



# FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

## ***Call to Order***

Senate President Eve Keller called the meeting to order at 11:39 a.m.

## ***Presentation from the President***

Joseph M. McShane, S.J., addressed the Senate. He remembered the victims of the recent shootings in Pittsburgh, at the Tree of Life synagogue, and in Thousand Oaks, California. He described the implications of the midterm elections at both federal and state levels. Fr. McShane then reported:

- *Admissions and Enrollment:* Applications for undergraduate early action and early decision admission are up. Test scores have also increased, as have the percentages of applicants from underrepresented groups. Open House attendance was slightly down, especially at Rose Hill.
- *London Centre:* The University recently dedicated the London Centre in the borough of Clerkenwell, which hosts London programs for business and arts and sciences undergraduates, plus the London Dramatic Academy. Several graduate and professional schools are exploring options in London. Responding to questions, Fr. McShane said that he hopes that Fordham will develop additional study abroad programs, including options combining more than one location.
- *Diversity:* Fr. McShane noted that Fordham will again host New York's only diversity college fair. The event features 56 private institutions and welcomes more than 1,000 students.

## ***Presentation from the Interim Provost***

Dr. Jonathan Crystal addressed the Senate. He discussed these topics:

- *Faculty Workload:* Dr. Crystal thanked Senators for their constructive input during the October meeting. He is continuing conversations about faculty workload, will soon charge the Faculty Development Committee, and will address faculty composition at the December meeting. Responding to questions, Dr. Crystal said that he hopes to pilot faculty workload programs in the near future. It is important to address workload as a whole, not just teaching load.
- *Reimagining Arts and Sciences:* The report of the Arts and Sciences Working Group arrived October 20, containing recommendations about leadership and governance, culture and community, policies and procedures, and interdisciplinary programs. Dr. Crystal thanked the members of the Working Group for their input and will respond by the mid-January deadline.
- *Arts and Sciences Leadership:* Dr. Crystal has convened a search committee for the next dean of Fordham College at Lincoln Center. In addition, Dr. Crystal will soon formally announce that he has appointed Dr. Eva Badowska as Dean of Arts and Sciences Faculty and Associate Vice President for Arts and Sciences, as of January 1. With both the search committee and the Reimagining report recommending that the Dean of Faculty position be separated from that of Dean of the Graduate School of Arts and Sciences, Dr. Badowska will be stepping down from the latter role, and Dr. Melissa Labonte will become interim dean of GSAS. A search will take place in fall 2019.
- *Retention and Transfer Students:* Dr. Crystal has been meeting with undergraduate deans and others to talk about initiatives to enhance retention and attract transfer students.

## ***Update from Witt/Kieffer***

Jean Dowdall, representing the executive search firm Witt/Kieffer, addressed the Senate. She reported on the progress of the search for a new Provost. The process began with extensive listening efforts, which informed the development of a Leadership Profile. In keeping with that document, as Dr. Dowdall and her team read the nearly 80 applications that have been submitted, they looked for a leader who grasped

Fordham's complexity, who deeply understood and is prepared to promote the University's Catholic and Jesuit character, and who demonstrated a commitment to diversity. The search committee had access to all applications but focused primarily on the top third of the pool. In a meeting earlier in the week, the committee identified a number of candidates for preliminary interviews; most of them are or have been provosts, associate provosts, deans, associate deans, or directors of large programs, many at Jesuit institutions. Following preliminary interviews and reference checks, the committee will meet more extensively with a subset of candidates and will make recommendations to Fr. McShane. Dr. Dowdall expects Fr. McShane to make his decision in January or early February.

Responding to a Senator's question, Dr. Dowdall said that candidates were attracted to Fordham for various reasons, including our excellence in teaching and research, our Jesuit and Catholic character. Some had learned about the recent vote of no confidence and had asked about the long-term health of the relationship between the faculty and administration.

### ***Key Conversation: Diversity across Fordham***

Senate President Keller introduced the meeting's key conversation. She invited brief presentations from colleagues representing four schools and colleges as well as from the Chief Diversity Officer and the Assistant Vice President for Student Affairs for Diversity and Inclusion. She explained that the goal of the conversation was to inform the community about efforts across the University to foster a culture of diversity.

- *Rafael Zapata (Chief Diversity Officer)* spoke about the work he has undertaken since arriving in January 2018. His focus is on building capacity through structures, policies, and practices, since all members of the University are responsible for developing an affirmative climate for everyone.
- *Jane Bolgatz (Graduate School of Education)* described work to advance diversity and inclusion in GSE, including specific initiatives with regard to curriculum development, advocacy and support for students, admissions, standards for student achievement (which in turn inform learning objectives and pedagogy), and faculty recruitment.
- *Sarah Zimmerman (Arts and Sciences)* represented a task force of faculty that submitted a report and recommendations to the Senate in 2015. She noted that while many of the committee's recommendations remain outstanding, some had been implemented, such as the appointment of a Chief Diversity Officer.
- *Juan Carlos Matos (Student Affairs)* described diversity and inclusion initiatives in his area, especially two network programs (the LGBT and Ally Network of Support and the Racial Solidarity Network). He also mentioned dialogue programs, cultural celebrations, and the incorporation of multicultural competencies into training sessions for student leaders.
- *Falguni Sen (Gabelli School of Business)* mentioned developments in Business, including programs focused on implicit bias, the inclusion of diversity material in the "Ground Floor" course for first-year undergraduates, and the development of affinity groups.
- *Nitza Escalera (School of Law)* spoke about the place of diversity and inclusion in the Law School's strategic plan. A faculty committee on diversity has worked on issues related to pedagogy; implicit bias is now addressed in orientation programs; there are affinity groups within the alumni association; and the school is hoping to build pipeline programs.

The ensuing discussion included the following points:

- Recent months have reminded us that the national political climate can affect students' experience. Senators encouraged the University to begin planning for the 2020 election season, perhaps with the help of Mission Integration and Planning. Several presenters discussed

initiatives to help colleagues facilitate difficult conversations; others mentioned the need to respond when members of the University are under attack.

- The report of the First-Year Experience task force has called for a new for-credit class to be taken by all undergraduates, with diversity as a primary focus. The hope is to pilot the program in fall 2019. However, logistical issues remain, including scheduling, the identification of instructors, and the development of a common syllabus. Work is underway among the undergraduate deans, Student Affairs, and Mission Integration and Planning. The FCRH, FCLC, and Gabelli college councils would need to approve any changes to the curriculum.
- Diversity is often discussed in moral and ethical terms, but in a university, there is also an intellectual and pedagogy necessity for diversity. Continued progress will require structural interventions. To recruit diverse pools of candidates, faculty searches may need to be authorized earlier, and search committees will need to be prepared to consider diverse candidates.
- Several colleagues requested that the University analyze the attainment gap between white students and students of color and first-generation college students. It was also noted that any gap in faculty outcomes should be considered as well, with particular attention to the reasons diverse faculty stay at Fordham. Rafael Zapata indicated that this work would soon begin.

### ***Approval of Minutes***

The Senate approved the minutes of the meeting of October 12.

### ***Announcements and Updates***

- *December Meeting:* The key topic for the next meeting of the Senate will be faculty composition at Fordham over the past decade. In addition, there will be a presentation by student journalists who object to the Senate's proposed Student Journalist Agreement.
- *Medical Assistance Fund:* A streamlined procedure has been established for faculty to receive reimbursements from the Medical Assistance Fund established in the 2017 salary and benefits agreement between the Senate and the University. Senate President Keller thanked Senator Mozes, as chair of the Salary and Benefits Committee, for working with Human Resources and Finance to develop a process that will eliminate the need for most faculty to apply. The newly agreed upon policies are undergoing final review by Legal Counsel and will soon be announced formally by Human Resources.

The Senate adjourned at 2:27 p.m.