



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

Joseph M. McShane, S.J., Hon. President

Mary Ann Forgey, President

Andrew H. Clark, Vice President

J. Patrick Hornbeck II, Secretary

Dominic Balestra
William Baumgarth

Martin Chase, S.J.

James A. Cohen

G. Larry Farmer

Anne Fernald

Hugh Hansen

Margo Jackson

Judith Jones

Eve Keller

Dorothy Klotz

Joseph Koterski, S.J.

Micki McGee

Barbara Mundy

Harry Nasuti

Leonard Nissim

Jennie Park-Taylor

Berish Rubin

Aditya Saharia

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Meeting: Viewing Room #041, Electronic Information Center, Walsh Library, Rose Hill Campus

Call to Order

The special meeting of the Faculty Senate was called to order by Senate President Mary Ann Forgey at 4:03 p.m. in Viewing Room #041 of the Electronic Information Center, William D. Walsh Family Library, on the Rose Hill Campus.

1. Invocation

Senator Hornbeck delivered the Invocation.

2. Announcements

Senate President Forgey thanked Senators for attending this special meeting of the Senate and welcomed to the Senate Aimee Cox (FCLC), who would be taking her seat with the organizational meeting of the 2015–2016 Senate.

Senate President Forgey announced that she had sent a letter to Mr. Robert Daleo, Chair of the Board of Trustees, thanking him and the Trustees for permitting her to speak to the Board at its April meeting. She also thanked the Trustees for inviting the President of the Faculty Senate to address the Board at each of its meetings.

3. Senate End of the Year Report

Senate President Forgey announced that she was in the process of preparing an end-of-the-year report that would capture the Senate's accomplishments during the year just passed. She indicated that she has been reviewing the motions the Senate passed and the other actions that the Senate and its Executive Committee have undertaken, and she has grouped the motions and actions into categories such as enforcing the faculty's statutory rights to shared governance, ensuring an appropriate level of salary and benefits for members of the faculty, and so forth. The report will also list the items that Senate President Forgey believes to be works-in-progress, making the report a useful document in the transition from one set of Senate officers and Executive Committee members to the next.

Senate President Forgey indicated that the report, when complete, would be distributed to members of the Senate as well as a broader audience, including perhaps the administration and the Board of Trustees. She indicated that she would consult with the incoming Executive Committee, once identified, about the most effective way of disseminating this information.

4. Salary and Benefits Discussion

Senator Clark, in his capacity as Chair of the Faculty Salary and Benefits Committee, reported that there is still, as yet, no agreement with regard to faculty salaries and benefits for academic year 2015–2016. Senator Clark indicated that Senate President Forgey and Fr. McShane have spoken and that Fr. McShane had expressed disapproval of the Senate’s recent motion directing the Salary and Benefits Committee to communicate to the Administration that negotiations will be suspended between Commencement and the start of the new academic year.

Senator Clark has been in touch with Mr. Frank Simio, Interim Senior Vice President, Chief Financial Officer, and Treasurer, about the status of negotiations. Mr. Simio has indicated that he believes that the University is in financial trouble and has offered to show the Faculty Salary and Benefits Committee documents corroborating this position. Senator Clark said that documents he has reviewed suggest that the University’s financial position is better than Mr. Simio has indicated.

At present, the parties remain far apart: a proposal for a total salary increase of 3.6% on the part of the Faculty Salary and Benefits Committee, and a proposal for 1.8% on the part of the administration.

Senator Clark reported that he had learned what salary increases members of the clerical union had negotiated: 2.0% in 2014, 2.25% in 2015, and 2.5% in 2016. Members of the clerical union also had negotiated for fixed contributions to their health insurance: \$11.89 and \$30.92 (individual/family) per paycheck in 2015, \$23.78 and \$61.83 in 2016, and \$35.67 and \$92 in 2017.

Senator Clark reported that it was the consensus of the executive committee of the Faculty Salary and Benefits Committee that there is no purpose in continuing to meet with the administration until either side is prepared to change its position.

Senator Clark also reported that the administration’s offer of a 1.8% total salary increase is the minimum salary increase that the administration would have to provide in order to increase health insurance cost-sharing for members of the faculty, in accordance with the terms of last year’s agreement.

One Senator asked whether the Law School was represented on the Faculty Salary and Benefits Committee. Senator Clark responded that he has always been in favor of the participation of Law faculty, but noted that Law faculty have historically negotiated for their salaries separately from other faculty.

Separately, Senator Clark reported that the Salary and Benefits Committee has distributed a SurveyMonkey survey on the quality of the new health insurance plan. He asked Senators to remind their constituents of the survey and to ask them to respond.

Senate President Forgey reported on her meeting with Fr. McShane. She indicated that she had asked him whether he would meet directly with the members of the Faculty Salary and Benefits Committee; he said that he would not. She indicated that Fr. McShane had expressed interest in a three-year agreement with the faculty with regard to salaries and benefits.

Senator Clark noted that the position of many members of the administration appears to be that if a faculty member does not receive a merit increment in any given year, that faculty member is not entitled to a raise. One Senator said that in large departments, it is becoming increasingly difficult for faculty members to be awarded merit. Another Senator said that it is unethical to produce a pay cut for a faculty member who did not publish, especially if that faculty member was deeply involved in administration and governance. Another Senator said that within the Faculty of Arts and Sciences, merit is apportioned among the faculty as a whole and not department by department. Some departments are treated as favored children, some less favored children, some orphans.

Another Senator expressed the view that the administration is simply not providing sufficient funding for faculty salary increases. Another Senator said that it would be productive for the Salary and Benefits Committee to focus on other forms of compensation, such as stipends for department/area chairs, program directors, and others.

Senate President Forgey reported on a related matter: the status of the Wellness Committee commissioned in the Senate's 2014 agreement on faculty salaries and benefits. She reported that the committee, which is composed of faculty members and administrators appointed by herself and Mr. Simio, met for the first time on February 26. Mr. Donald Perretti, Director of Benefits, was appointed as chair of the committee. Just recently, Senate President Forgey said, she learned that the committee had never again met, even though the 2014 salary and benefits agreement required it to make a report with recommendations by May 15. Senate President Forgey said that she had expressed her concerns about this matter to Mr. Simio, immediately after which members of the committee received a request from Mr. Perretti to schedule an additional meeting.

Senator Cohen moved, and Senator Baumgarth seconded, the following motion:

The Faculty Senate directs the Senate President to communicate to the Administration that because of Mr. Donald Perretti's failure to follow through with the Wellness Committee, the University has missed an important opportunity to contain increases in health insurance costs. This conduct is a breach of the Administration's agreement with the Faculty Senate and demonstrates a lack of good faith.

In discussion of the motion, Senators indicated that the need for wellness initiatives had emerged out of conversations last summer with the insurance companies who were proposing to provide health insurance for Fordham. One Senator who was appointed to serve on the Wellness Committee indicated that the items on which Mr. Perretti had promised to follow up were never again addressed. Another Senator noted that the administration's failure to convene the committee in time to meet the agreed upon deadline could result in higher health insurance costs for the faculty.

5. Nominations for University Research Council

On motion of Senator Hornbeck, seconded by Senator Chase, the Senate approved a slate of nominees for the University Research Council to be sent to the President of the University (19-0-0).

6. Salary and Benefits Committee Election

The Senate conducted an election for members of the Faculty Salary and Benefits Committee. The following were elected:

Fordham College at Rose Hill: Ralf Hepp, Berish Rubin
Gabelli School of Business: Haim Mozes (tenured), Robert Chiang (untenured)
Graduate School of Education: Fran Blumberg

7. Tenure and Reappointment Appeals Committee Election

The Senate conducted an election for members of the Tenure and Reappointment Appeals Committee. The following were elected:

Fordham College at Rose Hill: Melkana Brakalova-Trevithick, Joseph Koterski, S.J.
Gabelli School of Business: Sertan Kabadayi
Graduate School of Education: Eric Chen
School of Law: James Brudney

8. Concluding Discussion

Finally, Senate President Forgey reported that the Faculty Life Committee would be distributing this week the latest iteration of the Faculty Life Survey. She urged Senators to remind their constituents to respond to the survey.

One Senator asked whether Fr. McShane had responded to the Senate's motion concerning the selection of the commencement speaker. Senate President Forgey responded that she had reminded Fr. McShane of this motion and that he indicated that the committee would convene again next year. He apologized that the committee had not met this year.

By unanimous consent, the Senate adjourned at 5:05 p.m.

Respectfully submitted by J. Patrick Hornbeck II, Secretary