



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

Presentation from the President

Joseph M. McShane, S.J., addressed the Senate, commenting on the following topics:

- *Searches:* Campus visits with five finalists for Provost are underway, with a decision expected by mid-January. Eva Badowska has been appointed Dean of Arts and Sciences Faculty, and Melissa Labonte will serve as interim dean of the Graduate School of Arts and Sciences. The search for the next dean of Fordham College at Lincoln Center is about to accelerate.
- *Task Forces:* Fr. McShane expects to publish by February an action plan in response to reports of the task forces on transfer admission and retention. The University continues to implement the Diversity Action Plan. A *U.S. News* working group is taking steps to ensure Fordham's competitiveness in rankings. The Budget Task Force continues its work.
- Early admissions applications, test scores, and students from underrepresented groups are all up.
- \$150 million of the \$175 million goal of the financial aid campaign has been raised.
- Under a new agreement that has been concluded with Fordham Prep, Fordham University faculty/staff benefits remain in place.

Presentation from the Interim Provost

Jonathan M. Crystal addressed the Senate. He announced that the first meeting of the Faculty Development Committee has taken place, and the committee has been charged to present recommendations on faculty workload by early spring. He also commented on matters related to retention and transfer students. Senators discussed with Dr. Crystal the need for improvement in undergraduate core advising, outstanding issues regarding the implementation of the SEIU contract, and processes for handling complaints against faculty.

Key Conversation: Faculty Composition Over Time

Dr. Crystal and Benjamin Crooker, Associate Vice President for Academic Affairs, gave their annual report about the composition of the faculty and instructional staff. (See attachments.) Highlights included:

- Overall, the number of tenured/tenure-track faculty has declined, while the number of full-time, non-tenure-track instructors has increased. This is due to factors including the recent enhancement of the phased retirement program and recent failed searches. Dr. Crystal committed to replacing colleagues who are soon to complete phased retirement with tenure-track faculty.
- The number of undergraduate students at the University has increased substantially over the past decade. Higher percentages of course sections are being taught by part-time and full-time non-tenure-track instructors. Dr. Crystal noted that there are tradeoffs between Fordham's aspirations in the area of research and its long-term commitment to having students learn from tenured/tenure-track faculty.
- Senators noted that increases in numbers of students and non-tenure-track faculty have not been accompanied by enhancements in facilities. Administrators, too, are concerned about the strain that more students places on instruction and functions like mental health services and housing.

Procedural Matters, Announcements, and University Tenure Review Committee Election

The Senate approved the minutes of the meeting of November 9, 2018. Senate President Keller announced that the Salary and Benefits Committee is working with Human Resources to improve the documentation provided to retirees. She announced that the University has formed a workplace conduct committee that includes two Senators. The Senate elected Dana Alonzo (Graduate School of Social Service), David Myers (History), and Nina Rowe (Art History and Music) to the University Tenure Review Committee.

Student Journalist Presentation

Colin Sheeley, the editor-in-chief of *The Observer*, and Aislinn Keely, the incoming editor-in-chief of *The Fordham Ram*, requested changes to the Senate's agreement with student journalists. Following a robust discussion, the Senate agreed to continue its deliberations at the January meeting.

Tribute: On behalf of all Senators, Senate President Keller expressed gratitude to Juliana Krammer, the Senate's indefatigable Senior Executive Secretary.