



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

Joseph M. McShane, S.J., Hon. President	William Baumgarth	Judith Jones	Berish Rubin
Micki McGee, President	Fran Blumberg	Eve Keller	Aditya Saharia
Andrew H. Clark, Vice President	Martin Chase, S.J.	Winnie Kung	Henry Schwalbenberg
Christopher GoGwilt, Secretary	Jeffrey Colon	Mark Mattson	Grace M. Vernon
	Edward Dubrovsky	Matthew M. McGowan	Sarah Zimmerman
	Marcia Flicker	Patricio Meneses	
	Ralf Hepp	Haim Mozes	
	Janna C. Heyman	Diane Rodriguez	

Faculty Senate Special Meeting May 12, 2017

Excused: Senators Chase, Flicker, Jones, Saharia

Meeting: O'Hare Special Collections Room, 4th Floor, Walsh Library, Rose Hill Campus

1. Call to Order

The meeting was called to order by Senate President Micki McGee at 12:37 p.m. in the O'Hare Special Collections Room, 4th Floor, Walsh Library, Rose Hill Campus. President McGee raised the issue of possibly shifting the start time of the Senate meetings to 11:30 and asked Senators to respond to a questionnaire that queried the feasibility and impact of making this time change. The Executive Committee will review the responses and determine if the start time of the Senate meetings could be moved. The proposed change would allow for a 2:30 ending time that would be more conducive to the participation of faculty with afterschool family responsibilities and colleagues observing the Jewish Sabbath.

2. Invocation

The invocation was led by Senator Baumgarth.

3. Report from the Salary and Benefits Committee

There was motion and a review of the administration's response to the Senate's recommendation regarding salary and benefits negotiations. Senator Clark read from a report of the Salary & Benefit Committee's statement to the administration. Comments were offered both in support of the statement and expressing concern about the statement and the Senate's acceptance of the administration's position. Discussion ensued about whether to parse the Salary & Benefit Committee's motion to allow for Senators to approve parts instead of the whole.

The Senate accepted the recommendation from Salary & Benefit Committee to agree to the administration's modified salary and benefits proposal under protest. A request was made to re-read the recommendation of the Salary & Benefit Committee. The report of the Faculty Salary & Benefits Committee read as follows:

The Faculty Salary and Benefits Committee accepts the administration's modified agreement under protest and in order to avoid further assault on faculty salary and benefits. The Faculty and Salary Benefits condemns:

- *The administration's failure to uphold the deal made on April 28, 2017.*
- *The attack upon the integrity of the Executive negotiating committee in the University's authorized communications on May 1, 2017.*
- *The threat to further impose new terms in violation of the Statutes of the University during the week of May 1, 2017 as a way of coercing the Faculty Senate to accept the administration's new modified MOA of May 2, 2017.*

Discussion again ensued regarding the health care plan proposed by the administration and its applicability to staff, and what the expected out of pocket costs would be for plan participants. There was also discussion to clarify that the hardship pool applies to faculty only. There was further discussion about the use of the hardship fund and about merit allocations.

The Senate moved:

To accept the following recommendations from the Faculty Salary and Benefits Committee:

The Faculty Salary and Benefits Committee accepts the administration's modified agreement under protest and in order to avoid further assault on faculty salary and benefits. The Faculty and Salary Benefits condemns:

- *The administration's failure to uphold the deal made on April 28, 2017.*
- *The attack upon the integrity of the Executive negotiating committee in the University's authorized communications on May 1, 2017.*
- *The threat to further impose new terms in violation of the Statutes of the University during the week of May 1, 2017 as a way of coercing the Faculty Senate to accept the administration's new modified MOA of May 2, 2017.*

The motion was approved (19-0-1*).

*The abstaining vote was from a member of the Law School who does not vote on salary and benefits issues.

Senator Clark moved, seconded by Senator Heyman:

To accept the Faculty Salary and Benefit's allocation of the 2.7% raise as reported in the memo circulated to the Faculty Senate and reproduced below.

The motion was approved (18-0-1*)

*The abstaining vote was from a member of the Law School who does not vote on salary and benefits issues.

Senator Colon was asked to provide remarks to the Senate about reactions to the salary negotiations from the law school faculty. The law school decided to hold off any vote on the proposal they received from the administration, which was similar to that received by the Faculty Senate, until the meeting of the Faculty Senate. Senator Colon received approval from the law school faculty to vote in accordance with the Faculty Senate, and approved the same agreement as the Faculty Senate.

4. Update on the Executive Committee Inquiry into Student Demonstrations and Disciplinary Actions

The Senate President reported on attempts to meet with Senior Vice President for Student Affairs, Jeffrey Gray. That meeting was scheduled for the Wednesday following this Senate meeting. A request was made of Mr. Gray to hold off on any disciplinary decisions until after the Wednesday meeting. He refused and indicated that he planned to have closed the issue by Monday. Discussion ensued about student intimidation, University policy and procedures and violations thereof. There was also discussion of the procedural exceptions to the norm in that there are three parallel investigations going on at the same time, one of which is being handled by an external firm. It was suggested by the Senate President that the University's position on student protests be a Senate agenda item for next year.

A question was raised about the propriety of making a motion to commend the students for standing up for others and for their interest and passion about something that doesn't affect them directly. Discussion ensued. It was agreed that the motion would wait until a later date, perhaps the first Senate meeting of the next academic year.

5. Discussion regarding Commencement

Discussion about faculty participation in commencement, and/or protesting around the event ensued. It was also discussed that most of the protests will/have been organized without the sanctioning of the Senate.

6. New Business

The Faculty Senate said goodbye to Faculty Senate Secretary, Aimee Meredith Cox, and wished her well in her new position at Yale University.

The meeting was adjourned by Senate President Micki McGee at 2:44 p.m.

Respectfully submitted by Aimee Meredith Cox, Secretary

Faculty Salary & Benefits Salary Agreement

For the academic year 2017-2018 the University will increase faculty compensation as follows: í

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

Assistant Professor	\$2120
Associate Professor	\$2376
Professor	\$3075

(The across-the-board represents a 2.1476 % increase in the mean non-Law salary for each rank.)

B. Minimum base salaries for each rank increase each year by the same across-the-board percentage. Thus, the minimum starting salaries for AY 2017-2018 are to be: \$77,948 (Assistant Professor), \$86,856 (Associate Professor), \$106,900 (Professor).

C. A merit increment equal to \$1313 for one half of the faculty.

D. The promotion increment increases each year by the same across-the-board percentage. A promotion increment of \$4678 will be given to those being promoted to the rank of Associate Professor and \$7127 for those being promoted to the rank of Full Professor.

E. No change in merit procedures.