



FORDHAM UNIVERSITY
THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

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

Dominic Balestra
William Baumgarth

Richard Gyug
Hugh Hansen

Jennie Park-Taylor
Berish Rubin

Anne E. Fernald, President

Martin Chase, S.J.
James A. Cohen

Margo Jackson
Judith Jones

Henry Schwalbenberg
Esther Solomon

Andrew H. Clark, Vice President

Aimee Cox
G. Larry Farmer
Mary Ann Forgey
Christopher GoGwilt

Eve Keller
Dorothy Klotz
Micki McGee
Harry Nasuti

Grace M. Vernon

J. Patrick Hornbeck II, Secretary

Excused: Senators Cohen, Hansen, Jones, and Sen

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

1. Call to Order

The meeting was called to order by Senate President Anne E. Fernald at 4:00 p.m. in Electronic Information Center Room 041 in the Walsh Family Library at the Rose Hill Campus.

2. Invocation

Senator GoGwilt delivered the Invocation.

3. Senate End of the Year Report

Senate President Fernald announced that, in collaboration with the outgoing Executive Committee, she intended to prepare an end-of-the-year report on the Senate's activities. She has written to the chairs of the various Senate committees to ask them for reports on the year just past. Senate President Fernald said that she welcomed input from Senators with regard to the content and language of the report, and that she would distribute drafts of the report as it appears to take shape. She noted that the previous year's report was especially important to her as she charged the Senate's committees for their work, and she expressed hope that the next Senate President would use the report in the same way.

4. Matters Presented by the Faculty Salary and Benefits Committee

Senator Andrew H. Clark, as Chair of the Faculty Salary and Benefits Committee, delivered the committee's report. He noted that he had previously circulated to the Senate a confidential memorandum describing the status of salary and benefits negotiations with the Administration.

Discussion ensued. One Senator provided additional data to illuminate Senator Clark's report, noting for instance that the University had increased financial aid substantially in the past several years, at levels with which increases in faculty compensation have not kept pace.

Senator Clark stated that it appeared that the Administration, or the Board of Trustees, would impose salary increases without the consent of the Salary and Benefits Committee or of the Faculty Senate. He noted that, in consultations with the Senate's attorney, it is not clear whether the Administration or Board

has the statutory authority to do so. Other Senators affirmed that it would be a substantial change from the way in which salary negotiations have proceeded in other years for a salary increase to be imposed without the consent of the Salary and Benefits Committee or of the Senate. One Senator wondered whether it would be appropriate for the Senate to consider the formation of a faculty union. Several Senators urged the Senate to begin considering how to organize the faculty in the event of the imposition of a salary increase.

Some discussion focused on the success of the University's development and fundraising operations, with some Senators urging that more be done to raise funds for the University and others arguing that the size of the development staff is a strain upon the institutional budget.

Additional discussion focused on the Continuous University Strategic Planning (CUSP) process. One Senator expressed suspicion of CUSP. Another observed that CUSP was in part the product of the Senate's advice to the President with regard to the conduct of strategic planning, but that CUSP was not itself a statutory committee, and that any reforms it might put forward need to be folded into the existing statutory structures.

One Senator asked about the role of the Budget Planning Committee in the salary negotiation process. Senate President Fernald noted that the committee had met once in the current academic year, but that the committee meets at the behest of the Senior Vice President, Chief Financial Officer, and Treasurer, and that it has not been called since early in the academic year. Several Senators noted that the Budget Planning Committee is one of the few vehicles for faculty to have access to the financial data necessary to respond to the Administration's claims about the University's finances.

Senator Clark recommended to the Senate that Fordham's chapter of the American Association of University Professors (AAUP) be re-activated, and that an AAUP event be planned for the fall semester.

Senator Clark moved, seconded by Senator GoGwilt:

Resolved, That assuming the Administration's offer of 2.1% including merit remains the same, the Faculty Senate rejects the Administration's offer and directs the Faculty Salary and Benefits Committee to continue to negotiate to reach an agreement.

The motion was adopted, 21-0-0.

5. Faculty Salary and Benefits Committee Election

The following faculty members were elected to serve on the Faculty Salary and Benefits Committee:

Fordham College at Rose Hill (tenured): Bruce Berg, John Drummond, Micki McGee, Sophie Mitra

Fordham College at Rose Hill (untenured): Christopher Dietrich, Thomas O'Donnell

Fordham College at Lincoln Center (tenured): Andrew Clark

Fordham College at Lincoln Center (untenured): Sean Collins, Shonni Enelow

Gabelli School of Business (tenured): Robert Hurley

Gabelli School of Business (untenured): Mohammad Nejad

Graduate School of Social Service (untenured): Binta Alleyne-Green

6. Tenure and Reappointment Appeals Committee Election

The following faculty members were elected to serve on the Tenure and Reappointment Appeals Committee: from Fordham College at Rose Hill, William Baumgarth and Susan Greenfield; and from Fordham College at Lincoln Center, Aimee Cox and Mark Mattson.

7. Board of Trustees Committee Approval

Senate President Fernald presented, on behalf of the Executive Committee, a slate of nominees of faculty to serve on committees of the Board of Trustees.

Senator Baumgarth moved, seconded by Senator Rubin, that the slate of nominees be tabled until the officers of the Senate for academic year 2016–17 could be elected. The Senate tabled the slate of nominees by unanimous consent.

8. University Research Council

Senate President Fernald presented the *curricula vitae* of a slate of nominees for the University Research Council and requested that the Senate approve the slate for presentation to President McShane. Senator Jackson moved, and Senator Hornbeck seconded, the adoption of the slate. The slate carried, 20–0–0.

By unanimous consent, the meeting was adjourned at 5:41 p.m.

Respectfully submitted by J. Patrick Hornbeck II, Secretary

Appendix I
ARTICLE IV [By-Laws of the Faculty Senate]

Committees

Section 1 - There shall be three kinds of senate committees:

- (1) An Executive Committee;
- (2) Standing Committees;
- (3) Special Committees.

The Executive Committee and all standing committees shall meet as directed by the Faculty Senate, or as determined necessary by the committees themselves or their chairmen, but no less than once a year; the meeting shall be conducted according to orderly procedure, records of deliberations shall be kept, and all reports shall be made to the Faculty Senate as often as required, but at least once annually. Copies of all reports, final and accepted by the Senate shall be filed with the Secretary of the Senate and shall be available for inspection by members of the faculty and the administrative staff of the University.

Section 2 - Except as otherwise provided, all members of all committees shall be appointed by the President of the Senate with the consent of the Senate, and the number, charge and composition of the standing and special committees shall be determined in the same way.

Section 3 - The members of the Executive Committee shall be appointed at the May meeting in which officers are elected by the President with the consent of the majority of Senators present. Members of the Executive Committee shall be appointed for one year and no member of the Executive Committee shall be appointed for more than three successive terms except when he is a member ex officio as hereinafter provided.

Section 4 - The Executive Committee shall consist of five members, two appointed as previously provided and the officers of the Senate ex officio shall be the remaining members.

Section 5 - The Executive Committee shall:

- (a) arrange the agenda for senate meetings, and shall serve as the channel through which any member of the Senate may introduce matters for the consideration of the Senate. It shall include in the agenda for any meeting any matters requested by the President or 20% of the members of the Senate;
- (b) receive reports and communications prepared by or in any college, school or division of the University which may be of concern or interest to any other college, school or division, or the faculty, or the Faculty Senate;
- (c) **act on behalf of the Senate on matters requiring immediate action when it is not possible to call a special meeting of the Senate, such action to be reported to the Senate for confirmation at its next regular meeting;**
- (d) act as a liaison committee with the President of the University.

Section 6 - There shall be the following Standing Committees: **Constitution and Bylaws**, Election, and Faculty Handbook.