



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

Joseph M. McShane, S.J., Hon. President

Micki McGee, President

Andrew H. Clark, Vice President

Christopher GoGwilt, Secretary

William Baumgarth

Fran Blumberg

Martin Chase, S.J.

Jeffrey Colon

Edward Dubrovsky

Marcia Flicker

Ralf Hepp

Janna C. Heyman

Judith Jones

Eve Keller

Winnie Kung

Mark Mattson

Matthew M. McGowan

Patricio Meneses

Haim Mozes

Diane Rodriguez

Berish Rubin

Aditya Saharia

Henry Schwalbenberg

Grace M. Vernon

Sarah Zimmerman

Excused: Senators Blumberg, Dubrovsky, GoGwilt, Schwalbenberg, Zimmerman.

Guests: Provost Stephen Freedman, Associate Vice President Jonathan Crystal, Chief Diversity Officer and Vice President Rafael Zapata

1. Call to Order

The meeting was called to order by Senate President Dr. Micki McGee at 11:35 a.m. in the South Lounge, Lowenstein Building, Lincoln Center campus.

2. Invocation

Senator Meneses delivered the invocation.

3. Appointment of a Secretary for the meeting.

Following the invocation, the nomination of Senator Meneses for the meeting's Secretary was adopted by acclamation.

4. Approval of Minutes

The Minutes of meeting #445, February 9th, 2018, were approved by a vote of 11 – 0 – 3.

5. Announcements

The Senate President announced that Dr. Howard Bunsis from the AAUP will be back as a guest of the Senate, speaking on Thursday, April 12th, 1-2:30pm on Fordham's financial state. The event will be teleconferenced between Rose Hill and Lincoln Center. This meeting is open to all members of the University community.

6. Report by University President – Fr. Joseph McShane, S.J.

Fr. McShane shared news and asked for prayers for Dr. Cammarosano, the founding president of our Faculty Senate. Dr. Cammarosano suffered a fall and was taken first to Lawrence Hospital in Bronxville and then transferred to New York Presbyterian.

The President discussed some of the information on the U.S. News college rankings. Fordham is ranked 61, based largely on our undergraduate schools. Tulane, SMU, Georgia, University of Texas, and Syracuse are among our ranking group. In the best business school category, Gabelli has jumped from 80th to 64th place this year. For the Gabelli graduate programs, the part-time MBA went from 53 to 61. The fulltime MBA program jumped from 73 to 60. In their specialty programs there were minor fluctuations. GSE, after zooming up two years ago, suffered a decline in their ranking, and Dean Roach is working on the factors that led to this. The Law School is at 37, down one from last year. GSS is holding pretty steady, down 2 spots.

The President had just returned from Albany where he attended and chaired a CICU meeting to lobby for private higher education, in particular the funding of programs including CSTEP/HEOP/STEP. The governor wishes to abolish the Bundy program, which gives Fordham \$1.2 million that we use for financial aid.

The governor is not highly supportive of CSTEP/HEOP/STEP. The President reported

meeting with the head of the State Senate, the Assembly Leader, and others, including Assemblywoman Deborah Glick, and Senator Kenneth LaValle from Long Island. Bundy funding was supported by Senate and House. Funding for the opportunity programs will be worked on during the period during which the budgets developed by the two houses in the legislature are reconciled. We are hoping that the Senate will see the benefit of the opportunity programs. The State budget also includes \$30 million dollars for Higher Education Capital Matching Grant Program, a program that is available to 140 private higher educations across the state in a competitive process. The Senate and Assembly included private colleges in STEM Initiative Scholarship program. In the past, the Governor has been opposed to including the private colleges and universities in the State in the program. Therefore, he has vetoed it every time it has come to his desk.

The President pointed out that we are not participating in the Enhanced TAP program at this time because it contains a price control mechanism. The Excelsior Program is now in place and expanding. (It should be noted that only 23,000 students have received Excelsior funding, rather than 940,000 promised.) Fr. McShane said that he would love to see the MLK Scholarship for TAP-eligible students funded, but that measure has not yet passed.

A senator asked if political parties fall out on either side of these issues. The President replied that the Senate has traditionally been supportive of private higher education. The Assembly has traditionally not been as supportive of private higher education as the Senate has been. With regard to support from the leadership of the two houses, he pointed out that Senator Flanagan, the President of the Senate and Senator Klein, the leader of the Independent Democrats, have been very supportive of private higher education. The Speaker of the Assembly, Assemblyman Carl Heastie from the Bronx is very supportive of us and of private higher education.

A Senator asked if Governor Cuomo has a line-item veto, and the President said he does.

The President discussed the state of our undergraduate applicant pool and incoming class, noting that acceptance and rejection letters are going out to applicants on March 16th (today). He noted a slight increase in the number of applicants, and an increase in the average SAT. Letters of acceptance will be released Friday, March 16th. Acceptances were 2638 students, slightly down from last year. Applicant pool was over 46,000 this year. Among accepted students the nearby markets are down -- New York state is down 2% overall in accepted students. Staten Island, Nassau and Suffolk counties are all down. Westchester is down 12%. New Jersey down 1%; Bergen County is down 15%. New England is up slightly, but Connecticut is down 7%. Accepted number is below that of California. Massachusetts is high. Maryland and Virginia capital districts are up. Pennsylvania is down again. Washington, D.C. is up in double digits. In the Midwest, Illinois and Missouri are down, but Ohio, Indiana, Minnesota and Iowa are up. The South is now 4% up, but Florida is off this year, but Georgia is up 13%. There is 9% increase in Western Mountain States, but on small overall numbers. Southwestern states: Texas is up and this is a state with population growth. California, our 4th largest feeder state is up, with 1,835 admitted students. International students are up. Average SAT score among applicants is up by 20 points, and ACT is up by 1.

In terms of heritage and ethnicity our Hispanic number is down by 1%; our African-American number is up by 5%; Asian number is up by 12%, led primarily by Korean-American and Filipino-American students. Gender ratio is 62% female; 32% male. Local markets have been soft.

A senator commented that our SAT scores have gone up nicely. The President attributed this to the fact that New York City is a magnet.

A senator asked what the 14% increase means in the new SATs scores. A senator pointed out that we are accepting in the 90th percentile. A senator asked why we are down in various regions. The President responded that Florida has a program called Florida Bright Futures that

incentivizes students to stay in Florida. Florida's state system is educating 350-400,000 students; Florida International is educating 50,000. A number of other Florida colleges were discussed. Class size is approximately 2,200-2,230 among three undergraduate schools. Numbers will not increase more as we are at capacity regarding facilities and faculty. Breakdown of incoming class:

1. 1,150-1,200 at FCRH
2. 400 Gabelli RH
3. 110 Gabelli LC
4. 460-500 at FCLC

Total overall students: 9,000 undergraduates, with 4,000 at Rose Hill; 6,500 graduate students.

A senator asked if the funding from the current campaign for student fellowship is being used to support incoming students. The President reported that there are two categories of funding: immediate use and endowment. When the endowment is at a level that the principal will not be depleted, scholarships will be released at the level of \$4,000 per student.

A senator asked if the President is confident that enough funding is going to underrepresented groups and he responded that we are very serious about maintaining the state opportunity programs (HEOP, STEP and CSTEP). For our opportunity students 80% of funding comes from the university and 20% comes from the state because we feel so passionately about these programs.

A senator asked about the "50 by 20" goal in two years. The President responded that if we had been one better in one category we would have been the 54th rather than 61st. The President inquired if the Senate had been recently updated on the U.S. News and World Report scoring criteria and suggested that Peter Feigenbaum be invited to a Senate meeting to present on this matter.

A senator asked about the state of student life on campus, specifically with regard to the various strict residential life policies, disciplinary

procedures regarding Rodrigues's and other issues, and that the state of student life is not strong. The senator also asked about the labelling of restrooms. Some of our policies are antiquated. In terms of freedom of speech we don't rank well. The President asked if the senator had heard back from the VPs in charge of facilities and he answered in the affirmative, but added that a Dean from Student Affairs had told him that the signage would not be changed: that the request for signage indicating "all gender" was too trendy and that "restroom" would remain as the signage.

Discussion ensued on the state of the relationship between the Office of Residential Life and students. Senators expressed that some students feel marginalized on campus, including the issue of the gender labeling of the bathrooms. The President suggested that the senate invite Mr. Jeffrey Gray, Senior Vice President of Student Affairs, and/or members of his staff to a Senate meeting to discuss these issues.

A senator asked why we do not have the title "Provost" in the statutes. The President said he would look into this with the University Secretary and noted that Statutes are somewhat "laggard" but that we would look into the matter. A senator pointed out that the Senate and its Handbook Committee needs to be a point of reference in the updating of the Statutes. The President noted that some of these statutory issues were a revelation to him and that we can get this taken care of.

The Senate President noted that we are very interested in getting the Statutes updated because there are so many unrecorded changes that we are now in the position that there are procedural changes not reflected in the statutes that may put us at risk in terms of contested tenure and promotion decisions. It's a serious matter if procedural changes adopted at the college or decanal levels are not recorded in the Statutes. The President asked if the change under discussion had gone to the Arts and Sciences Council and the Senate President noted that she has been researching the matter with Chairs and deans who were involved in the change and none of them recalled a formal process on this matter. She noted that while this is an important matter, it

is easy to remedy.

The Provost noted that his office has been working with the deans on the matter that they believe the current processes are consistent with the statutes while the faculty senate has raised concerns about the inconsistency between the process and the statutes. The Associate Provost offered additional information: in the past each dean completed a separate form that supported their vote and those comments were included in the promotion and tenure letter. With the increased responsibility of the Dean of Faculty, they have moved to a process where there is discussion among the deans and the Dean of Faculty writes a single letter summarizing the deans' perspectives.

The President noted that when he was in the Dean's office, all of the deans voted and asked when did that cease to be the procedure? The Provost responded that this was a consolidated effort on the part of the Dean of Faculty, the Dean, and the faculty involved when the Dean of the Arts and Sciences Faculty took on more responsibility and power. The President suggested inclusion of the letter of the deans from various disciplines and not a review (of the letters) by the dean.

The President concluded by wishing everyone a Happy Easter and a Passover.

7. Chief Diversity Officer Rafael Zapata introduced by Senate President McGee.

Chief Diversity Officer Rafael Zapata thanked the Senate for the invitation and discussed his first nine weeks at Fordham.

Mr. Zapata remarked that this week's *Observer* is covering questions of diversity: the faculty profile of a Latina professor of economics; features on free speech issues; Reverend Al Sharpton's visit to campus; a feature on the artist Felipe Luciano, one of the founders of the Young Lords party; and other relevant issues such as merit compensation. He noted that his role intersects with some, but

not all, of these issues.

The CDO is drafting a document on how to improve faculty diversity and pedagogical practices at Fordham and will be reaching out to the deans and faculty chairs to see how the various departments/units work. The CDO noted he is a member of the first-year experience curriculum committee. And he observed how seriously there needs to be an effort to bridge the gap between students and Academic Affairs, as well as to deal with the issues of free speech outside the classroom space (as it seems that free speech in classrooms has not been as large an issue). Faculty have broad leeway on what happens in their class discussions, but he noted that some are looking for support in how to manage difficult conversations. The CDO is working to engage departments and discuss how to add lines faculty lines to enhance our mission and strategic diversity path.

A senator asked about freshman student advising and how it is under-resourced and how it is potentially a site for encouraging inclusion. Another senator noted that diversity also needs to be addressed by Residential Hall staff; training RAs could be helpful. A senator asked about Mr. Zapata's priorities with regards to these issues. Conversation ensued regarding the priorities of the diversity office: our CDO stated that the first goal is to attract and retain diverse faculty.

Another key priority is to improve student diversity, especially with respect to students from the Bronx neighborhood of the University. Mr. Zapata pointed out that only 4% of incoming students are Black; approximately 61 incoming students are African American students (in a class of more than 2,000). This situation is not unique to Fordham. There will be difficult conversations about barriers to access for historically underrepresented students of color and low-income students, including standardized tests, and balancing priorities.

Next year the CDO will be putting together a Diversity Committee (with a better name), and will perform a comprehensive campus diversity audit with an external firm to assess the state of

the campuses.

A senator asked about the upcoming SEIU contract and diversity; how do we respect the population of instructors who are here (and are not a diverse population) while pushing for increased diversity among faculty. Another senator asked about how we'll make structural changes to ensure diversity. He has a \$1.2 million budget and will hire two new staff members and establish a grant program to support student, faculty, and staff projects that foster structures, policies and practices that enhance diversity, access, and equity.

The CDO noted this is a collective endeavor and is working to see how to accomplish the work of building diversity through a distributive process. He asked: How do we break the barriers found, and how do we support local units/staff to create change? How is this relevant to individual departments and the University as a whole? A senator noted that GSS has an action committee on race; the CDO can use it and other structures already in place at Fordham. He wants to learn who is doing diversity work already and what they need to succeed?

He noted the importance of not focusing on "fixing students" to become a high-performance institution that can attract high-performing students of all backgrounds. A senator noted that some of the things that Zapata is talking about implementing will help the general student population who have gaps in their prior training. The CDO affirmed this observation: programs that address the needs of students with disability, first generation college students, and historically underrepresented groups of students also help support the general student populations. Creating multiple pathways to success for our students serves all students. The Howard Hughes Foundation changed their policy to "inclusive excellence" in structures, policies and practices, so any grant language that locates lack of diversity in student deficits disqualifies grant applications.

A senator noted that the high cost of college and the hours that students work to pay for their

tuition is a serious issue. For example, summer programs for students, even if these programs are free, may be difficult for students to participate in as they may be foregoing paid work that they need to survive. Zapata noted that the broader political climate is not improving for programmatic support for students of color and that solving that is something that would be in the public sphere, in the form of a movement for affordable higher education.

CDO Zapata noted that many of our underrepresented students are in our commuter student population. A senator noted that some of our commuter students would lose their scholarships if they lived on campus; this needs to be addressed.

He noted that all students need assistance. Many suffer from fixed mindset; when they fail their first exam they quit their premed major because they aren't trained that failure is part of the process of learning.

The Senate President asked if the external firm to be hired could audit the various detailed policies that negatively impact the diversity of the student body. The CDO noted that this could be part of the process, but that at first they need to identify the external firm to engage.

He made a point of how seriously we need to improve the commuter lounge. He noted that it literally stinks and asked what that says to them? He mentioned the need to increase first generation admissions. He noted that Vassar did this, and that faculty had no raises for a while, and thus these are tough conversations to have. It was pointed out that funds for improving student diversity can come from many sources; that there are multiple areas where diversity project allocations can be drawn from. The CDO clarified that he was by no means pitting the faculty and students against each other.

A senator noted that Fordham makes a significant contribution to our HEOP students, though we could do more. However, he noted, we are currently "buying SAT scores" by offering full scholarships to high-performing students without

financial need. Many of our students have grown up in a completely white environment, and having more students of color serves our students general. That senator also recommended that the CDO speak to the Board of Trustees. The Provost ensured that the CDO would address the Academic Affairs Committee of the Board.

Mr. Zapata concluded by noting "We live in deeply segregated society along race and class and college and universities is usually one of the first time that people meeting others of different class backgrounds, racial backgrounds, geographic backgrounds; international backgrounds and they're going to have stereotypes about each other and you're right, we're going to learn a lot about each other, but when the numbers are so skewed, even under the best of conditions, this is a terrible kind of mental and emotional burden."

8. Report of the Provost – Dr. Stephen

Freedman (Dr. Freedman ceded his time to Mr. Zapata.)

Dr. Freedman's report was to have included the following items:

- a. Negotiations with SEIU
- b. Academic budget preparation
- c. International challenges of students abroad and those coming from abroad
- d. Update on 2U conversations with Faculty Senate Task Force and the Salary and Benefits Sub-Committee on Online Learning
- e. report on community-engaged learning from Associate Vice President, Jonathan Crystal

9. Report from the Salary and Benefits Committee – Senator Clark, S&B Chair:

Senator Clark reported on the following items:

- a. he will be stepping down from Senate and from the Salary and Benefits Committee at the end of this term. He will be on leave and served for many years, and thinks it

appropriate for other faculty members to be involved in university affairs. He clarified that his decision has nothing to do with the recent merit referendum.

- b. that the conversation with the Provost regarding the 2U online learning corporation is ongoing.
- c. regarding medical hardship funds: Senator Clark mentioned that faculty have not been reading the document sent to them regarding medical hardship funds and encourage faculty to read it. The document describes how to submit items for reimbursement. The Senate President noted that a link to that document will be sent out later today (May 16th) from the "senate@fordham.edu" email address, so that faculty will have another reminder to read it.
- d. That he and the Senate President are still negotiating with the Administration regarding the HRA funds and Discovery Benefits accounts. He noted that the conclusion of this negotiation is expected shortly. Senator Clark pointed out that HR needs to make an effort to explain the hardship funds. Thus far a very poor or absent effort. And HR needs to explain and discuss the UHC reimbursement. Specifically, the linking of the FSA (Flexible Spending Accounts) and the HRA (Health Resource Accounts) and the requirement that the FSA be spent first, disadvantages faculty members who contribute pre-tax dollars to their FSAs. This matter is being addressed in upcoming negotiations with the Administration.
- e. Senator Clark concluded by reminding all that Dr. Bunsis from the AAUP will visit Fordham on April 12th from 1-2:30 PM to talk about Fordham's finances. This is an open forum and all are welcome.

A discussion ensued regarding the stacking of the FSA and HRA funds, that currently require that faculty expend all FSA funds before accessing their HRA dollars, and thus are required to meet a much higher level of financial contribution before accessing the hardship fund. The Senate President

shared that this sequential linking of the funds came as a surprise; we were not aware that this was how Discovery Benefits and the HR Department would implement the HRA accounts; we had imagined there would be two separate, free-standing accounts and that you could select which fund you wished to have your medical costs paid from. This issue will be taken up with HR, Discovery Benefits, and the senior Fordham administration as it is obviously inequitable.

10. Senate President's Update on Ongoing Business

Senate President McGee offered the following updates:

Jonathan Crystal has been working on sorting out questions regarding the fellowship semester banking resolution approved by the Senate so that the resolution can proceed to the Trustees for their approval. The most significant question was the look-back period i.e. the start date from which semesters would be counted toward a fellowship. In the original proposal the look-back period was to Fall 2007. This was designed to allow any faculty member who had deferred taking research leaves due to teaching or service responsibility to catch-up or jump start their research in a year-long leave.

Since it has taken a very long time to get this fellowship banking resolution moved through all statutory process, at present a look-back period to 2011 would accomplish the same goal now. The Senate President noted that we can move this forward to the Board if we move the look back period from 2007 to 2011 without a loss in the original design of the proposal.

A question was asked: can those awarded leave next spring, say 2019, have their leave extended to a full year if they have the credits? The Senate President said she was not sure and would inquire. She noted that they would have to apply for a full year's leave.

A motion to change the look-back year from 2007 in the previously approved Fellowship Banking proposal to 2011 in the current proposal was

made by Senator Clark and seconded by Senator McGowan. The motion passed (17 - 0 - 0).

11. New business presented by the Senate President:

a. The faculty of the Graduate School of Religion and Religious Education has written the Senate requesting that they have a dedicated senator (currently their faculty of 8 members vote in the same election as Fordham College Rose Hill). This question needs to be addressed in more detail at an upcoming meeting.

b. SEIU negotiations regarding their representation of Fordham's part-time and full-time non-T&TT faculty are ongoing. Thus far Fordham's faculty (that is, fulltime T&TT faculty as identified in the Statutes) have not been at these negotiations, though many of the SEIU terms intersect with the faculty's rights and responsibilities as noted in the Statutes. For example, the SEIU is asking for representation in the Senate, for first consideration in hires for fulltime faculty lines, and research funding and other considerations. The Senate needs to have a better sense of what is going on in the negotiations. The Senate agreed by acclamation to invite a representative from the SEIU to speak at a meeting before the end of the academic year.

On a motion from Senator Saharia, seconded by Senator Mattson, the Senate voted by acclamation to adjourn at 2:31 pm.

Respectfully submitted by Chris GoGwilt, Secretary, with thanks to Patricio Meneses for taking the minutes.