in favor of the candidate, an abstention having the effect of a negative vote. The presiding officer of the Committee shall transmit the results of the vote and a written summary of the discussion to the Dean. Members of the Committee shall be provided with a reasonable opportunity to read and to comment upon the summary before it is transmitted to the Dean.

SUMMARY OF S&B AGREEMENT

1. Faculty Salaries—Increases to faculty salary pool (inclusive of merit)

- a. Fiscal Year 2024 —4.5%
- b. Fiscal Year 2025 —4.0%
- c. Fiscal Year 2026 —3.5% reported to the AAUP in the 2024–2025 "Faculty Compensation Survey" with a contingent reopener if the rate of inflation from the previous calendar year exceeds 3.5%.
- d. Promotional increments, minimum base salaries, and all stipends will be increased at the same time and in the same percentages as the non-merit component of the faculty salary pool increase.

2. Healthcare Plan

- Establishment of a “Health Care Advisory Committee” of Faculty and Administrators, chaired by the non-voting Vice President for Human Resources (or delegate) and comprising 4 administrators and 4 faculty members for a total of 9 committee members. Benefits-eligible members of the Law School faculty are eligible to serve on the Committee.
- The Committee’s charge will be:
 - to recommend to the Administration/Board the terms of the Active Employee Health Care Plan, including plan design changes that provide value-based care and efficiencies;
 - to slow the growth of and/or reduce the cost of the Health Care Plan;
 - to issue before the expiration of the current contract an RFP for an Administrative Services Only (ASO) contract to administer the University’s self-funded plan
- No changes to eligibility, coverage, and/or benefits provided under the health insurance plans in effect as of the date this Memorandum of Agreement is fully executed and included in Appendix 4 of the University Statutes will be made unless approved in accordance with the University Statutes. The term “changes” in this context includes changes in coverages, co-pays, co-insurance, deductibles, and out-of-pocket maximums. The committee will keep all constituencies informed about any proposed changes in the health care plan.
- The Health Care Advisory Committee will consider the following elements of value-based care and evaluate cost impact to the plan:
 - Wellness: includes prevention, maintenance, and improvement of health status through lifestyle interventions (education and facilitation);
 - Direct Primary Care: provide within-one-day access to a primary care professional and 24-hour telemedicine access, including availability of behavioral and pediatric health;
 - Integrated Care: access to “excellent” coordinated care for all medical “incidents”

- while patient is being restored to health;
- Patient-centered care: all approved facilities must conform to patient-centered care; and
- Comprehensive Crisis Management: includes access to ERs and Urgent Care and post-crisis care at home.
- Efforts will be made to:
 - Evaluate plan design.
 - Incorporate technology.
 - Emphasize preventive care.
 - Enhance transparency.
 - Explore alternative care delivery models.
- Evaluate tier-based premium structure.
- The Health Care Advisory Committee will use good faith efforts to control the rate of increase in costs to the health care plan going forward.
- The retiree medical plan is not within the scope of the Health Care Advisory Committee.
- No change in the HIO plan.
- The Medical Assistance Fund (MAF) is eliminated.
- Opt-out amounts: \$500 for individual plan; \$1500 for family plan annually; opt-down payments eliminated.
- Cost-share (share of actual costs):
 - Calendar Year 2024: 16.5%;
 - Calendar Year 2025: 18.5%;
 - Calendar Year 2026: 20.0%.
- Health Reimbursement Accounts (HRAs) — The amounts for the HRAs are as follows:
 - Calendar Year 2024: \$300 individual / \$600 family
 - Calendar Year 2025: \$300 individual / \$600 family
 - Calendar Year 2026: \$200 individual / \$400 family
 - The HRAs will not roll over from year to year, and the HRA program will terminate on December 31, 2026. Claims for expenses incurred in a calendar year must be submitted by March 15 of the following year.
 - Although the HRAs do not roll over from year to year, balances outstanding on December 31, 2023, will be available for claims incurred through March 15, 2024 and must be submitted by March 30, 2024.

3. Academic Pursuits Fund — For pre-tenure, full-time, tenure-track faculty only:

- a. Academic Year 2024: \$600 per eligible faculty member,
- b. Academic Year 2025: \$675 per eligible faculty member,
- c. Academic Year 2026: \$750 per eligible faculty member.

4. Family Leave and Workload Relief — Upon final approval of the Board of Trustees, the Pregnancy-Related Leave and Workload Relief policy as approved by the Faculty Senate at

its meeting on October 21, 2022, will be incorporated in the University Statutes in lieu of §4-05.10(a)3 and Part I, §1, ¶¶ A-14 and A-16.

5. **Child Care** — In CY 2025 and CY 2026: Childcare subsidy of \$300 per faculty member with a child under the age of 13.
6. **Retiree's cost share** — For faculty retiring after 12/31/2026 cost-share for Medicare Supplement Plan to increase to 55% of premium.
7. **Retirement plan University contributions** — See modification to ¶A-4.3(c) of PART I, Section 1 of Appendix 4.

Modifications to Appendix 4 of the University Statutes:

PART I Section I: Salary and Benefit Provisions for Active and Retired Faculty

Modification to A-4.3(c): Faculty members commencing their service on or after January 1, 2024, will be eligible for 5% contribution of base salary upon start of service pursuant to the plan parameters; after five (5) years of continuous employment, the university contribution will be 8% of base salary; and after ten (10) years of continuous employment, the university contribution will be 10% of base salary. This modification does not include faculty who received and accepted a written offer of employment prior to the date this Memorandum of Agreement is fully executed. Such employees will be eligible for the contributions in effect for those who commenced their service on or before December 31, 2023.

A-7.1. The University provides two health care plans to faculty, spouses, or qualified legally domiciled adults (LDAs) as defined in A-20, and dependents. The plans are the Enhanced Standard Option and the Health Investment Option.

A-7.2. Delete.

A-7.3. Delete.

A-7.4. Delete.

A-7.5. Delete

A-7.7. [renumbered A-7.3] Subject to the schedule of cost sharing stated in the Memorandum of Agreement of April 21, 2023, the Administration will inform faculty on an annual basis of the dollar value of their share of the cost of the health plan.

A-7.9. [renumbered A-7.6] The University assumes the cost of continuation of dependent and LDA or spouse medical coverage upon the death of full-time faculty who have completed fifteen (15) years of service, subject to the continued eligibility of the dependent, LDA or spouse (i.e., a dependent must be under 26 years of age and the LDA or spouse has not remarried) and subject to the cost sharing in effect at the time.

PART I Section II: Benefits Provisions for Retired University Faculty

R-3.4(b) A spouse or LDA who is not remarried and is Medicare eligible is guaranteed reentry into the University medical plan while employed or upon retirement anytime during the year, even if the retiree is deceased provided they remain unmarried. A spouse or LDA who is not remarried and is not Medicare eligible is guaranteed reentry into the plan even if the retiree is deceased provided they remain unmarried.