

Joint Faculty Council

*Pace University
New York, NY 10038*



Meeting Minutes

**May 5, 2020
9am**

Online

New York Faculty Council Executive Committee

Daniel Strahs, Chair
Janice Winch, 1st Vice Chair
Darren Hayes, 2nd Vice Chair
Winifred C. Connerton, Secretary
Minute keeper

Westchester Faculty Council Executive Committee

David N. Rahni, Chair
Lucille Ferrara, 1st Vice Chair
Lisa A. Fastenberg, 2nd Vice Chair
Patrick J. McGuigan, Secretary

9:00 Attendees entering room
Slide with ground rules for online meeting displayed

9:10 Call to order
Chairs' comments (David Rahni and Dan Strahs)

David Rahni -- Good morning colleagues,

As you are well cognizant, there has been much development since our last JFC of May 1. Your two Council central committee servants, assisted by a most impressive cadre of you our colleagues, have since been working tirelessly for up to 18 hours daily. In retrospect, we now fully understand that we should have included the open comment survey that followed a day after along with the first. Nevertheless, we now have heard from a large number of you, not only via the two surveys but also through hundreds of emails and phone conversations.

We face a daunting task, due mainly to the pandemic and its uncertainty, along with a group of "hard working administrators" as they always emphasize, for the labor of whom we have seen very little progress even before the pandemic. And yet, for the moment until we are back to normalcy or set to new norms, that we must squeeze the best performance we could get out of them, but to scrutinize, critique every moves they make and to provide them with solutions, as none could wave a magic wand.

We have a full meeting, so let me pass it on to Dan, by just saying we should self-critique ourselves but remain united with one consensus pluralized voice. This self-reliant and resilient faculty has in the past been the main force to lead bring this institution out of its crises and we will once again do so together. Thank you

Dan Strahs – presentation slides attached

Votes

Motion: We faculty of the Joint Faculty Council charge the faculty members of the Budget Committee with the urgent task to open the University books review the university's finances and report their findings back to Faculty and Administration by June 1, 2020. These faculty may recruit willing and able faculty to establish an ad hoc committee for this work.

Vote:

Accept 176

Reject 3

Motion accepted

Motion: Propose to develop an ad hoc committee to bring in students and develop new programs brainstorming ideas for higher education in this emergency time.

Vote:

Accept 150

Reject 9

Motion accepted

Resolution preamble:

Whereas, Pace University is in a severe financial crisis due to pandemic-related

loss of revenue;

Whereas, the Administration has been extremely supportive of the faculty and staff response to enable the rapid shift to an online modality, and has described the faculty and staff as “partners” in the process to enable the University to withstand the financial issues and survive as a strong institution;

Whereas, the President and Chief Financial Officer, at the Joint Faculty Council of May 1, 2020, spoke at length about the issues facing the institution while understating the degree of the expected financial impact and the expected solutions;

Whereas, at this same JFC meeting the President and Chief Financial Officer neglected to mention that cuts to retirement benefits and staff furloughs were being presented for approval at the May 6 Board of Trustees meeting;

Resolution: We, the faculty of Pace University, are extremely disappointed in the actions by the President and senior Administration, especially the Chief Financial Officer, for their failure to consult with the faculty, and urge the Administration to treat the faculty as a partner and help build bridges in the process of helping Pace University survive and emerge from the financial crisis.

Vote:

Accept 97

Reject 7

Resolution accepted

Discussion themes

- Potential cuts
 - 403b employer contribution freeze is an inherently regressive cut because those with salaries over \$285,000 have a lower employer contribution than those with lower salaries.
 - Interest in having individualized choices between salary or 403b employer contributions.
 - Attention to the payment scheme for faculty – 9 month salary with 12 month dispersal – how to correctly calculate the 403b contribution freeze?
 - General interest in progressive cuts, rather than across the board cuts of any type.
 - Concern about staff and clinical faculty cuts – how to run our programs without these essential employees?
 - Concern about the long-term impact from lower contributions to 403b.
- Focus on revenue growth, not just cost cutting
 - Interest in efforts (new classes/new programs) to bring students in and to improve opportunities
 - In traumatic times we can come together – lets focus on ways to

improve in novel ways

Chat themes

- Upper administration salary cuts
 - What are the salaries now?
 - Concern about cutting lower-paid staff vs. high payed administrator salaries
 - Why not a deferral for high level salaries?
- Transparency in decision-making
 - Why can't the information be shared?
 - Exactly how much revenue was lost from the dorms this spring?
 - What is the time frame for the cuts?
 - Why still hiring new deans?
 - Would like to vote on options presented to the Board of Trustees
- Regressive nature of a cut to 403b employer contribution cuts
 - Highly paid administrators lose less overall than lower paid faculty and staff.
 - Senior faculty more impacted than younger faculty.
- Need to protect lowest paid workers
 - Strong support for progressive cuts to protect lower paid staff
 - Staff are 'essential workers'
 - Calling for faculty to teach more takes away teaching from adjuncts.
- Unionization
 - Having a union makes for stronger negotiations
 - Call for a walk-out unless administration bargains with us in good faith
- Ways to promote Pace
 - We need to market to people who don't want to send their kids away to college next year – a good local option.
 - Expand beyond ideas of revenue to consider the public good
 - Government and public health intensive course
 - Summer camp for college kids – outdoors on summer days
 - Focus on training and certifications – boot camps over the summer

11:00 Adjournment

Attendees (220)

Pleasantville faculty
Aaron Steiner
Adeia Williams
Alyona Kulik
Ama Wattley

Andrea Sonenberg
Angela Legg
Angela Northrup
Barbara Farrell
Carol Epstein
Christine Clayton

Courtney Gosnell
Dan Farkas
Dana Cadman
David Rahni
Fran Falk-Ross
george picoulas

Gina Sorrentino
Heather Novak
Jennifer Magas
Jessica Tosto
John Carter
Johna Pointek
Julia Eisenberg
Karen Berger
Karen Caldwell
Karen Toby
Haghenbeck-Nunnink
Katherine Fink
Lisa Fastenberg
Maria Luskay
Marie Londrigan
Martha Greenberg
Mary Courtney
Matt Aiello-Lammens
Melanie DuPuis
Melanie La Rosa
Michael Finewood
Michael Tursi
Michelle Chase
Michelle Pulaski Behling
Millie Hepburn
Mirjana Pantic
Nancy Hale
Narayan Murthy
Natalie Stepanian
Patricia Healy
Patrick McGuigan
Paul Griffin
Paul Kurnit
Paul Ziek
Phil Cohen
Poonam Doshi
Prof. Ramón Emilio Fernández
Rhonda Maneval
Robert Mundy
Roberta Wiener
Sally Marik
Sandra Lewenson
Sheryl Scalzo
Shobana Musti
Steven Sweitzer
Supawadee Lee
Susan Feather-Gannon

Susanna Cahn
Tasha Darbes
Terence Hines
Theresa Lant
Travis Webster
New York faculty
Abbey Berg
Adam Klein
Aditi Paul
Adrienne Kapstein
Alison Ismael
Amy Freedman
Ana Amaya
Andreea Cotoranu
Andrew Coggins Jr
Andriy Danylenko
Andy Crosby
Aron Gottesman
Bill Offutt
Brenna Hassinger-Das
Brian Evans
Bruce Bachenheimer
Burcin Col
Cathy Dwyer
Charles Tang
Charlotte Becket
Chienting Lin
Chongyu Lu
Chris Zaccardi
Christelle Scharff
Daniel Barber
Daniel Strahs
David Jackson
Dr. Erika Crispo
Dr. Kelly
Ebrahim Mortaz
eda ozkara san
Elena Goldman
Ellayne Ganzfried
Elmer Mojica
Emilie Zaslow
Emily Bent
Emily Welty
Eric Kessler
Esma Paljevic
Eve Laramee
Gina Pontrelli

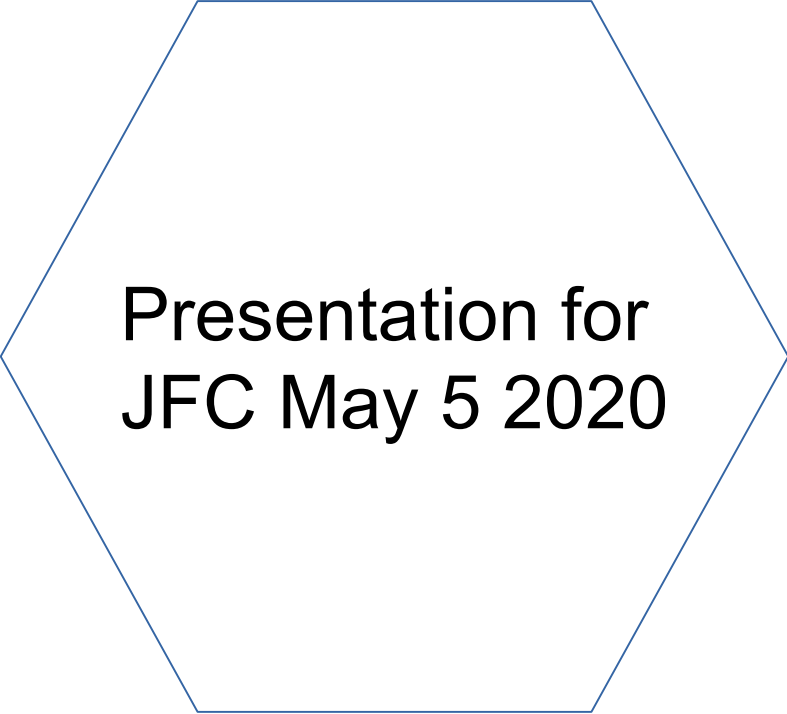
Gina Scutelnicu
Graham Kindred
Grant Kretchik
harvey markovitz
ibraiz Tarique
Ida Dupont
Inbal Abergil
Ion Cosmin Chivu
Janice Winch
Jason Slyer
jean covino
Jennifer Pankowski
Jennifer Romanello
Jessica Magaldi
Jim Gabberty
Joanne Singleton
Jonathan Danziger
Jorge Cacheiro
Joseph Tse-Hei Lee
Joshua Mendelsohn
Joy Henderson
Juan Shan
Judith Pajo
Julie Lawrence-Edsell
JV Mercanti
K Mark Sossin
Kate Richardson
Kaustav Sen
Kelley Kreitz
Kier Hanratty
kimberly collica-cox
Kindred Harland
Kristen di Gennaro
Krystyna de Jacq
Kyomi Gregory
Larry Chiagouris
Laura Kaplan
Lauren Gaul
Leora Trub
Lester Shane
Linda Carozza
Linda Gottesfeld
Linda Olszewski
Liora Schulman
Lisa Farber
Lisa Rosenthal
Malena Vinocur
Manuela soares

Marcella Szablewicz
mark fichtenbaum
Mark Hussey
Martha Driver
Martin Marafioti
MARTIN TOPOL
Matthew Bolton
Matthew Marcello
Meaghan Brewer
Meghana Nayak
Melvin Williams
michael strobel
Mlchele Zaccario
Myojung Cho
Namchul Shin
Nancy Reagin
Nils Myszkowski
Noushi Rahman
Pamela J. Fuentes
Peter McDermott
Pritha Dutta
PV Viswanath
Raquel Plotka
Rebecca Tekula
Rhonda Miller
Ric Kolenda
Rita Upmacis
Robert Wiener
roger sayre
Ron Frank
Ross Robak
Sarah Blackwood
Sarah Cunningham
Scott Youmans
Seong Jae Min
Sethu Karthikeyan
Shamita Dutta Gupta
Sharon Medow
Shinwon Noh
Sonia Suchday
Stephanie Hsu
susan berardini
Susan Bishop
Tiffany Henley
Tracy Van Ness
Uzoamaka Anakwe
V. N. Bhat
Vincent Barrella

Vishal Lala
Weihua Niu
Will Pappenheimer
Yegin Genc
Ying Wang
Zafir Buraei
Zhaohua Dai

Did not identify campus
Anastasia Yasik
Darren Hayes
Dennis Sandler
Ipshita Ray
Leigh Anne Donovan
Matthew Humphreys
Susanne OCallaghan
Tim Waligore
Marcus Braga Alves
Allen Oren

Attachments



**Presentation for
JFC May 5 2020**

Background before *May 1*

- Financial crisis due to pandemic
 - Loss of enrollment - international, domestic
 - Revenue loss from dormitories
 - Development inhibited
- Concern over NY Campus
- Similar concerns wide-spread in academia

Friday May 1 Meetings

- JFC May 1

- Presentations from President, VP Enrollment Mgmt, and CFO
- Discussion of pandemic, enrollment, and financial issues

- Met with Provost on Friday May 1

- Presentation of Phase II cuts at Wed May 6 BOT meeting
- Revealed 403B employer contribution and staff workload reductions were among proposals

Since May 1

- JFC actions - surveys, meetings
- May 4 - EC mtg with President, Provost and CFO
 - Discussed Phase II cuts approval by BOT
 - Several cuts including
 - 403B employer contributions (all faculty/staff/administration) [\$1M/month]
 - Selected workload reductions in some areas
 - 10%-15% cut in upper administration salaries
- Budget cmte rescheduled to May 5

Phase I, II and III budget cuts

- ▶ Phase I budget cuts were announced on April 23
 - ▶ Hiring freeze, Travel restrictions, Discretionary funding and more
 - ▶ Amount not determined at this time Phase II budget cuts currently under consideration
 - ▶ As discussed
 - ▶ Amount not determined at this time
- ▶ Phase III budget cuts a future possibility
 - ▶ Very dependent on losses due to ongoing operations affected by CDC, NY State and Federal gov't
 - ▶ Amount not determined at this time