



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

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

Dominic Balestra
William Baumgarth

Hugh C. Hansen
Janna C. Heyman

Harry Nasuti
Diane Rodriguez

Anne E. Fernald, President

Martin Chase, S.J.

J. Patrick Hornbeck, II

Aditya Saharia

Berish Rubin, Vice President

Andrew H. Clark

Margo Jackson

Henry Schwalbenberg

Aimee Cox, Secretary

James A. Cohen
G. Larry Farmer
Christopher GoGwilt
David D. Hamlin

Judith Jones
Eve Keller
Dorothy Klotz
Micki McGee

Falguni Sen
Grace M. Vernon

Ombuds Committee: Dr. William Baumgarth/FCRH (4054) baumgarth@fordham.edu
Dr. G. Larry Farmer/GSSS (7081) farmer@fordham.edu
Dr. Margo Jackson/GED (6463) mjackson@fordham.edu
Dr. Dorothy Klotz/BUS (6189) klotz@fordham.edu
Dr. Berish Rubin/FCRH (1-3637) rubin@fordham.edu
Dr. Grace Vernon/FCLC (6324) vernon@fordham.edu

Excused: Senators Balestra, Cohen, Farmer, GoGwilt, Hansen, Jackson, Keller, Klotz, Saharia, Schwalbenberg, and Sen.

Meeting: O'Hare Special Collections Room, Walsh Family Library, Rose Hill Campus

1. Call to Order

The meeting was called to order by Senate President Anne E. Fernald at 12:47 p.m. in the O'Hare Special Collections, Walsh Family Library, Rose Hill Campus.

2. Invocation

Senator Baumgarth delivered the Invocation.

3. Matters presented by the Committee on Salary and Benefits

Senator Andrew H. Clark, as Chair of the Faculty Salary and Benefits Committee, delivered the committee's report. Senator Clark offered a summary of the meeting that took place earlier that morning of the Salary and Benefits Executive Committee and the Faculty Senate Executive Committee with Martha Hirst, Chief Financial Officer and Nicholas Milowski, Vice President for Finance. He noted that the Administration offered a salary increase of 2.1% including merit and that the CFO indicated that health care benefits would be on the table in the near future. Senator Clark mentioned that the CFO stated that the 2.1% increase maintained Fordham faculty salaries on par with salaries of faculty members at comparable institutions.

Senator Clark stated that there were several concerns raised during this meeting. The first concern was that budget numbers were unclear and the Administration did not have budget numbers on hand to answer the Executive Committee members' questions. He noted the lack of transparency around budget numbers were once again an ongoing concern during the negotiation process this year. Senator Clark also noted that the Administration does not refer to faculty as defined in the Statutes but, rather, lump faculty together with non-"faculty" teaching staff.

Senator Clark noted that the difference between the Administration's offer and that put forth by the Salary and Benefits Executive Committee is \$500,000, or less than a .1% difference in the total University budget of approximately 569 million dollars. Senator Clark concluded by stating that the Executive Committee members told the CFO that they could not accept the 2.1% all in offer, that they had already come down on their offer twice without any movement from the Administration, but that the Salary and Benefits Committee was willing to continue to negotiate to find a salary deal suitable to both parties.

Discussion ensued. Senator Rubin explained that the Administration's lowest salary increase offer in recent years was 2.4% in 2010 and the next lowest offer was 2.79% last year. He observed that what the faculty are currently being offered is significantly below the average of the last 11 years of 3.3%. Senator Rubin also mentioned that the Administration's claim that health care expenses are growing rapidly for the University does not align with the fact that the University has fewer faculty and the average cost of health insurance coverage, per faculty member, have gone down.

Senate President Fernald clarified that the University budget of 569 million dollars reflects the number after financial aid has been factored out. She also mentioned that financial aid expenses are not included in revenue, and that 90% of that revenue comes from tuition, although most students do not pay full tuition.

Senate President Fernald asked the Senate to consider how to communicate the current status of the salary and benefits negotiations with the larger faculty body. She asked that the discussion focus on how we should take action as a unified body. Senate President Fernald expressed that one of the most pressing factors to consider is the matter of the salary letters that are normally mailed out by the Provost's Office on June 15th. She stated that it is unclear if the letters will state that no deal has been reached or if they will note that a 2.1% salary increase has been imposed without agreement from the Salary and Benefits Committee, the negotiating body advocating on behalf of the faculty, without approval from the Faculty Senate, and without the ability for the Salary and Benefits Committee and the Faculty Senate to recommend and approve the allocation amounts as stipulated in the Statutes. She encouraged the Senate to devise next steps in anticipation of the June 15th letter from the Administration to faculty.

Senator Clark began the discussion on next steps by stating that Senators should encourage faculty to join the AAUP. He mentioned that there is an AAUP representative, Howard Bunsis, interested in coming to speak with the entire faculty to assist with deciphering the budget and providing details on unionizing the faculty.

As conversation ensued, one Senator emphasized the need to first gain access to reliable budget data in order to continue negotiations and make sound decisions. Another Senator cautioned the Senate to act quickly with graduation and the summer months on the horizon. There was more discussion on the June 15th letter, what it might contain, and the necessary actions to take. Senators expressed the need to have a plan ready in the case that the letter from the Administration imposed a 2.1% salary increase and violated the Statutes with respect to said imposition and the allocation of salary pool. Senator Rubin encouraged the Senate to authorize the Faculty Senate Executive Committee to act over the summer in the case that the salary increase is imposed. Senators discussed the importance of having a letter ready to send out to the full faculty emphasizing that the imposition of a 2.1% salary increase without the approval of the Salary and Benefits Committee and the Faculty Senate would be in violation of the Statutes.

Senate President Anne Fernald asked for a motion to be made at this time.

Senator Nasuti moved, seconded by Senator Baumgarth:

Resolved, the Faculty Senate accepts the recommendation of the Salary and Benefits Committee to vote in favor of rejecting the administration's salary increase of 2.1% including merit.

The motion was adopted, 14-0-0.

Senate President Fernald requested permission from the Senate to call meetings over the summer. She emphasized wanting to be transparent with the Senate body and keeping the Faculty Senate informed at every stage. Senator Hornbeck emphasized the need to trust the Executive Committee of the Faculty Senate. Senators unanimously agreed that meeting of the Executive Committee of the Faculty Senate over the summer would be acceptable.

Based on this discussion, Senator President Fernald identified three key points to include in the letter that the Faculty Senate sends out to the entire faculty: 1. Why the Administration's salary increase offer of 2.1% was rejected 2. Information on AAUP and details on the upcoming meeting with our AAUP representative 3. Asking faculty to contribute to the legal fund.

Other Senators asked that the letter be clear about the violation of statutes as well as the importance of how this violation will impact impending health care negotiations with the Administration.

Senate President Fernald stated that the next order of business is the approval of the faculty to be on the Board of Trustee Committees.

Board of Trustee Committee Approval

Senator Vernon moved, seconded by Senator Hamlin:

Resolved, the Faculty Senate accepts the constitution of the Board Committees.

The motion was adopted, 13-0-0.

By unanimous consent, the meeting was adjourned at 2:05 p.m.

Respectfully submitted by Aimee Meredith Cox, Secretary