

UNIVERSITY FACULTY MEETING MINUTES
MONDAY, OCTOBER 19th, 2015

For attendees, please see attachment A1.

The meeting was called to order at 3:06 pm.

- I.** A portion of Prof. Nirode's comments to Dr. Berliner were accidentally omitted from the minutes of the May 1st, 2015 meeting. The following text and was be added to the minutes:

"...Well none of these are the real reasons.....

No, it was because that is the kind of person Herman is. Always thinking of what is the best for the University and not just himself.

Being Provost for 25 years is unprecedented, not only here, but across the country. You would be hard pressed to find someone who has been Provost for 25 years!

So much has changed with the University while you were Provost. During your time as Provost there were several new schools created, the School of Communication, School of Health and Human Service, School of Engineering and Applied Science, School and Medicine, and now the Graduate School of Graduate Nursing and Health Professions. Countless programs and new departments formed. Too many to mention here.

You brought a sense of civility to the Contract Negotiations. There weren't strikes or work stoppages routinely, contracts became 5 years instead of 3 years, and you introduced incentives that benefitted the faculty.

Through it all, you have always chosen your words carefully, and maintained your integrity, warmth, good humor and decency.

Your love for Hofstra is unparalleled.

No matter the circumstances, you truly understand and have always respected the faculty. That respect is mutual.

Congratulations on 25 years as Provost and best of luck with whatever the future holds."

The minutes were approved as amended.

II. Report of the Speaker of the Faculty, Stuart Bass

Prof. Bass convened the meeting by reporting that the August 18, 2015 Financial Report from the Board of Trustees' Finance Committee is attached to the agenda packet. There will be a Board of Trustees on Tuesday, October 20 and that report will be available at the December 4 full faculty meeting.

Prof Bass reported that there was a special meeting of the faculty held on October 1. Vice President Bob Juckiewicz from the Office of Information Technology addressed the faculty and entertain questions and related issues to cyber security matters. It was an extremely informative meeting.

Prof Bass reported that on September 16, he along with, Eugene Maccarone, chair of the Senate Executive Committee, Cliff Jernigan, Vice Provost and Dean of Graduate Studies, and Provost Simmons, met with President Rabinowitz and Patricia Adamski, Senior Vice President for Planning and Administration for their bi-semester meetings.

III. Address by President Stuart Rabinowitz followed by Q&A

Prof. Bass introduced President Rabinowitz who addressed the faculty (Attachment to be emailed at a later date).

IV. Report of the Senate, Eugene Maccarrone:

Prof. Maccarrone reported that there are three new senators joining the University Senate:

- Anthony Basile – representing the Zarb School of Business, one-year to replace the remaining term of Stuart Bass, who was elected as Speaker of the Faculty
- Gina Sorrentino – representing the School of Medicine
- Mary-Anne Dumas – representing the Graduate School of Nursing

Prof. Maccarrone reported that the 2014-2015 Annual Report has been prepared and published on the University Senate's website at <http://www.hofstra.edu/Faculty/senate/>. The report is listed under the "Senate Documents" drop down menu. If anyone wishes to have a hardcopy of the report, contact Caroline Schreiner in the University Senate Office at Caroline.Schreiner@hofstra.edu.

Prof. Maccarrone reported that the Senate Executive Committee has met on August 31st and October 5th and the University Senate has met on September 21st and October 12th. The minutes of those meetings are also available through the University Senate Office.

A. Action Items

1. Prof. Maccarrone presented for action the 2016-2017 Academic Calendar. A discussion followed. A question was raised about the 4-day weekend at mid-point of semester and why it cannot be on Columbus Day. It reported that this was an important time in recruiting for the Office of Admissions, and it was requested by Vice President Eads to find another time in the fall for the 4-day break.

A motion was made to amend for the purpose of identifying the religious holidays on the actual Hofstra calendar. On the parameters portion of the calendar the amendment will read:

All online calendars shall include reference to the major religious holidays.

The amendment passed.

A discussion followed about faculty members who wish to observe the Jewish holidays and may need to cancel classes. Prof. Maccarrone reported that the Senate is presently looking into language that would be appended to the publication of the calendar itself in order to assert a policy that is acceptable to the faculty and other constituents that basically would provide for reasonable accommodation to both students and faculty that wish to observe religious holidays. The Senate will deliberate on appropriate language that would be inclusive with regard to various major holidays. More discussion followed about how faculty are to make up teaching hours, etc.

Convocation was discussed. In the past, convocation was held on the first day of classes. On the new calendar, it will be held on the first Wednesday during common hour, and the possible effects on attendance. Provost Simmons reported that there are several times first year students are gathered together three times in large groups during the freshman welcome; the president's address, the common reading address, and then convocation. This is one year of this type of calendar, and is an "experiment." We will learn a lot if we implement it and address concerns of the effects of changing the calendar. The Provost suggests passing this calendar, put language together that makes it clear how students and faculty make sure they can get the accommodation, and then see what happens. A lot of data can be collected from faculty and students, see what the effects are, and then have the basis for a real discussion on whether or not the university should continue with a calendar like this or go back to the traditional calendar, or modify to something in between.

There was a slight discussion about final exam dates and commencement. It was noted that fall commencement is held in the evening.

The 2016-2017 Academic Calendar was approved with 5-opposed and 1 abstention, as amended.

B. Information Item

Prof. Maccarrone presented for information, the University Senate Budget Allocations, which an item that was brought to the Senate from the Student Affairs Committee, passed by the Senate last May, and serves to assist undergraduate organizations in handling their expenditure needs that may go above and beyond what can be provided by the Student Government Association. These monies would come out of the Senate's budget but subject to the approvals as indicated in the policy. It was noted that the Senate budget has not been increased.

Prof. Maccarrone presented for information, the Town Hall Mission Statement which was also passed by the Senate last spring. This statement was designed to codify and institutionalize an event that has been going on for many years. This event takes place around the common hour and has been extended over the past couple of years, its partially supervised by the Planning and Budget Committee of the University Senate, and this mission statement was create to help assure this institution continues. He reported that this year's Town Hall Meeting is being held on Wednesday, April 13th in 246 East Library Wing, with the main discussion occurring during common hour.

Prof. Maccarrone presented for information, revisions to the Special Committee on Recruitment, Elections and Nominations (SCREAN) Bylaws. The revisions are as follows:

The Special Committee on Recruitment, Elections, and Nominations shall total eight members; comprising four faculty members, one student member, one staff member, (the Senior Support Specialist of the Senate who shall chair the committee,) one representative from the Provost's Office, and one member of the Senate Executive Committee. The membership shall be nominated by the Senate Executive Committee and confirmed by the Senate.

These revisions allow for the Senior Support Specialist of the Senate (which is currently Caroline Schreiner,) to chair the committee.

V. Report of the AAUP, Dennis Mazzocco

On behalf of the AAUP, Prof. Mazzocco welcomed Provost Simmons to the university, and stated that the AAUP looks forward to working with her in her new role as Chief Academic Officer. He commented that Hofstra's sustained commitment to academic freedom, shared governance, and tenure, may be a model for other institutions in the nation, and we are very proud of our legacy as the nation's largest private collective bargaining unit at a private university. Everyone in the AAUP membership are happy that Provost Simmons came to Hofstra, and wish her the very best in the coming year, and beyond.

Prof Mazzocco reported that the chapter will have a general membership meeting on Wednesday, October 21 during common hour in room 103 of Breslin Hall. At this meeting the annual financial report will be presented as well as introducing the new Executive Board Steering Committee and Negotiating Team members to the membership. Prof. Mazzocco reported that there was a Steering Committee election in May, and the following professors were elected:

- Ann Grafstein will be serving through 2017
- Donna Balson will be serving through 2017
- Jonathan Lightfoot will be serving through 2016

This committee will guide collective bargaining and negotiations in the new year.

The Steering Committee finalized the Negotiating Team for 2016:

- Dennis Mazzocco, serving as chair
- Benita Sampedro second Vice President for Collective Bargaining and chairing the Steering Committee
- Anthony Basile - Frank G. Zarb School of Business
- Deborah Elkis-Abuhoff - School of Health Sciences and Human Services
- Jonathan Lightfoot - School of Education
- Patricia Navarra – HCLAS

The Steering Committee has also established committee chairs for the following AAUP standing & special committees:

- Distance Learning – Nancy Kaplan
- Untenured Faculty – Ann Grafstein
- Part-time Faculty - Patricia Navarra
- Benefits and Retirement – Anthony Basile
- Women and Minorities - Benita Sampedro and Jonathan Lightfoot
- Governance – Alan Bailin

In process of populating these committees and they will begin meeting soon. Each will remain in place throughout the negotiations period.

Prof. Mazzocco reported that a negotiations survey for full-time and part-time members has gone out last Monday via email and encourages everyone to complete it to ensure a good return. The Negotiating Team will use the results of the survey as one of several means to gather information on the membership's most important priorities.

Prof. Mazzocco reported that the Negotiating Team has started to meet with the membership and holding listening tours of all academic units. They have already met with the Library and the Frank G. Zarb School of Business and will announce days and locations for the upcoming meetings in targeted messaging to the various units. Although it's been a challenge to find open dates for faculty but believe that this is an important priority to meet personally with faculty about their concerns and aspirations for the next contract.

The Executive Council has renewed the contract for Dr. Rudy Fichtenbaum, and Dr. Howard Bunsis to conduct an independent review of the institutional finances at Hofstra, and have requested data from the administration. They expect to complete their study by early January. Friday, January 29, 2016 has been tentatively scheduled for Dr. Fichtenbaum and Dr. Bunsis to present their findings to the faculty, staff and administration.

Prof. Mazzocco reported that as he stated back in May, the overall plan from the Steering Committee and Negotiating Committee is to be fully prepared to negotiate when the negotiation period opens in the spring semester of next year.

Prof. Mazzocco is pleased to announce that the AAUP and administration has agreed on a new addendum to the Collective Bargaining Agreement that covers Graduate Director Compensation and a copy has been distributed to all faculty members last week, via email. He reported that this has been a long negotiation with the AAUP first raising the tremendous inequity in compensation for graduate directors in the contract talks of 2006. The issue was difficult to address due to the wide disparities and variance in graduate

compensation across the university, consequently it has to be carried over in the subsequent contract due to the inability of both sides to reach an acceptable compromise. He reported that the AAUP believes it is an excellent package that will provide a foundation for us to begin to address Undergraduate director compensation. Any questions or concerns should be directed to the AAUP Office.

Prof. Mazzocco reported that there are some retirement incentives and options currently in the contract, and should anyone have any questions; please do not hesitate to contact the office.

Prof. Mazzocco also reminded the faculty to be vigilant with periodically checking their paycheck stubs, particularly if they are receiving direct deposit.

Prof. Mazzocco reported that the Center for Civic Engagement has asked the AAUP to help promote a panel discussion during the upcoming Day of Dialogue on October 28. Prof. Vimala Pasupathi, Associate Professor of English, will moderate a panel entitled *Adjunctification of Universities*, and will feature Robert Plath, an adjunct professor from the English Department, Sean Kennedy, a Hofstra Alumni, and several other of Prof. Pasupathi's students. Prof. Mazzocco noted that nationally, 75% of the national professoriate is contingent adjunct professors.

VI. Report of the Chairs' Caucus, Kathleen Wallace

Prof. Wallace reported that a lot of progress has been made to creating a chairs "survival" handbook, and training sessions, as first reported at the May faculty meeting. Up until now, there has been no formal training for chairs so this will be a useful resource for the future. She thanked everyone who helped out, especially Vice Provost Jernigan.

Prof Wallace reported that the caucus has been working with Evan Koegl, Registrar and Director of Academic Records, on glitches involved with DegreeWorks. Sometimes DegreeWorks doesn't always seem to have an accurate presentation of whether requirements have been satisfied or not, so she asks those who do advisement with students, and notice this happening, to please notify the chair of their department. A lot of students use this program for self-advising, and if it's not accurate, it becomes a problem.

Prof Wallace reported that the special topics listings for Spring 2016 on the website are not correct. This was just discovered, and will hopefully be rectified soon by the Office of Academic Records.

Prof Wallace reported that the Chairs Caucus has met with Jacklyn Kuehn, the University Bulletin Editor, to review and clarify some of those processes. She also reported that the monthly meetings with Provost Simmons have been very productive, helpful and clarifying. The caucus has asked for some clarification about use of faculty time during admissions and transfer events.

Prof Wallace reported that she, along with Vice Provost Jernigan, Stuart Bass, Speaker of the Faculty and Eugene MacCarone, chair of the Senate Executive Committee, has met with President Rabinowitz and Patricia Adamski, Senior Vice President for Planning and Administration and the President did reaffirm his interest in having faculty make presentations to the Board of Trustees about their research or curriculum interests that they are engaged in.

The meeting was adjourned at 4:51p.m.