Call to Order

Senate President Grace Vernon called the meeting to order at 2:05 pm.

Report of the Salary and Benefits Committee

Senator Bruce Berg, chair of the Salary and Benefits Committee, reported on the continuing salary negotiations and distributed the proposals and counter-proposals received to date.

In keeping with the 4.5% placeholder established with the Administration in the fall 2007, the Salary and Benefits Committee proposed on April 25, 2008 the following increases in faculty salary:

A. Across-the-board salary increases distributed as follows:
   - Assistant professors $2950
   - Associate Professors $3200
   - Full Professors $4100
   (The across-the-board increases represent 3.83% of the mean non-law salary for each rank and are intended to match inflation)

B. A merit increment of $1200 for half the faculty.

C. A promotion increment of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.

D. A fund of $270,000 to address salary compression in the Assistant and Associate Professor ranks.

The Finance Office responded two weeks later, on May 7, 2007, that the placeholder should result in a 3% increase in the salary pool with the following result:

For the academic year 2008-2009, the University will increase faculty compensation as follows:

A. Across the board salary increases distributed as follows:
   - Assistant Professors $1800
   - Associate Professors 1935
   - Full Professors 2500
B. A merit increment equal to $1200 for half the faculty.

C. A promotion increment of $2800 for those being promoted to the rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.

D. No change in merit procedures.

This interpretation of the placeholder contradicted the Administration’s prior statements to the Senate as well as the administration’s practice.

After further communications between the Administration and the Salary & Benefits Committee, the Administration presented the following proposal on May 12, 2008 offering an aggregate 4.00% pool:

A. Across the board salary increases distributed as follows:
   - Assistant professors $2570
   - Associate Professors $2765
   - Full Professors $3575
   (The across-the-board increases represent 3.33% of the mean non-law salary for each rank.)

B. A merit increment of $1200 for half the faculty.

C. A promotion increment of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.

The Senate then moved into executive session for discussion of the proposals.

When the Senate came out of executive session, it proceeded with the following motions:

(i) Graduate School of Education Merit List

In order to provide merit in an instance of a specific tie in ranked merit applications, the Senate approved the following motion:

That the Graduate School of Education be allowed to award a merit increment to 50% plus 1 (faculty member) of its faculty.

(Berg/Jackson, 17:0:0, and 2 not-voting)

(ii) Computation of AAUP Benefits

Because of inexplicable trends in the proportion of benefits to salary and Fordham’s unusually high proportion of benefits to salary, the Senate approved the following motion:

The Faculty Senate requests that Academic Affairs meet with Human Resources to verify and explain the computation and amount of benefits that gets reported to AAUP; and that this information be reported to the Faculty Senate Executive Committee by July 1.
(iii) Salary & Benefits Negotiations

On the recommendation of the Salary and Benefits Committee, the Senate adopted the following motion rejecting the administration’s proposal of May 12, 2008 as inadequate:

The Faculty Senate rejects the 4.0% proposed increase (the administration's proposal as of May 12) in faculty salaries for the 2008-09 academic year.

(Berg/Acevedo, 17:0:0, and 2 not-voting)

The Senate then considered a proposal recommended by the Salary and Benefits Committee that an acceptable settlement should provide for no less than a 4.3% increase in the salary pool distributed to include across the board salary increases for each rank of 3.83% (matching the inflation rate), merit of $800, and promotion increments of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor. This recommendation removes the $270,000 amount to resolve compression issues from an agreement at this time. After the Committee’s discussions with the financial administration, the committee chose to remove the fund for compression on the understanding with the administration that the issue needed to be addressed and would be considered comprehensively in the fall. The Senate rejected the following proposal as inadequate, chiefly because of its adverse impact on the merit increment:

The Senate offer to accept a settlement for an increase in the total salary pool of 4.3% or above as follows:

A. Across the board salary increases distributed as follows:
   - Assistant professors $2950
   - Associate Professors $3200
   - Full Professors $4100

   (The across-the-board increases represent 3.83% of the mean non-law salary for each rank.)

B. A merit increment of $800 for half the faculty

C. A promotion increment of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.

(Berg/Balestra, 5:12:0, and 2 not-voting)

After a brief discussion, the Senate adopted the following motion, which would permit merit to be raised $200 above last year to $1000 (still below the $1200 awarded in the past) and would compensate faculty for inflation within the AAUP 80th percentile benchmark:

The Senate authorizes the executive committee to accept a salary settlement at 4.4% or above for salary increases:

A. Across the board salary increases distributed as follows:
   - Assistant professors $2950
Associate Professors  $3200
Full Professors  $4100
(The across-the-board increases represent 3.83% of the mean non-law salary for each rank.)

B. A merit increment of $1000 for half the faculty

C. A promotion increment of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.

(Schwalbenberg/Mannion, 14:3:0, with 2 not-voting).

The Senate understood further that comprehensive discussions on compression would start in the fall. If the administration could not make a proposal within these terms, the Senate would take up the matter again in the fall.

Senate President Vernon then proposed to report the adopted resolution to Senior Vice President for Academic Affairs/Chief Academic Officer Stephen Freedman, and asked if the Senate would be willing to hear any observations that he might have on the negotiations. After discussion whether this would in effect vitiate the resolution approved above should there be an immediate offer of less than 4.4%, the Senate voted down a motion to adjourn (Nissim/Rubin 7:9:0), which would have left the executive committee authorized to act over the summer only within the terms of the resolution above.

Senate President Vernon left and returned with Dr. Freedman, who reported on continued discussions within the Administration to find common ground for an equitable salary agreement with the Senate. He then discussed a proposal which includes: a salary settlement of 4.25%, which would include across-the-board salary increases at 3.83%; a merit increment of $750 for half the faculty; and a promotion increment of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.

In addition, Dr. Freedman proposed to allocate dollars from the Strategic Initiatives Fund and create a one-time $450 faculty development fund for each faculty member who receives a merit award for 2008/09. As a reimbursement fund for faculty development purposes, this $450 amount would not become part of the base salary. This fund would not be guaranteed for subsequent years.

After discussion and considerable opposition to a merit increment of $750 representing a reduction from the $800 awarded in the present year, Dr. Freedman indicated that an adjustment would be made to ensure that the merit increment would be $800 for each of the 224 faculty members receiving merit awards, but would have to limit the corresponding faculty development fund for those awarded merit to $400. Dr. Freedman then left the Senate.

After discussion in executive session, the Senate approved the following resolution

The Senate reconsidered its motion authorizing the executive committee to accept a salary settlement of 4.4% as approved above.

(Saharia/GoGwilt, 12:0:0, with 2 not-voting)

The Senate noted that Dr. Freedman’s proposal meets the AAUP 80th percentile benchmark, enables an across-the-board increase matching inflation and preserves this year’s $800 merit
award while providing an additional faculty development fund for those receiving merit.

In recognition of the efforts that Dr. Freedman made in supporting the faculty to the President and to the financial administration and to the results of this process, the Senate adopted the following resolution:

**The Senate accepts a salary agreement as follows:**

**A. Across the board salary increases distributed as follows:**

- Assistant professors $2950
- Associate Professors $3200
- Full Professors $4100

**B. A merit increment of $800 for half the faculty**

**C. A promotion increment of $2800 for those being promoted to rank of Associate Professor and $4000 for those being promoted to the rank of Full Professor.**

**D. A $400 faculty development fund for each faculty member receiving a merit award for 2008-09. This amount will not be added to base pay.**

(Balestra/Saharia, 12:1:0, with 2 not-voting)

At 4:50 pm, Senator Mannion moved the adjournment of the meeting.
REPORT OF ACTION BY THE FACULTY SENATE
MEETING #341, May 6, 2008

Call to Order

Senate President Joel Reidenberg called the meeting to order at 4:40 pm.

Election of Faculty Senate Officers for 2008-2009

(a) Senator Grace Vernon was nominated by Senators Bray and Berg to serve as President of the Senate for 2008-09 and approved by unanimous consent.

(b) Senator Joseph Koterski, S.J., was nominated by Senators Reidenberg and Procidano to serve as Vice-President of the Senate and approved by unanimous consent.

(c) Senator Richard Gyug was nominated by Senators Nissim and Bray to serve as Secretary of the Senate and approved by unanimous consent.

(d) Newly elected Senate President Vernon asked for confirmation of Senator Chaya Piotrkowski and Senator Henry Schwalbenberg to serve as members at large of the Executive Committee. The Senate confirmed them unanimously.

Announcements

Senate President Grace Vernon asked the new members of the Senate to introduce themselves, and thanked Senate President Joel Reidenberg for his initiatives and work during his year as President.

Report of the Salary and Benefits Committee

The Senate then moved into executive session for consideration of the ongoing salary negotiations (see the minutes of May 2, 2008).

At 5:30 pm, Senator Mannion moved the adjournment of the meeting.
REPORT OF ACTION BY THE FACULTY SENATE
MEETING #340, May 2, 2008

Call to Order

Senate President Joel Reidenberg called the meeting to order at 12:58 pm.

Report of the Salary and Benefits Committee

Senator Bruce Berg, chair of the Salary and Benefits Committee reported that faculty salaries and total compensation appear to be at or above the 80th percentile for all three ranks in 2007/08. However, the benefits reported by Fordham to the AAUP need to be confirmed, due, in particular, to anomalies in the year-to-year comparisons that raise questions about the amounts being reported in 2007/08. The figures may need to be externally audited.

As of this final Senate meeting, the salary negotiations are at an impasse. The Salary and Benefits Committee submitted a proposal to the financial administration on April 25, 2008, using the 4.5% placeholder for faculty salaries as accepted by the Administration in November, 2007. This salary pool allowed for salary increments in line with New York's CPI increase of 3.8%, plus merit of $1200 for half the faculty. The proposal also sought funds to address compression and increase the promotion increment. The Financial Administration denied that the 4.5% placeholder referred to the salary pool and did not present any specific counter-proposal.

In the absence of any administration proposal to consider, the Senate approved the following resolution to describe the situation (Schwalenberg/Balestra, 18:0:0):

As a result of the unprecedented lack of response by the administration to the salary proposal put forth by the Salary and Benefits Committee, it is unlikely that the Senate will be able to gain a quorum to consider any salary agreement before September, despite its best efforts.

Report of the Elections Committee

The Senate approved the following motion proposed by the Faculty Elections committee (Piotrkowski/Procidano, 18:0:0):

Senate Election Ballot Procedures

The Elections Committee shall cause a nominating ballot to be sent by campus mail and email to the campus address on or before February 15. Eligible faculty members shall be instructed that they shall make only one nomination for each vacancy for which they are eligible to nominate and that the nominating ballot must be returned and received no later than February 28. Return instructions on the email must indicate that nomination
ballots will only be valid if printed by the recipient and enclosed in an envelope marked with the sender’s name and signature.

When the election committee receives the nominating ballot, it shall cause to be prepared the necessary election ballots which shall be sent by campus mail and email to the campus address in ample time to permit the vote to be cast in April and to be returned on or before April 15. Return instructions on the email must indicate that election ballots will be valid only if printed by the recipient and enclosed in an envelope marked with the sender’s name and signature. Only votes received on or before April 15 shall be considered. Each faculty member shall vote for each office for which he is eligible to vote and the one of those receiving the highest number of votes for the office or offices vacant shall be deemed elected.

Report of the Technology Committee

The Senate acknowledged with thanks and unanimously the receipt of the appended report of the Faculty Senate technology committee, as submitted by its chair, Dr. Kathleen King (see Appendix II).

Old Business

The Senate received and approved by unanimous consent the appended list of Senate committees and their members (see Appendix III).

Election Results

(a) Election to the Salary and Benefits committee. From a slate of nominees, the Senate elected the following faculty to the Salary and Benefits committee:
   From Arts and Sciences, RH: Patrick Hornbeck and Nina Rowe
   From Arts and Sciences, LC: William Jaworski
   From the Graduate School of Social Service: Carol Kaplan

(b) Election to the Tenure and Reappointment Appeal Committee (TRAC). From a slate of nominees, the Senate elected the following to serve on TRAC:
   Michael Baur
   Michael Latham
   Ji Seon Lee

At 4:00 pm, Senator Mannion moved the adjournment of the meeting.
Salary & Benefits Committee

the Senate approved (22:0:0) the first recommendation (Berg/Nissim) and then approved (23:0:0) an amended version of the second recommendation (Berg/Nissim), so that its directives to the S&B committees are as follows:

(1) In light of the University’s decision to grant the 11% pension contribution to those hired on or after July 1, 2007 with commensurate/prior experience at another university, the Faculty Salary and Benefits Committee recommends that faculty hired between July 1, 2003 and June 30, 2007 receive an equivalent compensation adjustment.

(2) Given that pension benefits granted to faculty hired after July 1, 2007 making a lateral move from another university was implemented without consultation of the Senate, the Faculty Salary and Benefits Committee recommends that monies going to fund this benefit not be counted towards the University’s achieving the 80th percentile for faculty compensation.

The Senate then considered two other recommendations from the S&B Committee. It approved (22:0:0) the following resolution (Berg/Vernon):

(3) The maximum dollar amount of the Flexible Spending Account (pre-tax dollars) for health/medical care should be raised from $5000 to $10,000.

Finally, after a concise presentation of the background material by Senator Nissim, the Senate approved (23:0:0) the following resolution (Nissim/Piotrkowski):

(4) Retired faculty eligible for Medicare be given the choice to purchase a Medicare supplemental care plan of their own choosing, and that the University reimburse those faculty up to an amount not exceeding the University’s net cost of the Aetna or Cigna Medicare supplemental plans (those plans currently offered by the University), whichever is greater.

In reply to a question about the status of the S&B Committee’s promised investigation of gender and equity issues in faculty salaries, Senator Berg explained that the committee charged with data collection is still in the process of getting the relevant data on this issue and on other issues, such as compression. After discussing a number of issues pertaining to the proper methodology for the analysis of the data, the Senate approved (22:0:1) the following resolution (Flicker/Vernon):
The Faculty Senate directs the S&B Committee to form a Taskforce by May 1, 2008 to gather data and report back to the Senate on gender equity in salaries by Nov. 1, 2008, using the AAUP’s methodology.

8. Old Business.

Faculty Development Task Force. In response to the Senate’s discussion at the meeting on March 7, 2008, the Executive Committee prepared a draft statement entitled “Task Force on Faculty Development within the Mission of Fordham University.”

After discussion of the main objectives being proposed for this taskforce, the Senate remanded the issue to the Executive Committee for further work. In its discussion the Senate noted the difficulties in producing a document that would be applicable across the various Schools of the University while noting the importance of fostering discussion about how the faculty see themselves as contributing to the mission that the Trustees set for the University and describing how the faculty see themselves and their work in relation to the Jesuit identity of the University. There was also discussion of the relation of this proposed taskforce to the work of the Faculty Life Committee.


Smoking. Dr. Brian Byrne asked the Senate to identify three buildings with which we might start the process of finding ways to deal with smoking near the building entrances, not merely by posting signs but also by providing shelters and ashtrays. The Senate suggested that the process begin with Keating, Dealy, and Lowenstein.

10. Announcements.

Senate President Reidenberg announced that the global change in the University’s web pages and the corresponding unavailability of the WAVES system for departmental work this week has slightly delayed the electronic posting of the materials on standards and procedures for merit, reappointment, tenure, and promotion, but that this material should be accessible by late next week through links from the Faculty Senate’s webpage. From the links on the Senate web page, faculty will pull up a Blackboard sign-in page that verifies permission to view the documents and once the faculty member enters his/her ID and password, the faculty member will be able to view the documents. There will be a notice to all faculty when the material is available.

Senate President Reidenberg also noted that a proposal from the Elections Committee regarding the use of campus mail for ballot distribution (with email notification) should be available for consideration at the next Senate meeting.

At 3:43 pm, Senator Mannion moved the adjournment of the meeting.

Submitted by Joseph Koterski, S.J., Secretary of the Senate
Faculty Senate Meeting  Action Minutes #337  March 7, 2008

FORDHAM UNIVERSITY
THE JESUIT UNIVERSITY OF NEW YORK

FACULTY SENATE

REPORT OF ACTION BY THE FACULTY SENATE
MEETING #337 March 7, 2008

Call to Order

Faculty Life Committee

The Senate moved the following resolution:

The Faculty Senate accepts the Faculty Quality of Life Report and its recommendations for distribution by the President of the Senate to the faculty and administration, and the Senate requests comment from the Administration on the recommendations and implementation plans with a status report to the Senate by May 1. (Massa/Blumberg, 17:0:0)

The following motion was adopted:

The Faculty Senate thanks the Faculty Life Committee and, in particular, Dr. James Wilson for the work on this report. (Vernon/Massa, 17:0:0)

The Faculty Senate nominates the following candidates for Presidential appointment to the University Research Council:

Arts & Sciences—Rose Hill (3 vacancies each for a 3 year term)

Ipsita Banerjee, Ph.D (Ass’t Professor, Chemistry)
Michael Baur, Ph.D (Assoc. Professor, Philosophy)
Benjamin Crooker, Ph.D. (Assoc. Professor, Physics)
Damien Lyons, Ph.D (Assoc. Professor, Computer & Info Sci.)
Darryl McLeod, Ph.D (Assoc. Professor, Economics)
Nina Rowe, Ph.D (Ass’t Professor, Art History & Music)
Troy Tassier, Ph.D. (Ass’t Professor, Economics)

Arts & Sciences—Rose Hill (1 vacancy for leave-replacement)

Catherine Batt, Ph.D (Assoc. Professor, English)
Glenn Hendler, Ph.D (Assoc. Professor, English)

Arts & Sciences—Lincoln Center (1 vacancy)

Monica Rivera Mindt, Ph.D (Ass’t Professor, Psychology)
Arthur Werschultz, Ph.D (Assoc. Professor, Math & Computer Science)

Graduate School of Education (1 vacancy)

Jairo Nelson Fuertes, Ph.D (Assoc. Professor- Magis, Counseling)
Chun Zhang, Ph.D (Assoc. Professor, Curriculum & Teaching)

(Vernon/Chase, 17:0:0)
REPORT OF ACTION BY THE FACULTY SENATE
MEETING #336  January 11, 2008

Call to Order

Senate President Joel Reidenberg called the meeting to order at 12:59 p.m.

1. Reading of Important Communications and Announcements

Senate President Joel Reidenberg announced the results of the referendum to amend the Faculty Senate Constitution:

AMENDMENT 1 to permit additional forms of distributing ballots
Yes: 257  No: 3  Abstention: 1
Eligible faculty voting in favor: 50.2%
Amendment: PASSED

AMENDMENT 2 to clarify the term of office for Senators filling vacancies
Yes: 259  No: 1  Abstention: 0
Eligible faculty voting in favor: 50.6%
Amendment: PASSED

2. Report of the Faculty Committee on Technology

The Faculty Committee on Technology proposed and the Senate adopted the following amended resolution:

Resolution on Guidelines And Requirements for Use Of Blackboard.com in Connection with Faculty Committees

The Senate accepts and adopts the recommendations of the Faculty Committee on Technology as follows:

(1) the adoption of the Blackboard Guidelines for University and faculty personnel committees and appointments;
(2) that each faculty member be required to sign an acknowledgment each year for access to Blackboard personnel materials;
(3) that each committee chair be required to confirm with Fordham IT that Blackboard security features have been configured properly for the committee's work
(4) that no confidential personnel matters be communicated by any type of email
(5) that electronic communications regarding personnel matters may only be conducted on the Committee's discussion board at the Blackboard site.

(Faculty Committee on Technology, Approved 19:0:0)

[The Blackboard Guidelines are attached as Appendix III]

3. Run-off election for UTRC

At the last Senate meeting, the election for a UTRC vacancy ended in a tie. After a run-off election Dr Matthew Maguire was elected to fill the vacancy.

4. Old Business

The following resolution on the Faculty Life Committee’s preliminary report (Senate meeting of November 16, 2007) was presented and approved:

Resolution on Faculty Life Committee Survey
Analysis of Unprofessional Conduct and Discrimination

The Senate asks the Faculty Life Committee to include specifically in its further work an analysis of the material on unprofessional conduct and discrimination that was identified in the Executive Summary of the Preliminary Report accepted by the Senate at the November 16, 2007, meeting.

(Vali/Keller, 17:0:0)

Committee vacancies were accepted to be filled as follows:

TRAC: Catherine Randall is on leave and David Glenwick will fill the vacancy.
Hearing Committee: Richard Carnell is on leave and Gail Hollister will fill the vacancy.
Bernice Rosenthal is on leave and the vacancy will be filled.

5. New Business

The following resolutions were adopted:

Resolution: No-Smoking Zones

Due to the number of people currently smoking in front of university buildings and the adverse impact on air quality at the entrances to those buildings, the Senate
requests that the University administration (1) place signs at all building entrances indicating that people should not smoke in front of doorways and (2) place ashtrays or other cigarette disposal fixtures in an area approximately 10 feet from building entrances so that smokers are encouraged to move away from building entrances.

(Keller/Vernon, 17:0:1)

Resolution on Videoconference Meetings for UTRC, TRAC and Hearing Committee

In light of the need for the University Tenure Review Committee (“UTRC”) to meet expeditiously for the consideration of cases and in order to obtain the 80% quorum required for personnel matters, the Senate recognizes that this committee comprised of members from disciplines and schools across the University with significantly varying schedules may need in an emergency to meet by videoconference and acknowledges that such meetings may be held consistently with the statutory requirements for such Senate committee meetings when requested by the committee chair and approved by the Senate Executive Committee.

In deciding on such requests, the committee chair and Executive Committee shall consider any potential adverse impact on the applicant or petitioner from any delay caused by scheduling if videoconferencing is not used.

The Senate further notes that any videoconference meetings must conform to all other statutory requirements including secret balloting. This acknowledgement does not authorize videoconference meetings for personnel committees other than UTRC.

(Gyg/Flicker, 18:0:0)

Senators Keller and Flicker then presented a motion to study the use of videoconferencing in other fora. The motion was approved:

That the Senate constitute a Task Force to make recommendations to the Senate on the possible use of videoconferencing for TRAC and the Hearing Committee.

(Keller/Flicker, 10:0:7)

At 3:50pm the meeting adjourned (Mannion)
I. PURPOSE FOR THESE GUIDELINES

Fordham University (hereinafter the “University”) provides access to Blackboard.com (hereinafter “Blackboard”) to Faculty, including for the purpose of facilitating communication and deliberation among “Members” of various faculty committees. It allows faculty to share information with each other through use of Blackboard’s chat, forum, and other online tools. Certain communications and materials shared within the committees are often of a confidential or sensitive nature as they concern the employment, tenure, or related issues of University personnel, Instructional Staff, and/or Faculty. Accordingly, Blackboard also provides an environment and tool-set to maintain the confidentiality of such sensitive intra-committee communications and prevent improper dissemination of committee materials beyond their intended and authorized recipients.

II. COMMITTEE CHAIRPERSONS

While the use of Blackboard facilitates the maintenance of confidentiality required for particular committees to conduct their affairs, the various sections of Blackboard and posted materials or content, including but not limited to documents, photographs, videos, chat text, and forum text (hereinafter, collectively, “Content”), in general, are expected to be moderated by their respective Chairpersons. When appropriate and necessary, oversight of Blackboard use by committee chairpersons may also be exercised by the Faculty Senate President, the Executive Committee of the Faculty Senate, and University Counsel.

Chairpersons are responsible for maintaining their committee’s respective areas on Blackboard. Accordingly, Chairpersons may delete or edit, in whole or part, any portion of Member-provided Content found in the Chairpersons’ respective Blackboard areas if such Content is determined, with advice of University Counsel, to be objectionable. In any event, the University is obligated to make best efforts to retain back-up copies of any such edited or deleted Content in its pre-altered state.

Any Chairperson who has any advanced or elevated access privileges within the Blackboard software—and, therefore, the Content—may, for good cause, grant such access to users or other Members to have such privileges. Such privileges include, but are not limited to, the ability to post Content that other Members cannot post, as well as the ability to delete, overwrite, manage, or otherwise edit the Content. Should a Member recuse oneself from a particular matter, it is the responsibility of the Chairperson to limit access to Content related to said matter, through use of additional or different password protection, so as to ensure that such Content cannot be accessed by the recused or unauthorized Member.
A Chairperson may delegate the management of Content and functions for particular matters, within that Chairperson’s purview, to any Member of the committee to which that matter pertains. Such delegated duties may include monitoring, posting and editing of Content, as well as maintenance of “back-ups” related thereto, and management of Member privileges related to a particular matter. After a matter is closed, the Chairperson must terminate the privileged access rights of the Member delegate.

III. CONDUCT

Committee Members must adhere to the conduct and procedures required by the University Statutes and, in particular, the University Code of Conduct (Statutes Article VI). Additionally, given the nature of Blackboard and its use, Members are strictly prohibited from entering into hostile, combative, threatening, insulting, embarrassing, harassing, intimidating, or slanderous behavior, communication, or submission, including that which would in any way violates the University Code of Conduct, the University Statutes, or these Guidelines.

IV. USER OBLIGATIONS

A. Protection Of Confidential Information

Committee Members may have access to confidential and sensitive information regarding other persons in connection with the University. Members are strictly obligated to guard and protect such confidentiality while using Blackboard, and at all other times, in keeping with the requirements found in University Statutes §§ 4-06.15 and 4-07.41. Any Content posted to Blackboard is to be used only for the purposes of conducting the ordinary business of the committee to which such Content is directed.

Permission is given for Members to download or print any portion of the Content while acting only in the capacity as a Committee Member. Any distribution, electronic or otherwise, of the Content to any person or entity not authorized to receive such Content is strictly prohibited. Unless otherwise specified in writing by the President of the Faculty Senate or University Counsel, any person or entity outside of a Member’s particular committee is considered “unauthorized”, as is any Member who has recused oneself from consideration of a matter.

B. Protection Against Unauthorized Access

Any intentional or negligent dissemination of accessibility to Blackboard via the assigned confidential user name and password (hereinafter, collectively, “Login”) or via any other means, is prohibited and constitutes a violation of these Guidelines. A Chairperson who wishes to delegate enhanced privileges to another Member must do so without disclosing his or her password and Login and is also prohibited from providing any unauthorized person or entity with any kind of link or “deep-link” to the Content on Blackboard whether via Blackboard’s function known as “the pass” or otherwise.
C. Additional Obligations

Members are precluded from intentionally or negligently running or installing or giving to another Member a program that damages, exposes to unauthorized access, or places excessive load on Blackboard or the Content found thereon. Such programs include, but are not limited to, computer viruses, Trojan Horses, and worms. Moreover, Members must take reasonable measures to ensure that all postings of Content are on-topic and therefore do not include improper content.

Members are obligated to notify promptly their respective Committee Chairperson of any violation of these Guidelines. Notification of any actual or suspected violation should be provided first to the Committee Chair, and when appropriate, the President of the Faculty Senate and the University Information Security Officer.

V. VIOLATIONS

Any violation or failure to comply with these Guidelines may result in a temporary or permanent suspension of access to Blackboard as well as deletion of a portion, or the entirety of, the Content submitted to Blackboard by the Member committing such a violation. Depending on the nature and severity of the violation, the University may initiate charges and impose appropriate sanctions in accordance with the University Statutes.

The University and the President and Executive Committee of the Faculty Senate are charged with the responsibility to exercise good faith and discernment in its enforcement of these Guidelines. Failure to take action in any particular instance should not be construed as an alteration or waiver of these Guidelines, or a waiver of any right or remedy available to the University.

VI. COMMENTS AND QUESTIONS

Any comments and questions regarding these Guidelines, or related compliance and violations, should be directed to the appropriate Committee Chairperson, the President of the Faculty Senate, or the University Counsel.

October 29, 2007
Call to Order

Senate President Joel Reidenberg called the meeting to order at 12:54pm.

Salary & Benefits.

The Senate approved (21:0:0) the recommendation of the Salary and Benefits Committee on a motion (Berg/Vernon):

That a Roth 403(b) option be included in the University’s TIAA/CREF retirement plan now that TIAA/CREF has added a Roth 403(b) option to the possible investment choices for pension plans.

The Senate approved (15:3:2) the recommendation of the Salary and Benefits Committee on a motion (Berg/Vernon) that:

Faculty fund their long term disability insurance premiums post-tax, so that faculty receiving disability payments can receive them tax free. The university will add the cost of the premium to each faculty member's salary in order to fund the premium (approximately $200 per year). Faculty will pay tax on the additional $200 in order to avoid paying tax on the disability benefit.

Technology Committee.

The Senate approved (14:7:0) a motion (Vali/Schwalbenberg) to table the discussion of a resolution on the use of video conferencing by UTRC, TRAC, and Hearing Committees until the January meeting.

Old Business

The Senate approved (20:0:1) a motion (Berg/Mannion) inviting the Senior Vice President of Academic Affairs to be present at the meetings of the Senate, unless there is need for the Senate to go into Executive Session.
Election for University Tenure Review Committee (UTRC).

The Senate elected the following individuals to the UTRC:

(1) A&S at RH, GSREE – Dominic Balestra, Philosophy
(2) Schools of Business – Paul McNelis, S.J., GBA (Finance)

There was a tie vote among the candidates for FCLC, and so a run-off election will need to take place at the Senate’s meeting in January.

New Business.

(a) Periodicals Reading Room. The Senate approved (20:0:0) the resolution (Sen/Piotrkowski) pertaining to the Periodicals Reading Room in the Walsh Family Library:

The Faculty Senate requests the Walsh Library Administration and the Administration of the University to restore the essential resource of periodicals reading room on the Rose Hill campus.

(b) The Senate deferred the discussion on additional specific directions to the Faculty Life Committee and the discussion about smoking, until the January meeting.

At 4:10pm Senator Mannion moved to adjourn.
Call to Order

Senate President Joel Reidenberg called the meeting to order at 12:48pm.

President Reidenberg reported the following:

The administration has agreed to use 4.5% as the placeholder for compensation increases in the budget planning process.

Almost all academic units at the University have submitted the annual statement of standards and procedures with regard to Merit, Reappointment, Tenure, and Promotion for the unit.

The Senate approved (22:0:0) the following motion (Vernon/Procidano):

The Faculty Senate accepts the first Faculty Life Committee Report and its recommendations of November 13, 2007. Furthermore, the Senate directs the Executive Committee to communicate the recommendations to the appropriate administrator(s) and Senate Committees for development of an action plan (including implementation) to be sent to the Senate by April 2008.

[copy of the Report and Recommendations attached as Appendix I]

Election for Salary & Benefits Committee.

President Reidenberg presented the slate of nominees for election to the Salary and Benefits Committee and explained the procedure used to obtain the list. After the discussion of the list, the Senate voted. The results are as follows:

FORDHAM COLLEGE AT ROSE HILL - TENURED FACULTY

Mark Caldwell
Christine Hinze
Charles Lewis

FORDHAM COLLEGE AT ROSE HILL – NON-TENURED FACULTY

Johanna Francis
Janet Sternberg
The Senate approved (21:0:0) the following resolution to enhance the compensation benchmark (80th percentile of AAUP by rank) and to propose recommendations for improvement (Vali/Gyug):

Over the long term the 80th percentile benchmark has served the Fordham faculty well, but in recent years it has lagged inflation by a significant amount, particularly given the cost of living in the New York metropolitan area. Moreover, as Fordham implements its Strategic Plan and works to achieve its goal of becoming the preeminent Catholic institution on the continent by 2016, it is expected that faculty compensation will need to be enhanced, and made comparable to that of its aspirant institutions in major urban areas. Therefore, the Senate directs the Salary & Benefits Committee to explore and analyze alternatives to the 80th percentile benchmark in order to improve faculty compensation with respect to inflation and compensation at aspirant institutions.

The Senate adjourned at 3:08pm on a motion proposed by Senator Mannion.
Appendix I

Report to the Faculty Senate by the Faculty Life Committee

The Faculty Life Committee of the Faculty Senate was created in the spring 2005 semester. By forming this committee, the Senate was eager to respond to the felt need to assume a pro-active role in the process of faculty development. Consisting of ten members (including all the professional schools as well as the Liberal Arts Faculty and equally balanced between tenured and non-tenured faculty), the Committee continues to work toward recommendations on the subject of faculty development.

In the efforts to promote faculty development, we feel that there must be a focus on strategies to recruit and retain faculty as well as on providing assistance in development. This agenda resonates with the University’s recently adopted Strategic Plan and is now incorporated within the budget of the University’s Endowment Campaign. The Faculty Life Committee has been mindful that there are a number of other committees that are engaged in related questions, and so the Committee has tried to maintain regular contact with these committees, including Salary and Benefits, Research Council and Technology.

Some items already recommended to the Senate for inclusion in the University Statutes:

The promotion of faculty development was an important component of the resolution of the Faculty Senate mandating greater transparency in faculty personnel procedures. A statute recommended to the Senate by this Committee was formally approved at the December 2005 meeting of the Board of Trustees.

A second component of the concern with faculty development is reflected in the resolution concerning statements of the standards and procedures of each academic unit for personnel decisions on renewal, tenure and promotion. The Committee proposed and the Senate accepted at its February 2006 meeting appropriate provisions for inclusion in Appendix C.

The main work of the Committee during the 2005-2006 year was the preparation of a faculty satisfaction survey which was distributed during the Spring 2007 semester to all full-time tenure and tenure-track faculty. Special acknowledgement is extended to Dr. Jim Wilson and Dr. Lisa Colarossi for their expertise in designing this survey. In an effort to shed light on issues relevant for faculty retention and development, the survey covered issues on job satisfaction, work environment, professional development, work and family responsibilities, housing assistance, medical and retirement, and so on. The initial report of the Faculty Life Committee to the Senate on the findings from the Quality of Life Survey was presented to the Senate at the Nov. 19, 2007 meeting.

On behalf of the Committee, Father Joseph Koterski prepared a university-wide survey of academic departments and units in Spring 20005 semester to ascertain the pattern of success(or lack thereof) in hiring efforts over the preceding three years. The analysis of this
data produced significant information concerning efforts to recruit new faculty. The Committee seeks updated materials from the VPAA’s office to continue this analysis.

Some Recommendations:

1. The University continue the implementation of an across-the-board University-wide reduction in faculty teaching load. This is an important aspect of faculty development for many reasons, including the advantages that it would confer for better teaching and for greater availability of faculty to students, for additional opportunities for research and scholarly publication, and thus for enhancing the academic quality and prestige of the University. It is already beginning to be evident that the University’s commitment to reduction of faculty teaching load has had a positive influence in allowing departments to hire those whom they identified as first-choices. We also expect that the implementation of this plan would assist with faculty retention.

2. The University should dedicate a suitable informal/community space on each campus. The faculty survey underscores a substantial dissatisfaction by all categories of respondents with the lack of such facilities. Mindful of the severe limitations at LC we support the build-out of a larger space for the faculty dining room, combined with its availability for faculty use when not in service as a dining area. At RH, we recommend that provision be made for the use of Duane Commons as a faculty lounge, able to be reserved for other functions, but managed to accommodate the faculty.

3. The Committee Recommends that the University increase its efforts to provide suitable work space for its faculty. Lack of suitable office and research space dominated the concerns of the untenured faculty as well as tenured women. A significant number of full-time tenured faculty shared office space with colleagues and adjunct faculty. Shared office space can clearly have a detrimental impact upon those faculty who carry substantial advisement and/or mentoring responsibilities as well as those who use this space for research and writing.

4. We recommend that the Office of the VPAA continue its efforts to maintain a complete and up-to-date list of all Fordham faculty on the University Website, with contact information.

5. The University must address the question of housing assistance, especially for the newly hired. While the prospect of a professional career in N.Y.C. is a strong positive in faculty recruitment, the cost of living (and particularly the cost of housing) is an equally strong negative. The FQOL survey presented several possible approaches (housing subsidies, low-interest loans, etc.) – all of which were valued as important initiatives by at least 80% of all faculty.

6. The Committee refers a wide range of fringe benefits issues (see figures 3,4,5 in summary report) to the Salary and Benefits Committee for further action.

7. The Committee asks the VPAA’s Office to review the existing overall institutional support for research. The committee was particularly concerned that a significant proportion of the faculty – especially the untenured- indicated that the lack of research support was key to a potential decision to leave Fordham. 10% of the tenured faculty concurred.
Financial and technical support, structural and staffing considerations and overall institutional recognition that these are priorities are fundamental. The Committee views support for research as an investment in Fordham’s future and consistent with the direction to which both Fordham and its faculty aspire.

8. The University needs to undertake a comprehensive look at the percentage of classes taught by staff other than full-time tenured and tenure track faculty. Questions concerning the use of clinical instructors, adjuncts, post-doctoral teaching fellows, visiting faculty, etc. seem to be emerging with greater frequency. Part of the issue here seems to involve the deferral of increasing the number of full time faculty lines to match the growth in student population in recent years. This issue is further compounded by the need to have adequate faculty to compensate for the reduction in faculty teaching loads.

Work in Progress:

The Committee is currently probing the multi-faceted issue of work loads. The Committee views this as the overarching theme of expectation management. Teaching load is but one aspect. Committee work on every level (usually restricted to full time tenure and tenure-track faculty), mentoring of theses (from undergraduate to Ph. D. level), student advisement (particularly on the undergraduate level) and administrative and quasi-administrative responsibilities coupled with increased research expectations have created in a substantial number of faculty the perception of increased work loads.
Call to Order

Dr. Joel Reidenberg, the President of the Faculty Senate, called the Senate to order at 12:55 p.m. Senator Mark Massa, S.J., delivered the invocation.

The Senate approved (12:2:3) the following motion (Nissim/Vernon):

In order to assure that the University budget can meet the compensation commitment to the faculty, the Senate strongly recommends that the budget for the 2008/09 academic year include at least a 4.5% increase in faculty compensation (salary and benefits) so that the compensation pool can allow the possibility of giving an across-the-board increase equal to inflation without the need to reduce the merit award.

The Senate approved (16:1:2) the following motion (Massa/Balestra):

In light of the increasing accessibility of student course and faculty evaluations, the Senate recommends to the colleges, schools and departments of the University that evaluations used for faculty personnel decisions should proceed from faculty approved instruments, and the results of such evaluations may not be used or released for non-personnel purposes without the consultation and consent of the faculty.

The Senate approved (19:0:0) the following motion (Bray/Massa):

The Senate recommends that the Office of the Senior Vice President for Academic Affairs, in consultation with the Deans of each School of the University, provide to the Senate office each year by March 15th a list of all the foreseeable personnel processes that will require review by such Senate Committees as UTRC and TRAC. In addition, the SVPAA should communicate to the Senate a timely notice about any additional such personnel processes that arise after the date of the annual report. Further, the Senate requests that the Office of the SVPAA develop a thorough checklist of materials that need to be included in every such personnel file, so that the Senate committees can be assured of having a complete dossier for their review.

At 3:44 the Meeting adjourned (motion by Flicker).
REPORT OF ACTION BY THE FACULTY SENATE  
MEETING #332, September 7, 2007  

Call to Order  

Dr. Joel R. Reidenberg, the President of the Faculty Senate, called the meeting to order at 12:55pm.

1. The Senate approved (20:0:0) the following resolution (Koterski/Schwalbenberg) in connection with the report from Dr. Elizabeth Stone, Chair of the Faculty Senate Committee on Student Life presenting a brochure prepared by the Committee in cooperation with the Office of the Vice President for Student Affairs that sets out guidelines for proper faculty response to mental health concerns:

   **When the brochure is ready, the Senate President should facilitate the distribution of the brochure to the faculty.**

2. President Reidenberg presented to the Senate an updated list of Faculty Senate Committees for 2007-2008 due to personnel changes during the summer. The Senate gave its consent to the committee appointments pursuant to Senate By-Laws Article IV(2).

3. Announcements: The website for the Senate is now operating at <http://www.fordham.edu/senate>. The Senate has a new corporate email account (senate@fordham.edu) that will hereafter be used for official communications from the Senate.

   The Senate adjourned at 3:40pm on a motion proposed by Senator Mannion.