

**UNIVERSITY FACULTY MEETING MINUTES
FRIDAY, DECEMBER 4, 2015**

For attendees, please see attachment A1.
The meeting was called to order at 3:06 pm.

I. The minutes of the October 19th, 2014 meeting were approved.

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

Prof. Bass convened the meeting by reporting that he, along with Kathleen Wallace, chair of the Chairs' Caucus, Eugene Maccarrone, chair of the Senate Executive Committee, and William Nirode, chair of the Planning and Budget Committee, met with Provost Simmons, Cliff Jernigan, Vice Provost and Dean of Graduate Studies, President Rabinowitz, and Patricia Adamski, Senior Vice President for Planning and Administration. At this meeting, the President reported that the Board of Trustees will vote to approve the construction of a new building for the Frank G. Zarb School of Business at its December 15 meeting. The School of Education will remain in Hagedorn Hall, but there may be some consolidation with the Physicians Assistants program, as well as the Nursing program. Where the building will be constructed still remains to be seen. The President also indicated that the current Endowment is just shy of \$500,000,000.00. His goal over the next five years will be \$750,000,000.00 & \$1,000,000,000.00.

Prof. Bass thanked Prof. Wallace and Prof. Maccarrone and Prof. Nirode for their work on resolving an issue with the pickup and drop off location at the Mineola train station. The Office of Public Safety will continue working on any issue involved and hope to have them resolved by the beginning of the next semester.

III. Report of the Senate, Eugene Maccarrone:

Prof. Maccarrone reported that the Senate Executive Committee and Senate have met twice and are looking into reviewing all of the bylaws of the standing committees of the Senate (Undergraduate Academic Affairs Committee, Graduate Academic Affairs Committee, Planning and Budget Committee, Faculty Affairs Committee, Student Affairs Committee,) and is asking all to revise as necessary. He reported that an item did come up for action from the Faculty Affairs Committee whether or not an academic dean should be permitted voting rights on the committee. It was determined that the status quo will be maintained and the dean could be appointed and vote on a committee, but there is an ongoing effort to look at all the standing committee bylaws.

Prof. Maccarrone reported that at the October 19 meeting the 2016-2017 Academic Calendar was approved with a modification that we will disclose major holidays on the website where the calendar is posted. This was approved by the President and will go forward. For the time being, we are staying with the present Faculty Policy Series (FPS #48 – Attendance Taking) on both missed exams and excused absences as they may relate specifically to respecting students or faculty missing classes and/or exams/assignments because of observances of respective religious holidays.

Prof. Maccarrone reported that there are a number of Faculty Policy Series as well as a Faculty Statute that needs to be amended for clerical reasons. Under our Collective Bargaining, Hofstra moved from a 12hr basic load to a 9hr basic load and some Faculty Policy Series and Faculty Statutes have not been updated to indicate as such. They include:

- Faculty Policy Series #4 - Base Teaching Programs and Overload
- Faculty Policy Series #5 - Work Above Base Load
- Faculty Policy Series #20 – Sick Leave
- Faculty Policy Series #22 – Special Leave
- Faculty Statute V - Appointments, Reappointments, Promotion, Tenure, and Termination

Prof. Maccarrone reported that a committee has been formed to look into Sonocent, which as reported before is an audio-note taker program that would be made available to students needing a note-taking accommodation through Student Access Services (SAS). The committee will meet on December 8 and look into matters that may affect faculty concerns. The committee includes:

- Amy Catalano from the Graduate Academic Affairs Committee
- George Giuliani from the Faculty Affairs Committee
- Elyse Miller from the Undergraduate Academic Affairs Committee
- Jean Peden-Christodoulou, Assistant Vice President for Student Affairs
- W. Houston Dougharty, Vice President for Student Affairs
- Lisa Ross, Associate General Counsel
- Marc Silver from the Undergraduate Academic Affairs Committee
- Kathleen Wallace from the Chairs' Caucus
- Julie Yindra, Director of Student Access Services (SAS)
- Kathleen Wallace, Chair of the Chairs' Caucus (as an as-needed basis)

IV. Report of the AAUP, Dennis Mazzocco

Prof. Mazzocco reported that January 1 is the deadline for tuition remission applications for full time and part-time faculty.

Prof. Mazzocco reported that preparations for the upcoming contract negotiations continue – just about wrapped up with the listening tours as mentioned in the December full faculty minutes. In addition, the negotiations survey for full-time and part-time members has been wrapped up and the Steering Committee will be reviewing the data next week. A follow up on work load issues is most likely to happen since early indications appear to show the faculty seem to recognize that work load is increasing and faculty are more productive than they have ever been in our history.

Prof. Mazzocco reported that the working committees are meeting and will report to the Steering Committee next week and will remain populated next year to deal with issues as they come up in bargaining.

Prof. Mazzocco reported that on September 1, the AAUP requested W2 gross salary data on full faculty for the last five years to study the trends and compensation over time, and asked for the data again on October 6 at the Joint Standing Committee meeting and are still waiting for the data. In addition the AAUP has asked for financial statements and received some yesterday. The rest are expected when the books close on December 15. The union does not believe it is within the students' interest to delay the start of negotiations, and will be ready to start non-economic bargaining at the beginning of the spring semester.

Prof. Mazzocco reported that they will be presenting the independent review of the institutional finances at Hofstra, completed by Dr. Rudy Fichtenbaum, and Dr. Howard Bunsis, who will be on campus on January 29.

VI. Report of the Chairs' Caucus, Kathleen Wallace

Prof. Wallace reported that they have been discussing several aspects of Graduate programs including support for graduate students. The caucus had an illuminating discussion with Provost Simmons about supplemental instruction and other avenues by which they might help to support graduate students.

Prof. Wallace reported that the caucus has also been discussing the Memorandum of Agreement (MOA) between the union and the university on the graduate program director compensation and will be

communicating some of their thoughts and concerns about it, as it is a model that some people think we might want to use going forward for undergraduate compensation.

Prof. Wallace reported that the chairs are also compiling some of the concerns that they have about DegreeWorks and graduation approvals and will try to meet with Evan Koegl, Registrar and Director of Academic Records, at its first meeting in the beginning of the spring semester.

Prof. Wallace reported that chairs are also working with offices on campus to notify them when there are changes in personnel within their office.

Prof. Wallace added that during the meeting with the President, Vice President Adamski, Provost Simmons, etc. previously mentioned in the meeting, they also touched on the importance on the growth in the endowment and the retention rate, which is identified in the Five Year Plan.

Prof. Mazzocco added that the AAUP had no agreement on graduate program director compensation for many years and during the 2006 negotiations it was a major issue. He also reported that like undergraduate compensation, graduate program director compensation remains “patch work” of stipends and course releases that in some cases might be considered unfair. Programs that had many students had an inferior compensation relative to programs with lesser amounts of students. The entire system for many years was administered at the discretion of the Deans and the Provost. Two committee structures with the union and the administration finally came up with an agreement this year which provides an increase. It specifically provides an opportunity for faculty to demand over scale compensation if there is faculty need. The administration has been adamant since the beginning of negotiations in 2013 that course releases were off the table. The union has never argued for course releases to be ended, and it’s the administration that continues to review course release for faculty. The union had a choice to make, without an agreement; all future compensation could be altered at any time, so a retroactive plan in place was needed for those who have already been working as graduate directors. He reported that some members of the Chairs’ Caucus and some graduate directors who have expressed concerned about several elements of the new agreement. He has spoken to the Provost and they agreed they would revisit this agreement in negotiations next year.

V. New Business

Prof Bass announced that the spring faculty meetings will start at 2pm.

The meeting was adjourned at 3:26p.m.