

UNIVERSITY FACULTY MEETING MINUTES
FRIDAY, OCTOBER 26th, 2012

For attendees, please see attachment A1.

The meeting was called to order at 3:07 p.m.

- I.** A minor amendment was made to the minutes of the May 4, 2012 meeting. In section III. C, the following sentence:

Already fully approved Dual Degree programs which are a very attractive option for entering students.

was revised to:

We now have developed Dual Degree programs which are a very attractive option for entering students.

II. Report of the Speaker of the Faculty:

Prof. Nirode convened the meeting by reminding everyone that the next faculty meeting, on December 7th, will start at 2:00 p.m. instead of the normal 3:00 p.m.

III. Report of the AAUP, Dennis Mazzocco

Prof. Mazzocco reported that the AAUP's member in good standing campaign for contingent faculty is underway, with a goal to achieve the 99% mark that we have with our full-time faculty. A faculty member must be a member of the AAUP if they teach on this campus, although they can also choose to become a conscientious objector, which has contractual stipulations. All faculty members must choose between these two options. Prof. Mazzocco reported that the administration has cooperated with the AAUP to enforce the contract, and adjuncts will hear from the union soon, if they have not already.

Prof. Mazzocco reported that as a result of President Rabinowitz's address to the full faculty on September 28th, they are very encouraged to hear that the university is not in a state of financial crisis. The university has received "A ratings" from Moody's Standard & Poor's, and we have a reported endowment of \$360 million dollars. When you consider the fact that last year, the university reported all time historic revenues of \$450 million dollars and a \$35 million-dollar surplus, we continue to wonder about the significant cuts and continued hiring freeze. Prof. Mazzocco reported that the President unfortunately did not mention those numbers during his speech. Our endowment was listed at \$267 million dollars by *U.S. News and World Report* in 2011.

The President spoke about the enrollment crisis and investing in science, technology, and medicine. Prof. Mazzocco reported that there is a widespread discussion about whether science and technology will, in itself, add to surpluses throughout higher education. Prof. Mazzocco reported that in the wake of the President's address a couple of questions emerged regarding how profitable does a non-profit have to be today and how vocationally focused must our offerings be to attract future students. The recent experience of holding the Presidential Debate on campus suggests that without Liberal Arts, you have no support for such a civic activity that enjoys popularity and attention from across the nation and world. The argument that Hofstra's three new schools, the School of Medicine, the School of Engineering and Applied Science, and the School of Health and

Human Services, will attract students and generate income, is something faculty will continue to discuss. Prof. Mazzocco reported that the administration continues to argue that these programs pay for themselves. The hot field now for jobs for graduates may not be the same in 5 or 10 years. He reported that at the University of Hartford, they are undergoing a restructuring and have talked to Inside Higher Education regarding how they are proactively working with the faculty to ensure that changes in programs and departments are not done in an “authoritarian” manner. Prof. Mazzocco reported that the position of this faculty union, the largest faculty union in a private institution in America, is to trust and to verify. To that end, the AAUP has commissioned Dr. Harold Bunsis to conduct an external financial analysis of the university, similar to what he and Dr. Rudy Fichtenbaum, who is now the President of the national AAUP, previously conducted. Dr. Bunsis is in the process of conducting this analysis and should be presented to the faculty in February 2013. He will look at the financial data from the university, the IRS returns, as well the Integrated Postsecondary Education Data System (IPEDS), from the Department of Education. In the meantime, Prof. Mazzocco asks that faculty members please contact the union with any questions or concerns about austerity reductions and to remember that the contract has specific contractual provisions about financial exigency, and what should happen if we have to reduce departments or programs based on financial exigency.

Prof. Mazzocco reported that in 2010 and 2011, Hofstra was noted as one of the “Great Colleges to Work For” in the *Chronicle of Higher Education*. In 2010, Hofstra reported 709 full-time administrators and 14 full-time exempt professional staff members. The average annual salary figure given for those administrators was \$76,149. The data reported in 2012 was 724 full-time administrators and exempt professions, with an average salary for administrators being \$103,872. This data also includes data from the Law School. In 2010, Hofstra reported 544 full-time faculty with an average annual salary of \$101,897 and 589 adjunct faculty members with an average salary of more than \$4,000 (per 3-credit course). In 2012, Hofstra reported 533 full-time faculty with an average annual salary of \$109,442, and 550 adjunct faculty members with an average salary of more than \$4,000 (per 3-credit course). From the data, one concludes that the administrator salaries have significantly elevated more than the faculty salaries.

A discussion followed. Gerda Kamberova, from the department of Computer Science, commented that the creation of the new School for Engineering and Applied Science was not created strictly for financial reasons, but that the college they were in was not serving the faculty and students needs. Prof. Mazzocco reported that the university community would be discussing restructuring in the next year. Provost Berliner reported that he believes the increase in administrator salaries mentioned was attributed to the Law School and cautions people not to jump to conclusions. Prof. Mazzocco reported that in 2010, Hofstra was recognized for Collaborative Governance, Professional/Career-Development Programs, Teaching Environment, Compensation & Benefits, Supervisor/Department-Chair Relationship, Respect & Appreciation, and Tenure Clarity & Process. In 2012, Hofstra was recognized only for Teaching Environment and Tenure Clarity and Process.

IV. Report of the Chairs Caucus, Darra Pace.

Prof. Darra Pace reported for Bob Papper that the Chairs’ Caucus had to cancel their monthly meeting because Provost Berliner had to attend the funeral for Louis Fortunoff. The Chairs Caucus will continue to work on the admission process and recruitment, technology, and scheduling.

V. Report of the Senate:

Action Items

1. Prof. Bass presented for action the Resolution to Increase Funding to Maintain and Update Classroom Technology. Provost Berliner reported that the University Senate passed this item back in May, which was before the university had completed the updating the technology in 76 classrooms as well as adding technology to classrooms that previously had none. Therefore, this is not a resolution that reflects the current situation and suggests the item be tabled and revised. Prof. Venuti, chair of the Planning and Budget Committee reported that the spirit of this resolution was to increase the budget for technology on an annual basis and whether or not the \$300,000.00 cited in the resolution is the right amount can be discussed. The item was referred back to the Planning and Budget Committee for verification and clarification.
2. Prof. Bass presented for action the revisions to Faculty Policy Series # 11 (Procedures for Handling Violations of Academic Honesty by Undergraduate Students at Hofstra University). Last year, the full faculty passed recommendations created by the Task Force on Integrity and Responsibility Report that included the addition of a new Honor Board to deal with academic honesty issues. Therefore, there is a slight modification of the language of this policy. A discussion followed and Victor Lopez, acting chair of the Undergraduate Academic Affairs Committee summarized the revisions that included removing the alteration of the Ad hoc Board of Appeals to reflect the Honor Code in the Report from the Task Force on Academic Integrity. A discussion followed and the following amendments were made.

The following sentence:

..... should proceed with filing the "Report Form on Violations of Academic Conduct," as detailed in III.B. below.

was changed to:

.... should proceed with filing the "Report Form on Violations of Academic Conduct," nonetheless, as detailed in III.B. below.

The following sentence:

Decisions of the Ad hoc Board of Appeals are final and binding and will be presented in writing to the student, with a copy to the Provost.

was changed to:

Decisions of the Ad hoc Board of Appeals are final and binding and will be presented in writing to the student, and the faculty member, with a copy to the Provost.

The item was passed unanimously, as amended.

3. Prof. Bass presented for action a resolution to ban smoking on the south campus. Prof. Bass reported that that two years ago, the Planning & Budget Committee engaged in an extensive and thorough investigation and researched some 25-30 major leading universities throughout the country that had, at the very least, a partial if not a full smoking ban on their campuses. At first, the Senate passed a resolution enforcing a 20-foot smoking buffer zone that has been proven ineffective. The Planning and Budget Committee then gathered more information, which they have thoroughly reviewed, and passed the resolution being brought forward today. Maureen Houck, Director of Health Services, reported that they have done extensive work on smoking cessation. A discussion followed on the possibility of having a full campus ban, rather than just the south campus. Elizabeth Venuti, chair of the Planning and Budget Committee

reported that a full campus ban was discussed in committee and in the University Senate and it was decided that enforcing a ban on just the south campus would be a good starting point. One of the reasons why the committee restricted the ban to the south campus was because many students live on the north campus and it becomes a safety issue should students want to smoke at night. The Planning and Budget Committee is working with the Student Affairs Committee and there is discussion on proposing a full campus ban. Prof. Bass reported that the spring semester would be a transitional semester. We need to get proper due notice out to all parties in the entire university community. The item was passed with six opposed and four abstentions.

Information Item

1. Prof. Bass presented for information a restructuring of the Academic Records Committee.

Prof. Bass reported that the University Senate has approved the formation of a special task force to address and identify some of the unique challenges facing the university and its international students.

VI. New Business

Marc Silver presented the following resolution:

It is well established that Hofstra University is a "tuition-driven" institution. Thus, in light of the consistent pattern of enrolments not meeting with projections, and in recognition of the impact that repeated budgetary shortfalls have had on the academic mission of the University, the Faculty wish to express its concern about the future directions for the University. The Faculty acknowledges and appreciates the dedication and hard work that President Rabinowitz has shown in trying to advance the interests of the University. That said, the Faculty is also disturbed by an increasing unilateralism on the part of the administration, at times seemingly fueled by a knee-jerk approach to policy setting. A five year plan was essentially scrapped. Faculty lines have been lost in a chaotic and unplanned manner. Course offerings have been slashed. Resources supporting the academic mission have steadily diminished. In that context there has been little or no involvement of the Faculty.

The Faculty fully recognize the challenges that lay ahead for the University. Moreover, being no less dedicated and committed to the long-term well being of the University than is the President, the Faculty continues to seek partnership in the task of helping to guide the University through the troubled waters that lay ahead. A minimum basis for that needs to be greater transparency with respect to the budgetary process as well as regards recruitment and admissions strategies. It is in that context that the Faculty of Hofstra University implores President Rabinowitz to help us meet the challenges the University is now facing by adopting the spirit of inclusion, consultation, and collaboration with which he began his administration.

A discussion followed and it was decided to create a blackboard site where faculty members can discuss the resolution before passing it.

VII. Adjournment

The meeting was adjourned at 4:27 p.m.