

UNIVERSITY FACULTY MEETING MINUTES
FRIDAY, MAY 1, 2015

For attendees, please see attachment A1.

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

I. The following amendment was made to the minutes of the February 23rd, 2015 meeting:

The following sentence in the AAUP report:

*The chapter has hired a **top law firm** that does a lot of review of school boards on Long Island.*

was changed to:

*The chapter has hired a **top regional accounting firm** that does a lot of review of school boards on Long Island.*

The amended minutes were approved.

II. Report of the Speaker of the Faculty, William Nirode

Prof. Nirode convened the meeting by reporting that the next Board of Trustees meeting is Tuesday, June 16th. The speaker also reported that that he, along with Stuart Bass, chair of the Senate Executive Committee, and Kathleen Wallace, chair of the Chairs' Caucus, met with President Rabinowitz, Provost Berliner and Vice President Adamski on March 24th to discuss a wide range of topics including enrollment, and the master plan for renovations on campus. The President discussed the recent changes to the National Collegiate Athletic Association (NCAA) regulations for full cost scholarships for Division I athletes. This redefines an athletic scholarship so that it can cover not only the traditional tuition, room, board, books and fees, but also the incidental costs of attending college. The President is hoping to convince the conference presidents to not comply as it would increase Hofstra's financial cost to Hofstra's student athletes.

Prof. Nirode reported that that he, along with Stuart Bass, and Kathleen Wallace also recently met with the consulting firm, Sasaki Associates, Incorporated, regarding the Master Plan. A wide range of topics and suggestions were discussed including incorporating more group work space - smaller rooms for faculty and students to interact, additional student study space, better ways to utilize the space on the first floor of Axinn Library, renovations to Weller Hall, some sort of dedicated space for adjunct faculty, as well as more space for the School of Engineering and Applied Science.

Prof. Nirode concluded his report, by saying a few words about Provost Berliner, who is stepping down as Provost during the summer.

“As we all know Herman is stepping down as Provost at the end of the summer. Being that this is his last address to the Faculty as Provost, I thought a few parting words were in order.

After finishing his responsibilities as Provost, Herman was to take a year sabbatical and then return to the Faculty in the Department of Economics. Well this quickly changed. Herman has agreed to serve as the interim Dean of the Zarb School of Business. It made me wonder why he would want to accept this position.

Maybe it was to be closer to the building with his name on it, and maybe have an office window where he could look out and see his name in gold letters

Maybe he wanted to return where he served as interim Dean (1980-1982) and then Dean (1983-1989). You hear about athletes, coaches, faculty, etc wanting to “return home.” Play coach for their hometown team. Where they grew up, wanting to return where it all started.

Well, Herman should have no problem getting around Weller Hall since it probably looks exactly like it did when he left in 1989. Maybe he is in to antiques! (No reflection on the faculty.)

Speaking of the Business School, there is a very diverse group of Faculty. You have Faculty in finance, marketing, management, information systems, accounting (taxation & legal studies) and even some lawyers. This struck me as odd because I thought Herman would be tired of being around lawyers!

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.”

Prof. Nirode then presented Provost Berliner with a plaque that states:

*In grateful appreciation of your 25 years of dedication and commitment as
Provost and Senior Vice President for Academic Affairs
Herman A. Berliner, PhD
Presented by the Faculty at Hofstra University*

III. Report of the Provost, Herman A. Berliner

A. Enrollment

Undergraduate

- On target in terms of First Time/Full Time students for the fall semester
- Goal for next year is a budget of 1670
 - 1450 deposits as of now, which means we are schedule to reach our goal of 1670
 - Of those are 25% test optional
- SAT scores are up slightly at 1180
- GPA is also up slightly at 3.6

Provost Berliner reported that the faculty play an enormously important role in having students gain interest in and ultimately enroll at Hofstra. There were many Admissions Events scheduled to which the faculty were absolutely fabulous and made an enormous difference. The Provost expressed gratitude for a job well done.

New Transfers

- Highly competitive and price sensitive market.
- Looking for 420 full time equivalent (fte) – too early to assess at this time

Continuing Undergraduates

- 4504 budget (fte) approximately on target with 93% toward our goal already enrolled

Summer Enrollment – Undergraduate Students

- Budget is 549 (fte) and as of now we are at 73.4% of the budget with 403 (fte) registered.
- Last year's budget was 567 (fte) – 77.4% of the budget
- Not doing as well as last year, and may end up with a shortfall

Summer Enrollment – Graduate Students

- Looks to be on target
- 680 (fte) – 85.7% to the budget at this time last year with 583 registered
- Last year the budget was 774 with 651 registered – basically same percentage to the budget

Summer Study Abroad Program

The Provost reported that he feels these programs are very important to the education of Hofstra's students in terms of experiencing a different culture. However, the following programs will not run this summer

- China
- France
- Italy

One issue is that many students need to work during the summer, and Hofstra has a student body that still doesn't understand the importance of studying abroad.

The Provost reported that looking ahead; we have to do more to convince our students to take advantage of a study abroad opportunity. Hofstra has so many agreements now with other colleges and universities around the globe, with students from those institutions coming to Hofstra but very few coming from Hofstra to those institutions. The Provost suggests we increase our commitment to encourage students of this enormous opportunity and experience. Perhaps reviewing the Financial Aide available for those programs and see if there is more that we can do, maybe making it a fundraising priority in terms of

donor-funded scholarships to really facilitate students studying abroad. This experience should be had by more of our students.

Summer Online Programs

- Slight decline for undergraduate
- More significant decline for graduate
- Still examining whether this is a result of Hofstra's course offerings or a change in student preference
 - Fewer faculty are interested in preparing online programs
- More should be done in this area, as this is the way the world is evolving – This week, the University of Southern California announced that they are presenting an online Master of Business Administration Program. More institutions are offering online programs, and Hofstra should consider moving in this direction and a better job of marketing it to our students.

Retention of First Year Students

On target with approximately 80% retained

Graduate Students

- Still too early to tell but we definitely have areas of concern.
- Applications to Business continues to decline
- 1737 accepted students (1751 last year) – 804 students are International
 - Hugely dependent on International Students on the Graduate Level, specifically the Asian market.

Continuing Graduate Students

- 1116 students enrolled to date compared to 1282 last year. (68% to our goal compared to 73%)

Law School

- Looking for 723 total (fte) with 245 new students for fall 2015
- Deposits are down slightly from last year but we are also looking for a smaller class

Medical School

- 353 Medical School students in total
- 100 new students from approximately 6000 applications

B. Teacher of the Year Recipients

The Provost reported that in our environment of teaching excellence, winning teacher of the year is a singular honor.

- Peter Gershon, PhD (two-time winner)
Associate Professor, Department of Radio, Television, Film
Lawrence Herbert School of Communication Teacher of the Year
- Alan Singer, PhD (two-time winner)
Professor, Department of Teacher Education Programs
School of Education Teacher of the Year
- David Rooney, PhD
Associate Professor, Department of Engineering

School of Engineering and Applied Science Teacher of the Year

- Doron Milstein, PhD (two-time winner)
Associate Professor, Department of Speech, Language, Hearing Sciences
School of Health Sciences and Human Services Teacher of the Year
- Michael Barnes, PhD (A first – a three-time winner)
Associate Professor, Department of Psychology
Hofstra College of Liberal Arts and Sciences Teacher of the Year
- Stuart Bass, JD (Also a first – a three-time winner)
Professor, Department of Accounting, Taxation and Legal Studies in Business
Frank G. Zarb School of Business Teacher of the Year

The Provost also extended congratulation to Prof. Bass on his election as Speaker of the Faculty.

- Kevin McElroy, JD
Associate Professor, Legal Writing
Maurice A. Deane School of Law Teacher of the Year
- Joseph Weiner, MD, PhD
Associate Professor, Psychiatry and Medicine
Hofstra North Shore-LIJ School of Medicine Teacher of the Year
- Syed Ahmad, MD
Assistant Professor, Medicine
Hofstra North Shore-LIJ School of Medicine Teacher of the Year

C. Accreditation Update

- American Bar Association (ABA) Law
Submitted Self-Study and the visit took place two weeks ago. When the most serious criticism involves our HVAC system, you can be certain it was a very positive report.
- Medical Physics
Self-study for initial accreditation submitted to CAMPEP on February 20th
- Mental Health Counseling – initial accreditation
Site Visit: March 22-25, 2015
Accreditation Decision: July 9-11
This was also a very good visit with tremendous praise for our faculty and our program.
- American Psychological Association (APA) Psy. D. in School Community Psychology
Site Visit scheduled for May 7-8, 2015
- APA Ph.D. Clinical Psychology
Site visit November 11-12, 2014
Site visit report: January 16
Program response February 15th
APA Board met in March and we, based on the strength of our program, have been reaccredited for five years.
- Council on Education for Public Health (CEPH) - Master of Public Health (MPH) Program
June 2016: Site Visit
Final Self Study: May 2016
Preliminary Self Study: January 2016

- Accreditation Council for Occupational Therapy Education (ACOTE) – Occupational Therapy Granted candidacy status – so we may admit students once we have New York State approval

D. Health Professions

- Moving further into the Health Professions
- Nurse Practitioner Program with North Shore-LIJ
 - Waiting approval from Albany, but hope for the program to start in September
- Occupational Therapy
 - Waiting approval from Albany
- Health Law Program – Law School (MA & LLM)
 - ABA Acquiescence
 - Fully online program

E. Commencement Speakers

- Undergraduate Commencement
(Hofstra College of Liberal Arts and Sciences, School of Education, School of Health Sciences and Human Services)
Sunday, May 17 – 9am
David S. Mack Sports and Exhibition Complex
 - Congresswoman Kathleen Rice – representative for New York’s 4th Congressional District, which covers parts of Nassau County

The Provost is pleased to note that at this ceremony, President Stuart Rabinowitz will recognize his 25 years of service as Provost and Senior Vice President for Academic Affairs.

- Undergraduate Commencement
(Frank G. Zarb School of Business, Lawrence Herbert School of Communication, School of Engineering and Applied Science)
Sunday, May 17 – 3pm
David S. Mack Sports and Exhibition Complex
 - Peter Baker – chief White House correspondent for The New York Times (and our Astman Scholar at the Bush Conference)
- Graduate Commencement
Sunday, May 17 – 7:15pm
David S. Mack Sports and Exhibition Complex
 - Vernon E. Jordan, Jr. – the Civil Rights activist and senior managing director of Lazard Frères & Co. LLC in New York
- Maurice A. Deane School of Law Commencement
Monday, May 18 – 7pm
David S. Mack Sports and Exhibition Complex
 - The Honorable Sallie Manzanet-Daniels, Hofstra JD class of ’88 – appointed Justice for the Appellate Division, First Judicial Department and she is the first woman of Puerto Rican descent to serve on the First Department

- Latin Honors Recognition Convocation
 - Tradition started last year where there will be a student speaker during the Honors Convocation.
 - 15 students applied to be the speaker, with many excellent entries.

The committee chose Felicia M. Colavito, majoring in Public Relations with a minor in Rhetoric Studies and in Sociology, and we look forward to listening to her.

The members of the committee, including the Provost, were as follows:

- Cliff Jernigan, Vice Provost
- W. Houston Dougharty, Vice President for Student Affairs
- Stuart Bass, Chair, Senate Executive Committee
- Kathleen Wallace, Chair, Chairs' Caucus
- Warren Frisina, Dean, Honors College
- William Nirode, Speaker of the Faculty
- Mary Anne Trasciatti, Associate Professor of Rhetoric
- Jared Sarcka, Chair, Student Affairs
- Mark Atkinson, President, Student Government

F. Hofstra Alma Mater

The Provost reported that given how far our University has progressed, it was time for a new Alma Mater, and a University-wide competition was held. The new Alma Mater was written by Robbie Rosen, a Hofstra junior who is a music major. Seven strong entries and Robbie's was selected by a faculty/administrative committee.

The Provost thanked Nathalie Robinson, chair of the Music Department, for overseeing the competition.

The new Alma Mater will be performed for the first time at this May's commencements.

G. Engineering Grant

The university is applying for a New York State \$25 million engineering matching grant, which would allow the university to build a new engineering building and thereby alleviate any overcrowding in the sciences.

H. Physical Facilities Master Plan

Sasaki Associates, Inc. have visited multiple times talking to students, faculty, and administrators. The goal is to improve what needs to be improved and prepare, as well as we can, for the next 10-20 years.

Needs include:

- more student lounge space
- space for the sciences
- a more user-friendly Weller Hall
- HVAC issues
- a clearer entrance to south campus

All the key questions are on the table: for example, if we build a new engineering building, where should it be built?

The university is purchasing new 4K Ultra “High Definition” Cameras for The Lawrence Herbert School of Communication, which will be the first College or University in the country to have these types of cameras. The Provost thanks Dean Evan Cornog for his leadership in this area.

The administration is looking into how the third-floor space of Axinn Library can best be used, and meet Hofstra’s library needs at the same time. The Provost reported that his is confident that the faculty and student surveys and the extensive discussions will result in a very helpful resolution.

I. LGBTQQIA Taskforce

The Provost is co-chairing with W. Houston Dougharty, Vice President for Student Affairs.

The goal is to take a look at the Hofstra community in regard to opportunities for support of, and presence of Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Allies (LGBTQQIA). We always look to be a welcoming supportive community, and what more can be done.

J. Retirees

The following faculty, who have contributed so much throughout the years are retiring:

- Ronald Alvarez
- Mira Bhargava
- David Cassidy
- Elena Cevallos
- Michael D’Innocenzo
- Robert Fonfeder
- William Metlay
- William Orr
- George Papaioannou
- Levi Reiter
- Gail Schwab
- David Sessions
- Elaine Sherman
- Estelle Weinstein
- James Wiley

Altogether these faculty members have served 549 years and we are most appreciative of all they have done. Their accomplishments are even more impressive than their service.

The Provost also reported that Professor of Law Monroe Freedman passed away recently.

The Provost also thanked Will Nirode for his service as Speaker, who clearly worked effectively with all constituencies.

On a personal note, the Provost stated the following:

“It has been a privilege for me to serve as your provost for 25 years. We have done good tremendously good work together.

During these years, I have written tenure recommendations on 90% of our tenured faculty, so I certainly know firsthand how outstanding our faculty is in their teaching (not just tenured faculty but all our colleagues, full-time and adjuncts), their scholarship and their service.

I started as provost on September 1, 1989, not even a year after our longest faculty strike ever—12 days. We are now five faculty contracts later and fortunately, no days lost to any strike. I came with a strong commitment to shared governance, mutual benefit bargaining, collaboration, and collegiality. My commitment is even stronger today.

We have done good work together: the five contracts, Hofstra University Honors College, The Herbert School of Communication, the Hofstra North Shore-LIJ School of Medicine, the School of Engineering and Applied Science, the School of Health Sciences and Human Services, and our newest school Graduate Nursing and Health Professions. We are a transformed University but we have held onto our core values, the liberal arts, a student centered personalized education with many small classes, and a commitment to teaching excellence. I'm convinced our future is bright. Stuart's leadership has brought us to a new level. We are stronger in every way. And I look forward to working with all of you, Stuart and Gail Simmons, first as the Frank G. Zarb School of Business dean, and then as a faculty member to continue to move our University to new heights.

Thank you; it has really been a pleasure.”

IV. Report of the AAUP, Dennis Mazzocco

Prof. Mazzocco reported that on behalf of the AAUP membership and Estelle Gellman, his predecessor as President, he would like to express the faculty appreciation to Provost Berliner. From the union side, the AAUP is indebted to him for all he has done to protect academic freedom at this institution and shared governance for the past 25 years. There are few institutions in this country that have had a sitting provost for the past 25 years, which is quite unique and quite a revelation to colleagues from around the country when Prof. Mazzocco attends national meetings of the AAUP. Many of the schools, particularly in the mid-west, upper administration changes regularly. Therefore, Hofstra has benefitted greatly and one does not find the spirit Hofstra has at other schools. This is greatly due to the leadership of Provost Berliner. The AAUP is looking forward to working with Dr. Berliner in his new role at the Frank G. Zarb School of Business.

Prof. Mazzocco reported that the Steering Committee has met and finalized the negotiating team for 2016 and will be announcing the team to the membership by graduation. They have also established committee chairs for standing and special committees including:

- distance learning
- untenured
- part-time faculty
- membership benefits
- women and minority
- governance

Committees are still being populated and will begin meeting in early September.

The AAUP will be designing a survey of full-time and part-time faculty that will be going out in September, and hope to have it back and analyzed by November. As we did in our last cycle in 2011, we will be doing listening tours with all the academic units – starting in September and hopefully concluding in December.

The chapter will again commission an independent analysis of university finances which should also be ready by December.

The overall plan from the Steering Committee and Negotiating Committee is to be fully prepared by January 1st. According to the Collective Bargaining Agreement, the negotiation window opens in the spring semester of next year.

The incoming Provost, Dr. Gail Simmons has started meeting with the Deans and faculty leaders. Prof. Mazzocco has met with her on April 6th, and expects to meet with her again before she starts her position on July 1st.

Prof. Mazzocco reported that Graduate Director Compensation discussions have led to a new draft of an agreement between the administration and the AAUP, with comments finalized by the union and sent to the administration. This will hopefully be completed within the next few weeks and announced to the membership.

Prof. Mazzocco reported that in March, the Executive Council has approved a plan to formalize and expand its ad-hoc finance committee structure to include all of the units and review all of the union's financials of a yearly basis in September with its auditors to ensure that the chapter is sound financial footing. An internal financial controls analysis with accounting firm Nawrocki Smith in Melville, and reported to the membership at its March 4th meeting. A call will be put out for faculty to serve of this Financial Committee. As of today, the chapter has surpassed its financial goals to have sufficient funds to prepare for negotiations next year.

Prof. Mazzocco reminded that faculty that at its last meeting, that they should know that we do have a viable retirement incentive option, if they are so interested. Faculty who have questions on retirement are encouraged to call the AAUP Office. The Collective Bargaining Agreement (CBA) also provides for the possibility of individual requests to incentivize retirement.

Prof. Mazzocco also reminded the faculty to be vigilant with periodically checking their paycheck stubs, as a faculty members recently reached out to the AAUP about improper deductions.

At the last faculty meeting, revisions to Faculty Policy Series #43 - Hofstra University Harassment Policy was passed and Prof. Mazzocco is pleased to report that the AAUP has not been informed of any active cases in that regard. Any questions on what constitutes sexual harassment, please speak up. The chapter will urge the administration to continue holding workshops for faculty and other employees to create a more safe workplace in this regard.

The Provost recently approached the AAUP about the possibility to move the Course and Teacher Ratings (CTRs) online. The Executive Council has agreed to recommend to the Provost that a taskforce be created first, and then a pilot study is undertaken.

Prof. Mazzocco thanks the Chapter Elections Committee who volunteered to help with chapter officer elections. The committee was as follows:

- William Nirode, who served as chair, from HCLAS, Department of Chemistry
- Sandra Stacki, from the School of Education
- Martha Weisel from Frank G. Zarb School of Business

The committee worked with the chapter's special counsel James Reif, from Gladstein, Reif & Meginniss.

The Officers and Staff are as follows:

- Anthony Basile - First Vice President for Grievances
- Benita Sampedro - Second Vice President for Collective Bargaining
- Patricia Navarra - Recording Secretary
- Jacqueline A. Burke - Treasurer

Union Representatives are as follows:

- Mary Anne Trasciatti - Lawrence Herbert School of Communication
- Robin A. Flaton - HCLAS (Social Sciences)
- Richard L. Curtiss - HCLAS (Humanities)
- William Nirode- HCLAS (Natural Sciences)
- Jonathan D. Lightfoot - School of Education
- Gerda Kamberova - School of Engineering and Applied Sciences
- Deborah Elkis-Abuhoff - School of Health Sciences and Human Services
- Victor D. Lopez – Frank G. Zarb School of Business
- Amy Catalano - Library Services

There was still one election that was not decided by acclimation. There are three Steering Committee seats, two of which were created by openings on the committee because of members moving up to serve on the Executive Council. The votes in that election will be counted at the University Club on morning of May 9th. All ballots must be received by 5pm on May 8th.

V. Report of the Senate, Stuart Bass: Information Items

1. Prof. Bass presented for information the revisions to the Academic Computing Committee bylaws, which removed specific parameters for populating the committee to eight faculty members, not more than one from each school and/or division.
2. Prof. Bass presented for information the 2016-2017 Academic Calendar. As a result of conversations between the Senate Executive Committee and the Registrar's Office he reported that following:
 - Whenever possible, classes will begin the Tuesday after Labor Day weekend
 - Eliminating the Jewish Holiday Days during the month of September (sometimes October)
 - There will be a fall semester break, probably the week after Columbus Day weekend
 - No class on Wednesday before Thanksgiving, providing efficient snow/study days at the end of the fall semester
 - Spring Break will most likely be during the second or third week of March
 - Good Friday and Passover is to be discussed. (Some unions on campus have it written in its contract to have Good Friday off.)

The 2016-2017 Calendar will be brought to the full faculty in the fall semester.

Prof Bass said the following:

“It has been a very productive and gratifying experience. It has been indeed an honor and a privilege to serve these past four years with a group of senators that could not have been more dedicated and committed to the shared governance process. I thank each and every member of the Senate for their continued support and hard work. I want to also express my deepest thanks to Provost Berliner, Vice Provost Jernigan, and Liora Schmelkin for their thoughtfulness, guidance and council which has been invaluable. I want to extend my deepest thanks to my good friend William Nirode, for his support, collaboration and most importantly for his friendship. My sincere thanks and appreciation to Provost Berliner for all you have done over the past 25 years. We all wish you very well as Dean of the Frank G. Zarb School of Business and in the future.”

VI. Report of the Chairs’ Caucus, Kathleen Wallace

Prof. Wallace reported that the Chairs’ Caucus had a very wide range and productive discussion with Gail Simmons, the new Provost, about areas of concerns and interest to both the chairs and the university as a whole. She also reported that they have continued to have productive meetings with the Provost and his office, and thanks him and his staff for his responsiveness for chairs’ concerns, interests and issues, which include data collection and making it more transparent and easier to use.

Prof. Wallace reported that there has been an ongoing project with Vice Provost Jernigan and Dean Donahue, about creating a chairs “survival” handbook, and training sessions. As of right now chairs do not really receive formal training and it has been an issue they want to deal with.

The caucus has also been discussing with Jessica Eads, Vice President for Enrollment Management, to think about some of the effective ways for departments to do outreach to admitted students, as well as working with Jean Peden-Christodoulou, Assistant Vice President for Student Affairs, to develop a faculty advising committee composed initially of chairs to work with the Office of Advisement to have better interface and communication between the faculty side and the administration side of advisement.

Prof. Wallace would like to thank Dr. Berliner and congratulate him.

VII. New Business

A slight discussion followed about the 2015 calendar being published online and the Fall 2016 calendar. Prof Nirode reported that with regard to the 2015 calendar, that since registration was starting almost immediately, it was not possible for the Academic Records Department to make the change to the earlier starting date. After consulting with the Speaker of the Faculty and the chair of the Senate Executive Committee, the Provost recommended to the President that the revisions to the calendar that was passed by the University Senate be implemented for 2015-2016.

VIII. Adjournment

The meeting was adjourned at 4:11p.m.