MINUTES FROM THE AMC GENERAL MEETING
TUESDAY, DECEMBER 6, 2011

The meeting was called to order at 9:05 AM.

ATTENDANCE was taken via roll call.

Present:
Barbara Albrecht; Rosemary Amico; Keith Amparado; Trisch Arbib; Maya Ardon; Hilarie Ashton; Kristen Bell; Daniel Biddle; Jonathan Biondi; Andria Blatt; Caroline Boneta; Nelson Chin; Barbara Cokorinos; Pamela Comport; Ron DeMartini; Toni DePena; John DeSantis; Manish Devjani; Maria DiPompo; Regina Drew; Katherine Drummond; Anita Dwyer; Linna Fang; Andrea Fannelli; Penelope-Anne Fernandes; Liam Fry; Matthew Gee; Claudia Gil; Ninette Gironella; Bart Grachan; Olive Haughton; Richard Heaps; John Huff; Gisela Humphreys; John Johnson; Norma Kenigsberg; Jeremy Kim (for Helen Macleod-Brewer); Abigail Kniffin; Omattie Kong; Lisa Kroin; Kim Lafond; Scott Lewis; Ida Longarino; Stephen Lui; Neptali Martinez; Michael McCaw; Bernadette McHugh; Carrie Meconis; Karen Micallef; Patricia Montalbano; Kathleen Murray; David Niedenthal; Bindi Patel; Rebecca Pearson; Larry Pender; Ann Marie Powell; Amber Pritchett; Melisa Puglisi; Carolyn Ritter; Marguerite Sharkey; Dolores Spinelli; Anne Stubing; Michael Summers; Patrick Terborg; Jennie Tichenor; Elise Tully (for Joanne Wilhelm); Natalia Tyhovych (for Beth Appel); Toni Urbano; David Vintinner; Janet Vitebsky; Christina Walsh; Levon West; Cristal Xavier-Cohen; Andrew Yanni; Maryann Zwaryczuk

Absent:
Rafael Acevedo; Yolanda Alvarez; Rosemarie Anderson; Alfonse Antonaglia; Crystal Artis; Roddy Austin; Lauren Bagley; Jeanne Bannon; Timothy Barnum; Barbara Benson; Ira Beresnoy; Katherine Brignole; Bob Butler; Linda Chin; Kelle Colyer-Brown; Christopher Cook; Sally Cummings; Nadia Cureton; Annette Cutugno; Lana Denoon; Debra Diana; Lizz Duke; Adam Ebnit; Kellie Fitzgerald; Amanda Gallocher; Brian Ginsberg; Candyce Golis; Stewart Gonzales; David Gordon; Mark Gordon; Patricia Graham; Malik Graves-Pyor; Monica Gray; Cynthia Hanson; Thomas Helleberg; Angie Hyman; Mike Koshkin; Frank Lopresti; Oliver Luisi; Zach Maggio; Nicolas Marino; Eugenia Mejia; Michael Miller; Tykieyen Moore; Alison Moppeitt; Gretchen North; Amy O’Hara; Carole-Anne Ishimine O’Neill; Vincent Parham; Carlo Pellicciari; Kervin Pillot; Chanae Richards; Leydi Rofman; Julie Smekodub; Evelyn Thimba; Winston Tracy; David Vogelsang; Keith Whiteman

APPROVAL OF THE MINUTES: The minutes from the November meeting were approved.

REPORT FROM THE CHAIR: Anita Dwyer (anita.dwyer@nyu.edu)
• Anita reported about the Senate meetings from November and December.
  o For the December meeting, the Faculty Senators Council had posed a question inquiring about the University’s most significant expenses over the past 10 years. A presentation by Executive Vice President Michael Alfano indicated that the university’s major cost escalations during the past decade have been in the areas of security, information technology, student health and mental health, and capital expenditures (new construction
as well as renovated space). Over the past 10 years, 155 people were added to university administration while 449 new faculty were hired.

- At the November meeting, two AMC questions were addressed. In terms of President Sexton’s vision for the relationship of the Washington Square schools to the new campuses, John discussed the university’s efforts to strengthen connectivity at all levels between all NYU campuses. An NYUAD faculty member who was in attendance testified to the NYUAD student and faculty’s sense that they are a part of NYU in its entirety. The global network university (GNU) is not a specific program at the university; it IS the university.

- In response to the AMC’s question on the health of NYU’s endowment and financial status, President Sexton reported that the endowment was holding steady. Although some individual endowments may be underwater, the university is not in a loss position. The university is always mindful of the impact of any tuition increases, the level of student debt, and any subsequent impact upon student diversity.

• Upcoming events:
  - The AMC’s annual town hall meeting with President John Sexton has been scheduled for Tuesday, January 24 from 12:30 - 2:00 PM in the Kimmel Center, Eisner & Lubin Auditorium, 60 Washington Square South. An invite to all administrators will be sent out in January.
  - The AMC will host a spring social for all administrators. The date will be announced shortly.

• The annual combined campaign for the NYU Community Fund and United Way is now underway. We encourage everyone to support this important campaign, which benefits those in need in Greenwich Village and throughout NYC. Contributions and pledges will be accepted until January 20 through their website: http://www.nyu.edu/community.fund.

COMMITTEE REPORTS

Community Service: Barbara Albrecht (balbrech@stern.nyu.edu) and Ida Longarino (ida.longarino@nyu.edu)

- Thanksgiving Food Drive:
  - The AMC sponsored a food drive that ran from November 7 - 16 for Thanksgiving baskets for the St. Francis Xavier Mission. A total of 606 items was donated, for which the mission was very grateful. Thank you to everyone who donated!

- Holiday Toy Drive:
  - The on-site collection for the Annual Holiday Toy Drive began on Monday, Dec. 5 and will run through Thursday, Dec. 15. The on-line collection campaign, using the amazon.com “Wish List”, will also be available for on-line orders through Friday, Dec. 9.
  - We will be sorting toys at the Common Room at TSOA, 1st floor, on Friday, Dec. 16, between 10 AM - Noon. Volunteers are needed to assist with that activity.
  - This year, the 9th Precinct Neighborhood party will be held on Saturday, Dec. 17. Larry Pender has arranged for NYU/Aramark to donate hot chocolate to this party.
  - We will also share our toy collections again this year with the Herbert G. Birch Manhattan Early Childhood Center.

- January Activities:
  - January will be our recycle promotion month. We will collect used greeting cards for St. Jude’s Children’s Hospital (front portion only, please), cell phones for “Cell Phones for Soldiers” or any organization that recycles cell phones, used eyeglasses, and used wheelchairs and crutches for the “Crutches 4 Africa” organization.
  - We also hope to re-energize our used book program during the month of January.
Naughty Knitters:
  - Over the last month, the Naughty Knitters donated a total of 420 handmade scarves and hats to local charities as holiday gifts:
    - They contributed 315 hats and scarves to Visiting Neighbors, which were gift-wrapped by student volunteers in NYU’s Office of Student Activities and will be given to homebound seniors in the Washington Square campus area;
    - Through NYU’s College of Nursing, they contributed 30 handmade scarves to the Grand Street Elder Care Program Health Fair, which services seniors on the Lower East Side; and
    - They contributed 75 handmade scarves to the USO, which will be given to U.S. troops abroad this holiday season.
  - The Naughty Knitter’s spring 2012 events will be dedicated to making 100 baby blankets for Care for the Homeless, which runs health clinics for New York City’s homeless women and children.
  - For more information on the Naughty Knitters, please visit the AMC website or check the calendar at [http://www.nyu.edu/amc/committees/NKschedule11-12.pdf](http://www.nyu.edu/amc/committees/NKschedule11-12.pdf).

The committee’s next meeting is scheduled for Wednesday, December 7 at noon.

By-Laws: Bart Grachan (bart.grachan@nyu.edu)
  - No report.

Nominations and Elections: David Vogelsang (dv1@nyu.edu)
  - No report.

Special Events: Julie Kaplan (julie.kaplan@nyu.edu)
  - Update on the Administrator Art Show: Applications will be available in January. The Art Show will be on view for most of the month of May. More information will be forthcoming.

Benefits: Alison Moppett (alison.moppett@nyu.edu)
  - Anita Dwyer and David Vintinner delivered the committee report and moderated the discussion on behalf of the committee.
  - The annual recommendation process is now underway for the Senate Financial Affairs Committee. Draft recommendations were due on December 5, and the final recommendations are due on February 2. The proposals then go to the trustees for approval. Final announcements are made in April.
  - The Benefits committee proposed requesting an annual merit pool increase of 3.5%.
    - The committee thought it reasonable to tie AMI to inflation and therefore based its 3.5% request upon the local consumer price index (CPI). (The figure used in several internal budget projections was lower than 3.5%, so we see this as an aspirational figure.)
    - However, the AMC has since learned that the Faculty Senators Council will request 6.2%. The FSC examined the AMIs over the past decade and calculated that a 6.2% increase in 2012 will get them to parity with their 2002 salaries.
    - After much discussion, the general agreement was that the AMC should join with the faculty in requesting a 6.2% AMI.
  - Some areas of concern raised during the discussion include:
    - The difference between an “annual merit increase” and a “cost of living increase”
    - The effectiveness of asking for a higher, aspirational AMI to make a statement
    - The mechanics of the annual recommendation process: whether there was any point to making a request; to what extent any “negotiation” exists between the AMC and the administration
Whether a structured multi-year request might be more effective (this has been rejected by the university in the past)

The cumulative impact of several years of low or non-existent AMIs on administrator salaries

Confusion about the bonus pool: can it more effectively reward high performers; why is it implemented unevenly among units/divisions; should bonus decisions be made public; why is the process not more transparent

How to better support our argument about administrators’ value and better justify a higher AMI

• Other items for consideration in the recommendation letter:
  o Possible request for Columbus Day off: might minimize our request for a higher AMI; might not be considered if administrators are not fully using their current vacation days
  o Other specific Benefits items (hearing aids, pre-diagnoses) will likely be handled directly through HR and not included in the salary letter

• Reps and alternates were reminded that they should consult with their constituents before the vote in January.

• A revised proposal will be presented for discussion in January.

OLD BUSINESS: None

NEW BUSINESS: None

MEETING ADJOURNED at 10:09 AM.

Respectfully submitted by Regina Drew, Secretary 2011-12