

**FORDHAM UNIVERSITY**

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

The outgoing (2020–2021) Faculty Senate gathered to conduct the following business:***Tenure and Reappointment Appeals Committee Election***

The Senate elected the following colleagues to the Tenure and Reappointment Appeals Committee: William P. Baumgarth, Sr. (Arts and Sciences, Rose Hill), Dongli Zhang (Gabelli School of Business), Ethan Leib (School of Law), Margaret Orr (Graduate School of Education).

Salary and Benefits Committee Election

The Senate elected the following colleagues to the Faculty Salary and Benefits Committee:

- Arts and Sciences, Rose Hill: Ralf Hepp and Berish Rubin (tenured)
- Gabelli School of Business: Haim Mozes (tenured) and Svenja Dube (tenure-track)
- Graduate School of Education: Lori Wolff (tenured) and Elizabeth Stosich (tenure-track)

University Research Council Election

The Senate received nominations for five seats on the University Research Council and, following a unanimous vote, forwarded the names of the following colleagues to the President of the University for his final decision: Steven Thel (Law), Silvia Finnemann and Craig Frank (Arts and Sciences), and Harold Horell and Francis McAloon, S.J. (Arts and Sciences/Graduate School of Religion and Religious Education).

Update on Termination of Negotiations Concerning Retirement Benefits

At 4:17 p.m., the Senate and members of the Salary and Benefits negotiating team entered executive session to discuss the termination of negotiations concerning the University's contributions to faculty retirement benefits. The executive session concluded at 4:29 p.m. During the executive session, the Senate resolved (21–0–1) to set June 30 as the date as of which the Senate's legal counsel will be authorized to file a complaint if there is not agreement concerning the restoration of withheld contributions. The Senate also authorized (22–0–0) the faculty's negotiating team to serve during the summer months.

Creating an Agenda for the Next Senate on Faculty and Curriculum

Senate President Lerman described several queries and concerns that had come to the Senate concerning the faculty's role in curricular design and revision. The Senate adopted the following resolution, 21–0–0: The Senate notes that the 2020–2021 Executive Committee offered a non-binding opinion on this topic to the members of the Leading People and Organizations area of the Gabelli School of Business, yet that the issue of interpretation of the Statutes with regard to the faculty's responsibility concerning the curriculum should be discussed further in the 2021–2022 Faculty Senate.

Concluding Remarks

Senate President Lerman offered most grateful thanks to the members of the outgoing Faculty Senate, wishing a particularly pleasant summer to those stepping down from the Senate. Vice President Jones led the Senate in expressing deep gratitude for Senate President Lerman's service. All offered thanks to Juliana Krammer, the Senate's Senior Executive Secretary.

S and B fact sheet for salary increases, merit increments, etc. for the 2021-2022 AY.

Data from AAUP:

Non Law Assistant Professors: 126 Average Salary: \$105,813

Non Law Associate Professors: 196 Average Salary: \$118,015

Non Law Professors: 201 Average Salary: \$148,226

Total Tenure/Tenure-Track Non-Law faculty reported to AAUP: 523

Total of Non-Law T/TT salaries reported to AAUP: \$66,256,704

Calculations:

Total Pool: \$ 66,256,704 x 3.25% = \$2,153,343

Total Pool minus 0.4% for merit pool: \$ 66,256,704 x 2.85% = \$1,888,316

Merit: 523 faculty / 2 = 262 Awards allowed, Merit Pool: \$66,256,704 x 0.4% = \$265,027 Merit Award: \$265,027 / 262 = **\$1,012**

Across the Board Increases:

Assistant Professors: \$105,813 x 2.85% = **\$3016**

Associate Professors: \$118,015 x 2.85% = **\$3363**

Professors: \$148,226 x 2.85% = **\$4224**

Promotion Increases (Across the Board Applied to 2020-2021 promotion increases)

Assistant to Associate Professor: **\$5180**

Associate to Full Professor: **\$7891**

Minimum Salaries (Across the Board Applied to 2019-2020 Minimums)

Assistant Professor: **\$83,900**

Associate Professor: **\$93,489**

Professor: **\$115,062**

Calculation Check:

Planned Awards: 126 x \$3016 + 196 x \$3363+ 201 x \$4224 + 262 x \$1012 = \$2,153,332 (\$11 under calculated pool)

Additional Items (taken from previous reports):

- 1) We will also use these increases by rank for faculty currently serving as administrators, faculty excluded from the AAUP numbers because they were on unpaid leaves last fall, T/TT Instructors (treated as Assistant Professors), to calculate base salary for faculty on phased retirement (actual increases will be determined by the details of the specific phased retirement agreement), and to calculate academic year and summer stipend increases.

- 2) No changes were made to the merit procedures

The incoming (2021–2022) Faculty Senate was then seated. It conducted the following business:

Election of Senate Officers

John Drummond was elected President of the Faculty Senate. Dana Alonzo was elected Vice President of the Faculty Senate. Francesca Parmeggiani was elected Secretary of the Faculty Senate.

Executive Committee Members

Senate President Drummond announced that the two at large members of the Executive Committee for the coming academic year would be Judith Jones and Ralf Hepp.

Senate President Drummond thanked former Senate Presidents Eve Keller and Dawn Lerman for their service to the University, saying they had set a high standard for faculty leadership. He described his vision for the University as a community of scholars, faculty and students alike, in which faculty play a central role in governance under the University Statutes. He said that the Senate’s goal would be to cooperate with yet also hold accountable University administrators, to serve together the ends of learning and research. He said that if there is a motto for the coming year, it would be “shared governance, with accountability.”

N.B. There was a correction to the document concerning salary and merit increments that the Senate approved at its April meeting. The corrected document is attached to this summary.