



**FORDHAM UNIVERSITY**

THE JESUIT UNIVERSITY OF NEW YORK

**Faculty Senate**

Joseph M. McShane, S.J., Hon. President

John Drummond, President

Dana Alonzo, Vice President

Francesca Parmeggiani, Secretary

Gregory Acevedo

Andrew Albin

Ida Bastiaens

Thomas Beaudoin

Jeffrey Colon

Stephen Grimm

Ralf Hepp

Amir Idris

Margo Jackson

Judith Jones

Mark Mattson

Matthew McGowan

Alesia Moldavan

Haim Mozes

Giorgio Pini

Berish Rubin

Aditya Saharia

Falguni Sen

Henry Schwalbenberg

Grace Shen

Grace M. Vernon

Ian Weinstein

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

**Excused:** Senators McGowan, Sen, Schwalbenberg

**Guests:** Dr. Dennis Jacobs, Provost and Senior Vice President for Academic Affairs; Dr. Jonathan Crystal, Vice Provost

**Call to Order**

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

**Invocation**

Senator Weinstein delivered the invocation.

Senate President Drummond announced a memorial mass for Joseph Cammarosano, who was Professor in the Economics Department and also crucial to the establishment of the Faculty Senate at Fordham. The mass will be on Monday, May 2, at noon, in the University Church at Rose Hill, followed by a luncheon in the McShane Center.

**President's Report and Q&A**

Fr. McShane began his remarks by sharing his good memories of Prof. Cammarosano. He also reaffirmed Fordham's continued support for Ukrainian faculty and students, facilitated by the positive relations between the University and Ukrainian Catholic church leaders.

At the last meeting with the Board of Trustees on Monday, Fr. McShane recognized the faculty for their creativity and dedication, and underlined the productive collaboration with faculty, staff and administrators that has marked his 19 years as Fordham President.

With regard to undergraduate admissions, the University has received over 47,000 applications. The pool of applicants is particularly strong, with an average SAT score of 1395. Sunday, May 1 is the deposit deadline. At this point, we are 100 deposits below the same time last year. However, it will take a few days to have the final count and determine whether this year's admission target (2400) has been met.

Fr. McShane noted various personnel changes. The search for a new Dean of the Graduate School of Arts & Sciences, following the untimely death of Dr. Tyler Stovall, is ongoing but on track for an appointment this Summer. The search for a new Dean of the Gabelli School of Business, following Dr. Donna Rapaccioli's recent

announcement that she will step down on June 30, is in its early stages; a search committee has been formed. Fr. McShane noted the School's considerable growth in terms of fundraising and academic profile under Dean Rapaccioli's 15-year leadership. Dr. Peter Stace is stepping down as Vice President for Enrollment and Strategy on June 30, and Mr. John Buckley will become Vice President for Enrollment Services. Fordham's men's basketball coach, Mr. Kyle Neptune, was hired away from Fordham by Villanova. Director of Fordham Athletics, Mr. Ed Kull, has just completed a successful search, resulting in the naming of Mr. Keith Urgo to the position.

With regard to development, Fr. McShane summarized his intense traveling schedule this semester, with trips to many cities and twice to California to ensure extensive coverage of all the U.S. He noted alumni's greater participation this year. Fundraising is also proceeding well: over 180 million dollars have been raised so far; a number of multimillion-dollar gifts are still pending.

Fr. McShane also mentioned that while Fordham's proposal for the establishment of a Center for Climate Solutions on Governors Island was not selected to be among the finalists, nevertheless the University has entered into a partnership with Northeastern University, which is a finalist in the initiative. This partnership will offer Fordham an opportunity to raise its STEM profile and strengthen its STEM programs, both nationally and internationally.

In concluding his report, Fr. McShane stated that despite some disagreements, he enjoyed working with the Senate over his 19 years as Fordham President, and recognized Senators' ingenuity and hard work as an expression of real commitment to faculty and students. To the Board, he also underlined the mutual support and collaboration that have distinguished his relationship with the Senate during the Covid crisis.

In the ensuing Q&A, one Senator asked about the University's future plans to support faculty and students from Ukraine. Fr. McShane indicated that the University's efforts so far, also in terms of fundraising, have focused primarily on students currently enrolled, to support their education and ensure that they can stay at Fordham. The University is gathering further information from a variety of sources to determine the next steps. Another Senator inquired about Covid mitigation resources for GSAS students, which are urgently needed. The Provost took this question and responded that the Interim GSAS Dean, Dr. Patrick Hornbeck, is cognizant of the situation and that faculty should continue working with him on this. He also pointed out that the current situation is complicated, in part, by the ongoing collective bargaining.

#### Provost's Report and Q&A

After thanking all Senators but particularly those stepping down this year, Dr. Jacobs reported that the Board of Trustees approved the revision of the Statutes concerning the award of tenure at the time of hire. On the Covid front, he clarified that the language included in the "Five Things" weekly update is not to be interpreted as Fordham having a mandate requiring faculty and students to get a second booster shot. Fordham concurs with CDC language that offers only a "recommendation" of second boosters for those over 50 years of age or immunocompromised. Beyond Fordham, health officials are currently discussing the type of vaccination regimen moving forward.

Dr. Jacobs then reported on admissions: with regard to undergraduate admissions, he reiterated the uncertainty of the circumstances at present since about half of the deposits are made in the last few days before the deadline, although the overall picture is promising; with regard to graduate admissions, schools have different schedules depending on their internal ecosystem, the competitiveness of their programs, the demands of the job market, and so on. He noted that while graduate applications are declining nationally, first deposits for Fordham Law are currently exceeding their targets. Nevertheless, he anticipates that next year's paid credit hours across all Fordham's graduate schools and programs will be behind those for the current academic year.

Dr. Jacobs announced that Dr. Lerzan Aksoy, Professor and Associate Dean in the Gabelli School of Business, will serve as interim GSB Dean beginning on July 1, and that he will shortly make the composition of the Dean search

committee known. The GSAS Dean search is also making progress in line with the initial timeline. Fordham's President-elect Tania Tetlow will make the final decision in each case.

With regard to new academic programs and partnerships, Dr. Jacobs shared with the Senate that Northwell Health and Fordham leaders have recently met to discuss possible collaborations such as the creation of interdisciplinary degree programs to address specific needs in the professional healthcare environment, building on Fordham faculty expertise and programmatic strengths. He mentioned, for example, the possibility of collaborating on an MA program on genetic counseling; another area of research collaboration could be around healthcare informatics given Northwell's vast data. He also elaborated on the partnership with Northeastern University, which leads one of the four teams that have been selected as finalists in the competition for the creation of an academic and research center for Climate Solutions on Governors Island. Fordham was invited to participate in this global research consortium for the final proposal. This represents a tremendous opportunity for our institution, which recently celebrated faculty research on Research Day. On this occasion, the Chief Research Officer, Dr. George Hong, reported that Fordham received about 24 million dollars last fiscal year in research grants, and that the trajectory for this fiscal year looks even better.

Dr. Jacobs mentioned that work on the digital platform to provide wrap-around support for students is continuing. An important step this summer will be the creation of a committee, including faculty members, which would look at issues of privacy and information protection. In concluding his remarks, he announced the beginning of a new tradition at Fordham, a gathering of faculty and administrators each year to celebrate those who were tenured or promoted to full professor. This year, however, due to the pandemic, faculty who were tenured or promoted to full in the past 2 years have been invited. This year's celebration will take place on May 26 at Rose Hill. More information is coming.

In the ensuing Q&A, with regard to graduate admissions, one Senator pointed out some challenges: graduate programs are becoming academically more competitive, but not financially, with negative impacts on the programs. Another Senator asked about the budgetary forecast for next year based on enrollment. Underscoring that this was "his opinion," Dr. Jacobs responded to this latter question that on the undergraduate side, there is no indication that we should come in under budget; on the graduate side, the situation is more uncertain, and perhaps we may be a bit short. While contingencies have been built into next year's budget and cost increases due to inflation have been considered, there may still be significant pressure on operating expenses in this high-inflation environment. Another Senator raised concerns about the 50% discount rate and its long-term impact on the University. Dr. Jacobs responded that based on the current data, the discount rate for the incoming class is presently a couple percent better than budget. More information will be available in the next few days, after the May 1 deposit deadline. In response to another question on a possible correlation between grade inflation and student retention, Dr. Jacobs indicated that he does not have the data to establish such a correlation and emphasized, instead, the University's efforts to create a support system to help students succeed.

Some Senators raised concerns about Fordham's partnership with Northwell Health, particularly in reference to programs that might be at odds with the University's commitment to social justice and ethics. Dr. Jacobs indicated that the conversation has just started and that the University would bring to the table not only academic programs but also faculty expertise in the field of ethics, as well as its commitment to ethical action in the world. He acknowledged the need to be careful, but also pointed out the potential for a positive, ethically grounded influence. Another concerned Senator added that Fordham has a good Institutional Review Board, which will hopefully address and help resolve these concerns. In response to a Senator's question about Fordham's interaction with corporations in the context of the faculty's statutory responsibility to determine and control teaching and the curriculum, Dr. Jacobs reaffirmed that faculty control the curriculum while noting that professional schools will often align their programs in conversation with external entities. This type of interaction is already occurring with great benefits for the currency and relevance of Fordham's programs.

### Resolution from the University Statutes Committee

Senate President Drummond introduced the reasons behind the resolution proposed by the University Statutes Committee. Regular faculty's service has been considerably impacted by the implementation of the collective bargaining agreement between Fordham and SEIU, which has resulted in a disproportionate increase in labor above regular faculty's normal duties. The current CBA is up for renegotiation this summer and the proposed resolution asks that faculty be included in the negotiations and other related activities in order to be able to carry out their duties.

After discussion, the Senate approved the following resolution (20-1-0):

*Whereas* the Collective Bargaining Agreement (CBA) between Fordham University and SEIU's Collective Bargaining Unit (CBU) is due for renegotiation this spring, and

*Whereas* the faculty of the University as defined in Statute §4-01.02 has primary responsibility for curriculum, subject matter and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process (see §4-01.02, ¶12), and

*Whereas* the ability of the faculty of the University to exercise its primary responsibility should not be altered by the CBA unless explicitly approved by the Faculty Senate and incorporated, as appropriate, into the University's statutes, policies, or procedures,

*Therefore, be it resolved* that the Faculty Senate urges the administration to include faculty participation in any future interactions with the SEIU's Collective Bargaining Unit (CBU) on matters pertaining to the interpretation, implementation, and re-negotiation of the Collective Bargaining Agreement (CBA) between Fordham University and the SEIU's CBU in order to ensure that the faculty has the ability to carry out academic functions which, by custom and university statute, properly belong to the faculty.

### Statutory Changes from the Faculty Hearing Committee and the Tenure & Reappointment Appeals Committee

Senate President Drummond introduced the changes to the language of the Statutes recommended by the Faculty Hearing Committee and the Tenure & Reappointment Appeals Committee. These additions aim at reiterating that because the decision of each committee is "ordinarily determinative," any disagreement by the Administration must be explained and justified to the committee.

After discussion, the Senate approved the committees' recommendations for the following language changes, with added text in boldface (21-0-0):

1. §4-07.23(2)(2) regarding the disposition of Hearing Committee cases regarding discipline, suspension, or dismissal:

**"The decision of the committee shall be ordinarily determinative. Regarding such decisions, the power of review or final decision lodged in the Board of Trustees or delegated by it to the President of the University (or the President's representative) should be exercised adversely only in exceptional circumstances and for reasons communicated to the Chair of the Faculty Hearing Committee and to the Office of the Faculty Senate (see §4-01.02)."**

2. §4-07.33(3) regarding the disposition of Hearing Committee grievances not relating to denial of reappointment or tenure, or to discipline, suspension or dismissal:

**“The decision of the committee shall be ordinarily determinative. Regarding such decisions, the power of review or final decision lodged in the Board of Trustees or delegated by it to the President of the University (or the President's representative) should be exercised adversely only in exceptional circumstances and for reasons communicated to the Chair of the Faculty Hearing Committee and to the Office of the Faculty Senate (see §4-01.02).”**

3. §4-07.03(2)(2)(3) regarding the disposition of Tenure and Reappointment Appeals Committee cases regarding denial of reappointment or tenure:

**“Finality of Committee recommendation. The Committee's recommendation to grant or deny tenure ordinarily shall be determinative. Regarding such recommendations, the power of review or final decision lodged in the Board of Trustees or delegated by it to the President of the University (or the President's representative) should be exercised adversely only in exceptional circumstances and for reasons communicated to the Chair of the Tenure and Reappointment Appeals Committee and to the Office of the Faculty Senate (see §4-01.02).”**

#### Report on Senate Elections

The following Senators were re-elected to two-year terms on the Senate: Drs. Thomas Beaudoin (GSRRE), John Drummond (RH), Giorgio Pini (RH), Henry Schwalbenberg (RH), Falguni Sen (GSB), Grace Vernon (LC), and Ian Weinstein (LAW).

The following colleagues were elected to two-year terms on the Senate: Drs. Binta Alleyne-Green (GSSS), Christopher Dietrich (RH), Chris GoGwilt (RH), Sharif Mowlabocus (LC), Patricio Meneses (RH), and Lori Wolff (GED).

Senate President Drummond also announced that Dr. Lauri Goldkind (GSSS) will replace a Senator, who is stepping down at the end of this term. He also thanked the Senators who are completing their terms in the Senate, namely Drs. Dana Alonzo (GSSS), Stephen Grimm (RH), Margo Jackson (GED), Mark Mattson (LC), Matthew McGowan (RH), and Francesca Parmeggiani (RH).

#### Salary & Benefits Committee's report on Salary Increases and Merit

Senator Hepp, chair of the Salary and Benefits Committee, reviewed the Committee's recommendations on how to allocate funds for salary increases and merit for AY 2022-2023. The Committee voted to maintain the practice of awarding fixed dollar amounts to faculty members in each rank, and to divide the 3.25% total increase in the salary pool between 2.868% for across-the-board salary increases and 0.382% for merit increments.

Upon discussion, the Senate moved (Senators from the Law School do not vote in Salary and Benefits matters):

1. To accept the Salary and Benefits Committee's report. The motion passed 20-0-0.
2. To divide the salary pool between 2.868% for across-the-board salary increases and 0.382% for merit increments (resulting in a \$1000 merit increment). This motion passed 20-0-0.
3. To award equal-dollar amount salary increases based on the average salary for each rank. This motion also passed 18-2-0.

The Salary and Benefits fact sheet for the 2022-2023 AY is attached as an appendix to these minutes.

Approval of Minutes

The Senate approved the minutes of March 25 (21-0-1).

New Business

Senators expressed grave concern regarding the evident disregard by the administration of the statutory rules that clearly define the role and duties of the Budget Planning Committee in the preparation of the University budgets.

The Senate approved by unanimous consent a message to the community which will be sent out as the academic year is coming to an end, urging all faculty to continue to be mindful of students' well-being and alert to signs of distress and need for additional support from them. The message is attached as an appendix to these minutes.

The meeting adjourned by unanimous consent at 2:34 p.m.

Respectfully submitted by Francesca Parmeggiani, Secretary

**S and B fact sheet for salary increases, merit increments, etc. for the 2022-2023 AY.**

**Data from AAUP:**

Non-Law Assistant Professors: 114 Average Salary: \$107,106

Non-Law Associate Professors: 194 Average Salary: \$122,573

Non-Law Professors: 195 Average Salary: \$153,679

Total Tenure/Tenure-Track Non-Law faculty reported to AAUP: 503

Total of Non-Law T/TT salaries reported to AAUP: \$65,956,586

**Calculations:**

Total Pool: \$ 65,956,586 x 3.25% = \$2,143,589

Total Pool minus 0.382% for merit pool: \$ 65,956,586 x 2.868% = \$1,891,589

Merit: 503 faculty / 2 = 252 Awards allowed, Merit Pool: \$66,256,704 x 0.382% = \$252,000 Merit Award: \$252,000 / 252 = **\$1,000**

**Across the Board Increases:**

Assistant Professors: \$107,106 x 2.868% = **\$3,072**

Associate Professors: \$122,573 x 2.868% = **\$3,515**

Professors: \$153,679 x 2.868% = **\$4,408**

**Promotion Increases (Across the Board Applied to 2021-2021 promotion increases)**

Assistant to Associate Professor: **\$5,329**

Associate to Full Professor: **\$8,117**

**Minimum Salaries (Across the Board Applied to 2021-2022 Minimums)**

Assistant Professor: **\$86,306**

Associate Professor: **\$96,170**

Professor: **\$118,362**

**Calculation Check:**

Planned Awards: 114 x \$3,072 + 194 x \$3,515 + 195 x \$4,408 + 252 x \$1,000 = \$2,143,678 (\$89 over calculated pool)

**Additional Items (taken from previous reports):**

- 1) We will also use these increases by rank for faculty currently serving as administrators, faculty excluded from the AAUP numbers because they were on unpaid leaves last fall, T/TT Instructors (treated as Assistant Professors), to calculate base salary for faculty on phased retirement (actual increases will be determined by the details of the specific phased retirement agreement), and to calculate academic year and summer stipend increases.
  
- 2) No changes were made to the merit procedures

## Statement from the Faculty Senate

Traditionally, the Faculty Senate reaches out to instructors about student mental health and well-being at the beginning of each semester, but as this academic year winds down it seems important to ask that the community be especially mindful about these and other matters. So along with the communications the schools and colleges are sending about the usual end-of-semester issues, we wanted to add a reminder about doing all we can to support community and individual well-being. The entire community—students, faculty, graduate instructors, administration, and staff—has endured the ongoing pandemic and its challenges in myriad taxing ways, while also making extraordinary efforts in the name of justice and inclusion in the wake of a national reckoning with race. The processes of teaching and learning have undergone reinvention; while this reinvention has brought us all new skills, it has come with a cognitive and emotional cost as we all strive to realize the promise of a Fordham education in an unprecedented situation.

We are seeing signs at Fordham of what has been acknowledged at the national level in terms of university experience: problems with [student engagement](#) and student attendance, which evidence that the national mental health crisis among young people [highlighted by the Surgeon General](#) is very real, tensions between care duties at home and professional responsibilities among faculty and staff, and more. While we all want our community members to flourish and achieve all of which we are capable, the challenges to this flourishing and achievement at the moment must be noted.

As we all struggle to manage our workloads and our personal experience, it is important that we exercise those capacities of care, flexibility, mutual respect, support, and creativity that define the *cura personalis* promised as central to Fordham education. Please be alert to signs of distress and possible need for additional support—academic, mental health, personal, etc—among students. And of course we would probably all benefit from supporting one another as Faculty and Staff through the end of another extraordinary year. Thank you again for your shared commitment to *cura personalis* as part of the mission of Fordham

University and for your work of care as we approach finals, Commencement, and a much-welcomed Summer break!

On behalf of the Faculty Senate,

John J. Drummond  
President