



# FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

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

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

- *Transfer and Retention Task Forces*: These task force reports will be released by the end of the year. Fr. McShane thanked these groups and signaled the importance of their work.
- *Enrollment Data*: Out of more than 47,700 applications for undergraduate admission, the University is seeking a class of some 2,240 first-year students. The number of enrolled students is up 4% over last year. The class is more diverse racially, geographically, and academically.
- *Strategic Initiatives Fund*: Fr. McShane shared a list of strategic initiatives that are being recommended for funding. He indicated that proposals being deferred at this point are worthy of support, and he discussed improvements to the process for soliciting and developing proposals.

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

Jonathan M. Crystal addressed the Senate. He introduced and thanked James McCartin, who has been serving this semester as Acting Associate Vice President for Academic Affairs and Associate Chief Academic Officer. Dr. Crystal reported on the Continuous University Strategic Planning (CUSP) process. CUSP has begun to hone in on specific initiatives building on the University's Strategic Framework, including a team-based, interconnected student experience; revisions to curricula to be more interdisciplinary, collaborative, inclusive, project-based, and oriented toward discernment; an institute for student-centered pedagogy; a focus on student-faculty research; Fordham's role as a Bronx anchor institution; and broader engagement with NYC. Finally, Dr. Crystal provided an update about the proposed first-year experience course. Given the pedagogical and logistical challenges involved, a prototype program will begin in fall 2019, followed by a fuller pilot.

## ***Senate Library Committee: Report and Discussion***

Prof. Maryanne Kowaleski, as chair of the Senate's Library Committee, presented the committee's report. As libraries make a digital turn, Fordham's libraries are less-well funded than those of other research universities; librarians here also serve more students per capita. The library has difficulty in retaining outstanding staff and struggles in providing for professional development. After discussion, Senate President Keller proposed that a working group be formed of administrators, library staff, and faculty to study holistically the needs of faculty, students, and librarians. Dr. Crystal concurred and agreed to meet with Prof. Kowaleski to begin the work.

## ***Key Conversation: Workload Assessment***

Senate President Keller introduced Drs. Crystal and McCartin for the meeting's key conversation. Dr. McCartin surveyed the history of discussions about faculty workload. He articulated three guiding principles: adjustments should be revenue-positive, -neutral, or close to -neutral; instruction of the highest quality should be maintained; and there should not be a hierarchy between teaching and research faculty. He presented five current possibilities, noting the advantages and disadvantages of each, and solicited the Senate's feedback:

- Offer faculty the choice between a 3-2 load with eligibility for Faculty Fellowship every eight semesters, and a 2-2 load with fellowship eligibility every ten semesters;
- Permit course banking, so that a faculty person teaches an average number of courses per year but has flexibility as to the number of courses that s/he teaches in any given semester;
- Give departments/areas discretion to assign a total number of sections per year to tenured/tenure-track faculty and permit chairs to assign course loads differentially to individual colleagues;
- Reduce course loads for research-active faculty by incentivizing excellent teachers to assume a 3-3 load for enhanced compensation; adjust merit norms accordingly; or
- Reduce the standard teaching load to 3-2-2-2 (i.e., nine courses every two years).

Senators applauded Drs. Crystal and McCartin for their concrete, flexibility-minded work on this issue.

***Procedural Matters and Announcements:*** The Senate approved the minutes of the meeting of March 8, 2019. The Senate also approved a slate of nominees to be recommended to the President for membership on the University Research Council. Senate President Keller announced that the Chief Financial Officer has made a commitment to revitalize the Budget Planning Committee, so that it will meet regularly throughout the year to fulfill its statutory function. Several surveys and election ballots will be forthcoming from the Senate office. Notifications of Medical Assistance Fund payments are being mailed April 12.