

Council for Faculty Affairs
 Tuesday, November 13, 2018
 Kelly 3.05

Attendance: Shawn Ladda (Kinesiology), Kashifuddin Qazi (Computer Science), Sarah Scott (Philosophy/Modern Languages & Literatures), Lauren Trabold (Marketing), J. Patrick Abulencia (Chemical Engineering), Ira Gerhardt (Mathematics), Quentin Machingo (Biology), Natalia Boliari (Economics & Finance), Sr. Remigia Kushner (Education), Nuwan Jayawickreme (Psychology), Nevzart Ozturk (Electrial & Computer Engineering). Br. Robert Berger (Religious Studies), Musa Jafar (ABC-Law), Bryan Wilkiis (Chemistry/Biochemistry), Dan Savoy ((Visual & Performing Arts), Graham Walker for Parisa Saboor (Mechanical Engineering), Matthew Voloviski (Civil Engineering), Heidi Laudien (English), Bernadette López-Fitzismmons (Library)

- I. Approval of the Agenda
 The agenda was approved as submitted.
- II. Approval of the Minutes of October 9th, 2018
 The minutes were approved as submitted.
- III. Update from Faculty Welfare Committee (FWC): Guest Speaker, Jeff Horn
 Jeff Horn reported that the College Administration shortly will send a letter with the updated salaries and an explanation about the salary changes. The increases in pay would take effect in the November 15th, 2018, paychecks. This will allow faculty to know where their salaries should be. Jeff Horn stated that questions about salaries should be directed to Provost Clyde or him.

Two subcommittees have been formed by the FWC: 1) Chair Compensation; 2) Adjunct pay (uncertain when progress will be made, but something will happen). Jeff Horn reported that an open discussion will take place in spring 2019. He reaffirmed that nothing will be decided without faculty input.

According to FWC, the status of Manhattan College's fiscal health is "outstanding."

The College is currently in a better fiscal situation than it was about fifteen years ago. The Administration conducted an equity review of salaries. Many salary differences were attributed to conditions of hire. The College administration agrees that equity must be considered in salary updates. The equity study is the beginning of a conversation which needs to be ongoing.

The College's fiscal status is based on the following:

- a. Growth of income
- b. Inputs and outputs
- c. Cash flows (good due to donations; rating of A-) are in good standing due to the restructuring investments for the future.

- IV. Board of Trustee (BoT) Committee Reports were given:
- a. Committee on Academic Affairs: Margaret Groarke; report to be given next CFA meeting
 - b. Committee on Development: Natalia Boliari (Economics & Finance)
 - a. Committee on Enrollment Management: Kashifuddin Qazi (Computer Science)
 - b. Committee on Facilities Planning: Bernadette López-Fitzsimmons (Library)
 - c. Committee on Finance: Ira Gerhardt (Mathematics)
 - d. Committee on Student Life & Admissions: Heidi Laudien (English); report to be given at the next CFA meeting
 - e. Special Committee on Strategic Planning: Shawn Ladda (Kinesiology)
- V. CFA Committee request. The School of Business requested Carolyn Predmore to serve on P&T Committee for Charles Geisst. Unanimous vote of approval.
- VI. Sustainability and applications on line. A discussion ensued about going to an online process to reduce copying. Many issues were raised in making this a reality.
- VII. Provost/Dean proposal for Visiting Professors and promotion. Some comments that were noted in the discussion included: 1) One consideration would be to provide travel support to assistant professors which is not currently available. 2) Another consideration would be the consequences (if any) of not being granted a promotion. 3) According to the Provost, visiting professors would follow the same salary scales at tenure-track professors. 3) Question was raised about “de facto tenure.” (after 7 years, one may be eligible for de facto tenure/after 5 years of service, one must leave so that the department avoids de facto tenure? (Provost clarified to CFA Chair after meeting that Visiting Professor’s contracts clearly state there is no obligation of the college for continual appointment/employment.)
- VIII. Institutional Research and Faculty Voice. Sub-Committee was named (Ira Gerhardt, Nuwan Jayawickreme, Heidi Laudien, Bernadette Lopez) to investigate options for assessing Faculty perspectives and make a recommendation.
- IX. Study Abroad by-laws. Ricardo Dello Buono (Sociology, Director of Study Abroad Program) was the faculty named to be the director of the study abroad program. Last spring, an Ad Hoc committee was formed and assisted in establishing by-laws. Each school will have a representative on this committee chaired by Ricardo Dello Buono.
- X. Faculty Development and data from the Provost. With the move of the faculty dining room from Kelly Commons to 1853, the Provost has agreed to add \$25,000 to the faculty development budget. He has asked for feedback from the CFA on recommendations of how to use these monies and suggested increasing the total number/monetary amount of faculty summer research grants and support the DaSH initiative. Comments from the discussion included: It was suggested that workshops on DAsH be given to educate faculty on digital humanities. Some thought the Provost should fund DAsH separately from faculty development

funding. There was support for the summer research grants being increased from \$3,000 to \$3,200. A new type of grant should be considered for faculty members working with student(s) on research. Faculty on the south campus should be included in this faculty development addition. DAsH (\$10,000) Cross-disciplinary collaborations should be explored. Summer research grants should be available to all types of faculty. It was suggested that higher stipends be offered to junior faculty; senior faculty prefer proposal-based research. Increasing summer stipends to \$3,200 going forward would sustain higher support. A discussion on the technological needs of specific departments was begun such as smart boards in classrooms, Ipads for professors replacing white boards, and other types of technology should be explored to update teaching and learning tools for faculty.

- XI. Administrative Evaluations. Rebecca Kern-Stone (Communications) will report on the administrative evaluations conducted last spring at the December CFA meeting.
- XII. New Business
 - a. Faculty Activity Report Form. Provost has asked if we have any proposed changes to form. Please review and suggest at the December meeting.
 - b. Question was raised about updating the P&T forms.

The meeting was adjourned at 5:12 p.m.

Respectfully submitted,
Bernadette M. López-Fitzsimmons