Faculty Senate Meeting  Summary of Meeting # 450  September 7, 2018

Faculty Senate

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Joseph M. McShane, S.J., Hon. President
Eve Keller, President
Berish Rubin, Vice President
Patrick Hornbeck, Secretary

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Call to Order
Senate President Eve Keller called the meeting to order at 11:38 a.m.

Presentations from the President and Interim Provost
Joseph M. McShane, S.J., and Jonathan Crystal addressed the Senate.

Thanking all who attended the previous day’s memorial service for the late Provost, Stephen Freedman, and offering prayers for those who will soon be celebrating the High Holy Days, Fr. McShane focused his remarks primarily on undergraduate enrollment:

- Over 46,000 applications were received for the incoming undergraduate class; the final size of the class is 2,260, above projections. The average entering SAT score is 1355. California has replaced Connecticut as the third most common home state of the incoming students, behind New York and New Jersey. International student numbers are slightly down this year, due largely to uncertainty in international affairs.

- 38% of the entering class come from traditionally underrepresented groups in U.S. society. This figure includes a 46% increase in the number of African-American students.

- Fr. McShane noted that data on graduate and professional school enrollment are not yet available.

Dr. Crystal also acknowledged Dr. Freedman’s passing, observed that he is eager to continue Dr. Freedman’s work in the role he has assumed as interim provost, and commented on matters pertaining to transitions in academic leadership, updates on issues from the previous academic year, and his office’s goals for the current year:

- In addition to the search for a permanent Provost, the University will be searching this year for a Dean of Fordham College at Lincoln Center and a Dean of Arts and Sciences Faculty/Associate Vice President for Arts and Sciences Education. Both searches will be informed by the recommendations of the ongoing Working Group on reimagining Arts and Sciences. In order to ensure stability in a time of transition within the academic leadership, the search for the Dean of Faculty will happen sooner and will be an internal search, with a committee soon to be constituted. The search for the Dean of Fordham College at Lincoln Center will begin in mid- to late October.

- Dr. Crystal noted that much progress has been made with regard to online learning and, particularly, the University’s partnership with 2U. He thanked the Senate subcommittee responsible for working out many of the details related to faculty participation. He reiterated that policies being developed at the present time will be viewed as transitional and will not necessarily constitute precedent.
• Dr. Crystal also praised the agreement that the University has reached with the Service Employees International Union, noting that it will involve a series of changes in how the University conducts its business. He indicated that training sessions are being organized for academic leaders such as deans and chairs. There is a possibility that information sessions will be held for the faculty at large.

• With regard to his goals, Dr. Crystal said that the Provost’s Office is looking forward this year to advancing all of the University’s CUSP priorities. He commented on initiatives to support teaching, developing academic programs (especially cross-disciplinary and cross-school programs for which budgetary infrastructures need to be clarified), and enhancing research. In the last area, Dr. Crystal indicated that he is hoping to set as a major priority for the year the development of faculty research policies that reward research effectiveness and also preserve Fordham’s commitment to teaching. He hopes to engage the revitalized Faculty Development Committee in these conversations.

Discussion with Witt-Kieffer (Executive Search Firm)
Jean Dowdall, representing the firm that the University has hired to manage the search for Fordham’s next Provost, joined the meeting. Dr. Dowdall described her firm’s extensive experience in managing searches for higher education leadership positions, including previous searches at Fordham. She outlined the stages of the search for a new Provost:

• Representatives from Witt-Kieffer have been on campus a number of times already and will be returning to Fordham for forums with faculty members, administrators, and students. These forums allow the firm to learn about Fordham and the Provost’s role.

• After input from the community is received and synthesized, Witt-Kieffer will begin to recruit candidates through advertisements, targeted emails, and telephone calls.

• Members of the search committee appointed by the President will have the opportunity to review all applications; a first round of some eight to twelve candidates will participate in preliminary interviews, followed by a second round of three to five candidates who will participate in much more extensive campus visits.

• The search committee has been charged to present the President with an unranked slate of three candidates. The President will then select the next Provost, if not by the end of December, then by January.

• Along the way, Witt-Kieffer will conduct extensive reference checks.

Senators asked questions about the need to ensure a diverse pool of candidates, about the nature of the interviews, and about the role of the Provost. At 12:41 p.m., the Senate agreed by acclamation to go into executive session to continue the conversation with Dr. Dowdall. The Senate emerged from executive session at 1:16 p.m.

Introductions
Senators introduced themselves to one another, and Senate President Keller led a discussion about the role of the Senate in Fordham’s governance structure.

Approval of Minutes and Committee Membership
The Senate approved the minutes of the meetings of April 27 and May 7. The Senate also approved a slate of nominees for Board of Trustees, University, and Senate Committees recommended by the Senate President and Executive Committee.

Announcements and Updates
Senate President Keller led a wide-ranging discussion on a variety of matters, including:
• **Student Journalists:** The Senate agreed to a slight change in the agreement student journalists who attend Senate meetings are asked to sign.

• **Fordham Prep Benefits:** Senate President Keller announced that Elaine Crosson, Fordham’s general counsel, had confirmed in writing that the partial tuition benefits faculty enjoy at Fordham Preparatory School will be maintained.

• **Statutory Changes:** Senate President Keller indicated that in collaboration with the President and other University officers, the Statutes have been updated to reflect recent changes to the Faculty Fellowship and Phased Retirement policies. Other changes approved by the Senate, with regard to the Student Life and Online Learning Committees, await approval by the President and Board.

• **Human Resources:** Senate President Keller announced that Kay Turner, the Vice President for Human Resources, has agreed to appoint a member of her office as a liaison to the Senate and its committees. Human Resources and Senate leaders have discussed and come to agreement about the $250,000 medical assistance fund that will support faculty whose healthcare costs have increased above a certain threshold as a result of the changes to faculty health insurance that followed the May 2017 salary and benefits agreement. Human Resources will hold information sessions September 18 and 25.

• **2U Agreement:** Thanks to the exceptional work of Senator Haim Mozes, who has been chairing the Salary and Benefits subcommittee on online learning, and his collaboration with the Interim Provost, Senate President Keller announced that an agreement has been reached with the Provost’s Office with regard to an addendum regarding intellectual property rights to the contracts that faculty teaching in 2U programs have signed. The Senate applauded Senator Mozes’s efforts. Senate President Keller praised this work as a paradigm for collaboration between faculty and administrators.

• **Communications Strategy:** To help the Senate in its task of representing the faculty as best it can, Senate President Keller proposed, and the Senate concurred, that the Senate’s “action minutes” and “official minutes” be streamlined.

• **Topics for Future Meetings:** Senate President Keller announced that the Senate Executive Committee has suggested devoting approximately an hour at each Senate meeting this year to a substantive issue. The topic for the October meeting will be research; the topic for November will be diversity.

• **Search for Dean of Arts and Sciences Faculty:** Several Senators expressed concern about the decision to conduct an internal search for the position of Dean of Arts and Sciences Faculty. Senators discussed the possible advantages of an external search and the rationale for an internal search given the University’s current context.

• **Exactis Breach:** Senator Sen reported that a number of faculty members who had received an email from Fordham IT regarding a data breach at the marketing firm Exactis and its possible effect on the security of personal information had expressed concern. Fordham IT has clarified that “Fordham University has no relationship at all with Exactis, and Fordham folks are amongst 340 million or so other people caught up in their breach. No data was sold to Exactis and no Fordham-specific data was leaked.”

The Senate adjourned at 2:38 p.m.