



# FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

## Faculty Senate

Joseph M. McShane, S.J., Hon. President	William Baumgarth	J. Patrick Hornbeck, II	Diane Rodriguez
Anne E. Fernald, President	Martin Chase, S.J.	Margo Jackson	Aditya Saharia
Berish Rubin, Vice President	Andrew H. Clark	Judith Jones	Henry Schwalbenberg
Aimee Cox, Secretary	James A. Cohen	Eve Keller	Falguni Sen
	G. Larry Farmer	Dorothy Klotz	Grace M. Vernon
	Christopher GoGwilt	Micki McGee	
	David D. Hamlin	Matthew M. McGowan	
	Janna C. Heyman	Harry Nasuti	

Faculty Senate Meeting April 28, 2017, 12:30-3:30

Excused: Senators Cohen, Hamlin, Hansen, Jackson, Klotz, McGowan, Sen

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

### **1. Call to Order**

The meeting was called to order by Senate President Anne E. Fernald at 12:44 p.m. in the O'Hare Special Collections Room, 4<sup>th</sup> Floor, Walsh Library, Rose Hill Campus

### **2. Invocation**

Senator Patrick Hornbeck delivered the invocation

### **3. Approval of the Minutes from the Meeting of March 24, 2017**

Senator Saharia moved, and Senator Vernon seconded, the approval of the minutes from the March 24, 2017 meeting. The motion carried (14-0-1).

### **4. Report from the Salary and Benefits Committee**

In a report from Salary & Benefits, it was noted that a new plan had been presented to the administration containing a combination of salary raise with a lump sum fee that would go into base that would be given halfway through the year. The plan also included the establishment of various HRAs which would be graded, so the people making lower salaries would receive a higher HRA amount. Following the Salary & Benefit Committee's presentation of the new plan, the administration caucused for approximately two hours and 20 minutes and returned with no counter offer but a willingness to look at the numbers. The administration's feedback on the plan was that the HRA was too expensive. A "final" deal from the administration was submitted April 28 that included a 2.7% salary raise for three years, plus HRA amounts of \$300 and \$600 with no rollover of the \$250K hardship fund. In addition, the administration's deal required that allocations to faculty members' HRA accounts that had been unspent would be reappropriated by the University in 2020. A counter offer by the Salary & Benefits committee was provided to the administration that proposed the \$250K fund be renewable and would roll over for a three-year period, and that the salary increase be 3.4%.

Discussion ensued. In particular, there was still debate as to whether the \$250K fund would roll over or not; what the final HRA amounts would be, and whether they be graded; what the salary percentage would be; and what steps needed to be taken to resolve these remaining issues.

The Senate President explained that if a deal were not forthcoming from the administration by the end of the day, legal action would likely ensue. The Senate would then file an injunction and prepare to go to court. Alternatively, if there were to be some type of agreement, or an agreement to continue discussions, the Senate would continue to work with the administration and negotiate toward a beneficial solution. It was noted that the progress made thus far had been due to the work of the Senators and other academic leaders to communicate with their faculty colleagues, deliver a vote of no confidence to the President, and boycott events like the recent open house. Members of the Senate were encouraged to continue that kind of action and to request of their colleagues that they continue to write letters in support of the effort. In the meantime, a message

came into the meeting stating that the administration determined the numbers provided in the most recent counter proposal from the faculty negotiating team were inaccurate, but they were unable to show how they were inaccurate. At this point, it was stated that all deals appeared to be off, and that the Senate had been asked to come back to the administration with explanations and a new counter offer.

## **5. Matters presented by Dr. Stephen Freedman, Provost**

The Provost provided an overview report of the year and addressed issues that will be important to the work of the University going forward. He began by sharing that the University is undertaking a process to re-examine the arts and sciences to promote academic consistency across the undergraduate colleges. The University, he stated, will also be working to improve opportunities for research for faculty and students, and to create conditions to enhance cross-disciplinary work and teaching. Lastly, the Provost discussed the University's plans to fashion a functional institutional structure that will support all of these goals. The process will be multi-year and require collaborative work between the administration and the faculty, to examine these issues with certain key principles:

- Faithfulness to the University's mission with strengths in the liberal arts and sciences;
- A transparency in the process and in decision-making; and,
- A commitment to discernment at all stages of the process

The Provost then moved on to discuss progress towards a search for a Dean for the Graduate School of Religion and Religious Education. It was noted that a candidate would be on campus on May 11<sup>th</sup>.

The fourth issue addressed by the Provost was the University's discussions with a third-party provider called 2U, one of the largest online providers in the country. The Provost stated that the University is very serious about making two schools – the Graduate School of Education and the Graduate School of Social Service – successful in this type of partnership. The Graduate School of Social Service is looking at the possibility of working collaboratively with 2U in scaling up the University's online efforts at the graduate level. The Provost emphasized that both of the faculties in the Graduate School of Education and the Graduate School of Social Service will be involved in assuring that this partnership works in the best interest of the faculty. He noted that he was bringing this to the Faculty Senate as something to pay attention to as we move forward.

The Provost asked Associate Vice President and Associate Chief Academic Officer, Jonathan Crystal, to briefly comment about service learning. Jonathan Crystal noted that there is a faculty task force reviewing the student learning program at the undergraduate level. The task force is charged with creating recommendations by October of next fall with recommendations about the restructuring and reorganization of service learning and in particular, the relationship with the Dorothy Day Center and filling vacancies that remain there.

The Provost continued his remarks, highlighting plans to heighten the focus of the various dean's-level planning committees in the University's strategic planning process over the summer and into the fall. He then shared that the University was in the final stages of the Chief Diversity Officer (CDO) search. The CDO position will be situated in the Office of Academic Affairs, and signifies the University's commitment to placing even greater emphasis on diversity and strategic hiring. The Provost requested that Jonathan Crystal share another new initiative regarding research and external grant funding.

Jonathan Crystal shared that there was a new pilot plan underway for managing indirect costs associated with grants funding. Previously, indirect costs were applied to the bottom line at the university. The pilot program would assign 15% of those indirect costs to the Office of Research, while the Office of the Provost and the Academic Deans would each be assigned 5%. Jonathan Crystal stated that this funding would create a more robust research infrastructure that would ultimately encourage and promise more grant activity and externally funded research.

## **6. Vote for Salary & Benefits and Tenure & Reappointment Committees**

For the Tenure and Reappointment Committee, the following candidates were nominated: Hugo Benavides and Brian Massengill from Fordham College at Rose Hill, and Marciana Popescu from GSSS. For the Salary & Benefits Committee, the following candidates were nominated: Phil Shaw, Brian Riley, Andrew Albin and Maryann Forgey.

Senator Hornbeck moved, and Senator McGee seconded, to accept the committee appointments. The motion carried (14-0-1).

There were also newly elected and re-elected Senators to announce, including: from Rose Hill, Chris GoGwilt, Micki McGee and Berish Rubin (re-elected); Ralph Hepp and Patricio Meneses (newly elected); from Lincoln Center, Aimee Cox was re-elected and the following were newly elected: from Lincoln Center, Mark Mattson; from Law, Jeffrey Colon; from Grad Ed.,

Fran Blumberg; from Business, Marcia Flicker and Haim Mozes; from GSS, Winnie Kung. Senators leaving the Senate include: Anne Fernald, Larry Farmer, Jim Cohen, Dave Hamlin, Patrick Hornbeck, Margo Jackson, Dorothy Klotz, and Falguni Sen.

**8. New Business**

The Senators discussed a recent protest on the campus related to the status of contingent faculty, and led by students with some contingent faculty participation. The protest resulted in injuries to one student and two Public Safety Officers. The details of the incidents preceding those injuries are still being reviewed, as there were two different video accounts of the situation. The President of the Senate reported her attendance at emergency meeting of the Public Safety Committee. The Senators continued discussion and offered suggestions about how the University might approach students protests in the future, including working with Public Safety to train officers on the purpose of student protests and the rights of students to do so, so that there is a plan in place going forward to better address these events in ways that promote safety for everyone concerned, and to revisit and clarify the University's policy on protests to make the students aware of their rights to do so, and how to best exercise those rights. The President of the Senate referred the Senators to a recent examination and analysis of the University's position on student protests relative to other peer and aspirational institutions. The Senators were directed to that report and encouraged to familiarize themselves with it and share it with colleagues as a next step.

The meeting was adjourned by Senate President Anne E. Fernald at 2:26 p.m.