



# FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

## Summary of Meeting • October 4, 2019

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

In the absence of Joseph M. McShane, S.J., who was attending a funeral for a Fordham alumnus who died in the line of duty as an officer of the New York Police Department, Dennis C. Jacobs addressed the Senate.

- *NACAC Ethics Code Changes:* At the urging of the Department of Justice, the national association for college admissions professionals has recently made changes to its code of ethics. The changes are likely to create an environment of unregulated competition, something that worries many institutions.
- *Town Halls:* Dr. Jacobs has been meeting with numerous groups of faculty and has other town hall events lined up in the near future. Topics that have arisen have included Fordham's commitment to research, the tensions of the teaching-scholar model, formation and professional development for faculty, national and international partnerships, and inefficiencies in institutional structures and processes.
- *Research Consortia:* New consortia on global studies and disability studies have been founded.
- *Board of Trustees Meeting:* Dr. Jacobs praised Senate President Keller's address at the recent meeting of the Board, in which she drew attention to faculty members' generosity in offering their time and expertise to promote student-centered learning.
- *GSAS Dean Search:* The search for the next dean of the Graduate School of Arts and Sciences is underway, and the University has retained the consulting firm Witt/Kieffer. Dr. Jacobs described the search process and responded to questions about the tenure process for new administrators.
- *Provost's Office Review:* Dr. Jacobs has commissioned a review of the functions of his office, to ensure that they are aligned to support the University's academic mission. He will report to the Senate any decisions that emerge from the review.

### ***Key Conversation: Continuous University Strategic Planning (CUSP)***

Senate President Keller introduced Dr. Jacobs and Senator Hornbeck, as co-chairs of the CUSP Committee.

- Dr. Jacobs summarized three time-frames in which Fordham is undertaking planning and implementation. First, some ten strategic initiatives received funding last year and are currently in the process of implementation. Second, the CUSP Committee has commissioned six teams, each co-led by a CUSP member and a non-CUSP member, to refine sets of initiatives for implementation over the next one to three years. A third phase of planning, looking approximately a decade into the future, will begin in the spring. Senator Hornbeck described the charge to the teams, which will bring recommendations to the CUSP Committee in late October, and shared the document from which the teams have been working.
- In discussion, Senators noted the substantial overlap between several of the sets of initiatives and asked that efforts be made to ensure that work is not being duplicated. Given the short time frame before the December meeting of the Board of Trustees, some teams are focusing on the structures that will enable initiatives to succeed. Senators observed that several initiatives push the University to go beyond present ways of operating. Concerns were raised about how to ensure faculty participation, how the initiatives will be paid for, how to ensure that the generosity of the faculty is not exploited, and how to ensure that faculty have the training and resources, including time, to take part in new initiatives. Dr. Jacobs and Senator Hornbeck said that they would convey this feedback to the CUSP Committee and teams.

### ***Update on Diversity***

Senate President Keller introduced Rafael Zapata, the Chief Diversity Officer, who provided an update on the work of his office during the past year. The Diversity, Equity, and Inclusion Council has gathered and analyzed significant amounts of data and has begun to identify the structures, policies, and practices that may be creating disparities or otherwise hindering members of the University community in their work. In a robust conversation, Senators asked about differentials in career development for men and women faculty, retention, students' experiences of feeling unwelcome, the extent to which students experience being stereotyped inside and outside the classroom, and feedback that might help faculty understand how students are perceiving them. Several Senators expressed appreciation for a draft "Chosen Name Policy" that would enable members of the University community to indicate by which name they wish to be known.

***Procedural Matters and Announcements:*** The Senate approved the minutes of the meeting held on September 6, 2019. Senate President Keller solicited ideas for new business at future meetings of the Senate.