



**FORDHAM UNIVERSITY**  
THE JESUIT UNIVERSITY OF NEW YORK

**Faculty Senate**

Joseph M. McShane, S.J., Hon. President	Gregory Acevedo	Margo Jackson	Aditya Saharia
John Drummond, President	Andrew Albin	Judith Jones	Falguni Sen
Dana Alonzo, Vice President	Ida Bastiaens	Mark Mattson	Henry Schwalbenberg
Francesca Parmeggiani, Secretary	Thomas Beaudoin	Matthew McGowan	Grace Shen
	Jeffrey Colon	Alesia Moldavan	Grace M. Vernon
	Stephen Grimm	Haim Mozes	Ian Weinstein
	Ralf Hepp	Giorgio Pini	
	Amir Idris	Berish Rubin	

**Present:** Senate President Drummond; Senators Acevedo, Albin, Alonzo, Bastiaens, Beaudoin, Colon, Grimm, Hepp, Idris, Jackson, Jones, Mattson, Moldavan, Mozes, Parmeggiani, Pini, Rubin, Saharia, Schwalbenberg, Sen, Shen, Vernon, Weinstein

**Excused:** Senator McGowan

**Guests:** Dr. Dennis Jacobs, Provost and Senior Vice President for Academic Affairs; Dr. Jonathan Crystal, Vice Provost; Mr. John Carroll, Interim Associate Vice President for Administration

Call to Order

At 11:30 a.m. Senate President Drummond called the meeting to order.

Invocation

Senator Saharia delivered the invocation.

President's Report and Q&A

Fr. McShane's remarks addressed the following topics: admissions and Covid-19.

*Admissions* – Fr. McShane shared his calendar of recent and upcoming trips for fundraising, alumni networking and student recruitment: he has returned from California, and he is preparing to go to Texas, Florida, Arizona and back to California. Data on current application numbers is overall good even though numbers are not as strong as two years ago at this time. Some highlights: FCRH numbers are up, FCLC down, Gabelli on both campuses robust; applications from Connecticut are down, but those from Massachusetts, Ohio, California and Texas are up; international applications are up. As regards diversity, the number of applications of Hispanic, Asian and Black students is up; this admissions cycle appears to confirm a national trend, with a larger number of female students' applications. Numbers are still fluctuating but the current enrollment trends look positive, also when considered against the corresponding numbers in comparable schools and Jesuit institutions. While enrollments from early application and early decision applicants are slightly down compared to last year at this time, recruitment efforts will continue. The next benchmark will be in mid-May. Fr. McShane confirmed that the target enrollment number this year is 2400. He also stressed that the University is committed to ensuring proper academic and residential coverage to all students and cannot accommodate a first-year class as large as this past year. In response to Senators' inquiries, Fr. McShane noted the persisting fluctuation between FCLC and FCRH due in part to targeted messaging in the past, the need to find a balance in the context of the intense competition for students in the Northeast, and the University's effort to establish a national strategy. He also underlined that the situation is still fluid considering local, regional and national

enrollment trends. Fr. McShane added that the appeal of New York City is a strong motivator for California students to apply to Fordham, and that the University is monitoring the lag in the number of applications from students from China (probably due to the pandemic and the current geopolitical situation).

*Covid-19* – Fr. McShane reiterated the University’s commitment to a school that is as Covid-free as it possibly can be. To this end, Fordham has adopted a booster mandate for all students, faculty and staff, and re-entry testing. Testing will continue throughout the semester. Booster shots are rising among students. He has requested data from Health Services broken down by campuses and schools, which he will review and share when it becomes available. In response to a Senator’s question, Fr. McShane indicated that inquiries about student booster exemptions for religious reasons and related protocols should be directed to Jeff Gray, Senior Vice President for Student Affairs. Senators also inquired about students in isolation and severe cases. The President responded that a small number of students are currently in isolation and that 100 beds are available on each campus for isolation; since the beginning of the pandemic, very few cases were so severe as to require hospitalization.

Prompted by a Senator’s question on Fordham’s support for the people affected by the fire of January 9 in the Bronx and the need for more effective messaging on the aid protocols of the University, Fr. McShane responded that while the University has not communicated effectively with the Fordham community, it has nevertheless maintained communication with City and Borough officials and partnered with local charities to provide help (e.g., money for housing, and toiletries and incidentals).

#### Provost’s Report and Q&A

Dr. Jacobs’ remarks addressed the following topics: GSAS, Covid-19 and admissions.

*GSAS* – Dr. Jacobs began his remarks by remembering Dr. Tyler Stovall, distinguished historian and Dean of the Graduate School of Arts & Sciences since 2020, who died unexpectedly on December 10, 2021. His family visited campus and spoke with members of the Fordham community. A campus memorial service is in preparation. The date will be communicated. Dr. Jacobs has appointed Dr. Patrick Hornbeck as Interim Dean of GSAS. Dr. Hornbeck and the new Interim Associate Dean, Dr. Sara Lehman, are at work to ensure continuity and a smooth transition. Dr. Jacobs has also authorized an expedited national search by reconvening the search committee of two years ago, with the exception of members currently on Faculty Fellowship.

*Covid-19* – Dr. Jacobs continued his presentation by reviewing data on Covid infection rates. New York City appears to be following patterns observed in South Africa and England. Based on data from the New York City Department of Health, the Bronx also seems to be following the same pattern. Based on these data, it would seem that the Omicron surge has peaked and we are now coming out of it. Students who tested positive prior to returning to Fordham have been asked to recover at home rather than return to campus. As of today, 94 cases have been reported since January 9 – all reportedly mild to moderate cases. Three hundred and thirty students began their semester in London last week; 14 students are currently in isolation. The University continues to follow CDC and NYS and NYC Departments of Health guidance. CDC has recently revised its recommendations on booster shots, which can now be received at least 5 months after completing an mRNA COVID-19 vaccination series (and at least after 2 months after the Johnson & Johnson vaccination), and isolation protocols, including a shortened isolation period. While complying with all these recommendations, Fordham is additionally requiring a negative antigen test from those individuals who are recovering from Covid in isolation prior to their return to campus. As of last Friday, the New York State Department of Health has also updated its quarantine and isolation guidance, which has implications for our community. Vaccinated individuals who have been

exposed to Covid but have not received a booster shot despite being eligible must quarantine. Senators inquired about loosening mitigation protocols in the future. Dr. Jacobs responded that the University has adopted a multi-layered system, which allows for lifting some measures should conditions continue to improve. For example, the closing of the fitness center and the prohibition of on-campus events with food and drinks that the University has implemented in response to the Omicron surge and to ensure a safe beginning of the semester could be revisited if conditions were to improve. But we are not there yet. Dr. Jacobs assured one Senator that mask wearing, which is one of the strongest protection and mitigation measures against Covid, will continue to be required for the foreseeable future.

*Admissions* – Dr. Jacobs concentrated his remarks on graduate admissions. He noted that graduate and professional schools follow a different calendar. For this reason, admissions data are still limited. However, based on current information on Spring 2022 retention and attrition, credit hours across all schools and programs (graduate and professional; in-person, online and hybrid) are currently forecasted to be 1.7% behind target (~\$2.5 million less than the anticipated net revenue of \$183 million for FY 2022).

### Contact Tracing

Mr. Carroll reviewed the 18-point tracing process and procedures, from information collection and sharing to individual case logging and notification to the health authorities. It is a complex and lengthy process, key to ensuring the safety of academic spaces for faculty and students, and which Public Safety carries out daily, from 8am to 10pm. In response to Senators' questions, Mr. Carroll confirmed that seating charts, photographs or the like to document students' and instructors' locations in the classroom continue to be of great help for contact tracing, and that when individuals who test positive notify Vital Check, this communicates directly with the University. He also indicated that students are notified by Vital Check and Health Services on their status and conditions. Mr. Carroll agreed with the need for clear and streamlined information. To address the difficulty of multiple sources of notification to instructors, his office is currently working with the different schools to identify one person in each school who will serve as that school's sole liaison. One Senator noted that an increasing number of students are using the time elapsing between possible exposure to Covid and the test result as an excuse to miss class, and inquired whether instructors could receive information about students who claim they have been exposed. Mr. Carroll indicated that information is confidential and the University cannot share it, but added that if a student is vaccinated and boosted, there is no reason for this student not to attend class while waiting for the test result, monitoring their health and wearing a mask.

### Report of the Budget Planning Committee

The Senate continued discussion of the report of the Budget Planning Committee and passed the following resolution (24-0-0):

*Whereas, the duties and responsibilities of The Budget Planning Committee are detailed in Article Three, Chapter 9 of the University Statutes and Section 9.01 §3-09.01 of the University Statutes, The Responsibility of the Budget Planning Committee, requires, inter alia, that the Budget Planning Committee assist “the President of the University in the formulation of the University’s annual budget” and “suggest expenditure, objectives, revenue measures, fiscal parameters and guidelines for the preparation of the annual budget” and requires that these suggestions inform the development of “the planning budget for presentation to the President of the University” [emphasis added]; and*

*1) The Senate finds that faculty representatives to the Budget Planning Committee have not been included in the process of formulation and development, as required by §3-09.01a, or*

*the process of review and confirmation for the final University budget, as required by §3-09.01c; and,*

*2) The Senate finds that the faculty representatives of the Budget Planning Committee have not been “apprised of any significant changes in the current budget and fiscal outlook” after submission of the final budget to the Board of Trustees, as required by §3-09.01c; and,*

*3) The Senate finds that the faculty representatives to the Budget Planning Committee have not been allowed to “meet periodically” with other members of the Committee; and,*

*4) The Senate finds that the faculty representatives of the Budget Planning Committee have made timely and specific requests for the information necessary to meet their obligations under the statute, but they have not received timely or complete information.*

***Therefore, after deliberation and due consideration, The Senate concludes that these violations of the University Statutes have prevented the faculty representatives of the Budget Planning Committee from fulfilling their statutory duties to the University and urges the University Administration to comply with these requirements of University Statutes; and,***

*After further deliberation and due consideration, The Senate concludes that these violations of the University Statutes also significantly compromise the Faculty’s ability to meet its “primary responsibility for such fundamental areas as curriculum, subject matter and method of instruction, research, faculty status and those aspects of student life which relate to the educational process,” as is required by University Statute §4-01.02. By not involving faculty representatives to the Budget Planning Committee in decisions involving capital expenditures, financial aid, etc., the University has stymied the Faculty’s ability to act within its sphere and violated the norms of shared governance which are at the heart of our University.*

***Therefore, The Faculty Senate calls upon the President of the University to direct the Vice President for Finance to comply with both the letter and spirit of University Statute §3-09.01, as well as other relevant University Statutes and participate in the collaborative process the Statutes require and which best expresses and fulfills our shared mission.***

Senate President Drummond will request from the Chief Financial Officer and Treasurer that once approved by the Board of Trustees in April, the yearly budget be posted online and made easily and promptly accessible to the entire faculty.

#### Report of the Committee on Student Experience

Senator Jones reported that the Committee has completed a data analysis of the concerns that students expressed on social media in the summer of 2020 on racially-biased behaviors by members of the faculty; results of this data square with concerns shared by students in 2012 and 2016 in terms of the types of things that sometimes happen in classrooms. All identifying information was removed from the data considered. The Committee is finalizing a document with practical advice on what to do or not do in the classroom to help prevent recurrence of similar behaviors and students’ distress. Aiming at promoting a cultural change, this document should also serve as a foundation for further discussion and implementation at the program and department levels. One Senator noted that existing committees that are addressing similar questions at the department or program level could be helpful partners. Senator Jones welcomes any relevant information and contacts to ensure wide circulation.

### Faculty Input on “Laudato si” Action Plan

Fordham has recently become part of a group of institutions which are collaborating with the Vatican to establish a shared platform for community action on several issues, from sustainability and the environment to economic and ecological justice to education. As a member of the Fordham committee, Senator Jones is encouraging faculty to send her information on current initiatives, existing course syllabi, existing resources and the like, that would help the committee map out what Fordham is already doing, the directions it might take and the challenges it needs to confront, and shape a vision for the University. In response to a Senator’s question about whether there is or will be an integrated administrative structure for pursuing the vision developed by the “Laudato Si” Committee, Senator Jones reported that this remains to be worked out. The initiative for Fordham originated in Mission Integration and Planning, working with other administrative offices. The eventual impact on the institution at a deep structural level should be guaranteed by administrative organization and protocols, and groups like CUSP should certainly be included in any planning.

### Approval of Minutes

The Senate approved two sets of minutes: the minutes of the meeting of December 3, 2021 (21-0-3) and the minutes of the special meeting of January 14, 2022 (23-0-1).

### New Business

One Senator relayed the concerns of some colleagues about the lack of clear communication and response from Human Resources when they inquired about the suspension of their voluntary contributions to the retirement plan. Faculty are urged to contact Nancy Hark, Esq., Senior Director of Human Resources Policy and Practice, who also serves as HR liaison to the faculty, and cc: Kay Turner, Esq., Vice President for Human Resources.

One Senator inquired whether emeritus/a faculty who are on the Retiree Medical Plan are barred from receiving compensation of any kind from the University. Senate President Drummond and Salary & Benefits will look into this matter.

This Senator also shared concerns about patterns of bias and harassment from Public Safety toward graduate students of color, particularly women of color, citing a series of incidents occurring during the Fall 2021 semester at the Rose Hill library. One Senator emphasized the need for immediate action in response to these disturbing occurrences. The Senate will remain vigilant in the weeks to come.

Senate President Drummond noted planning for a schedule change of the Senate’s last meeting in April. This meeting would be moved to May and followed immediately by the organizational meeting of the new Senate. A reception for old and new Senators (including those who rotated out of the Senate in 2020 and 2021) would follow.

At 2:11 p.m., the Senate unanimously approved a seconded motion to enter executive session. During the executive session, the Senate discussed health benefits.

The Senate exited executive session and adjourned by unanimous consent at 2:30 p.m.

Respectfully submitted by Francesca Parmeggiani, Secretary