1. **Call to Order**

At 12:50 PM Senate President Grace Vernon called the meeting to order in the Faculty Lounge, 12th Floor, Lincoln Center Campus.

2. **Invocation**

Senator William Baumgarth offered the invocation.

3. **Announcements**

President Grace Vernon announced that the Executive Committee reviewed the nominees from BUS areas required to complete personnel committees and agreed to send the nominee’s names to the Dean Rapaccioli from which she will select three.

4. **Reading and Approval of the Minutes of the April 30th 2013 Senate Meetings**

The Senate approved the minutes (#391 Baumgarth/Keitel 9-0-1 and #392 Clark/Hornbeck 9-0-4) of its meetings on April 30, 2013.

5. **Matters Presented by the President of the University**

The Rev. Joseph M. McShane, S.J., President of the University, presented on the following topics:

   **Undergraduate Enrollment**

The enrollment for this year’s entering class is 1955 students. Their average SAT scores increased by 4 points to 1268. The diversity of the class has also increased. 34% are non-white, 56% are women, 44% men. 88% are receiving financial aid. Eighty three students were recipients of National Merit Scholarships.

   **Development**

44 million dollars has been raised thus far this year. The overall goal for the campaign was 500 million dollars. This year’s campaign will end in March 2014 and it is estimated that by then a total of 525 million dollars will have been raised.

   **Context**

Fr. McShane wanted to describe the context in which higher education is operating at this time. Due to the cost of attendance and the large amounts of debt being incurred by students, there has been much attention given to outcomes (jobs). Higher education is being criticized as not being in sync with business. Fr. McShane believes this type of focus leads to a reductionist view based on utilitarian values where education is valued only for what it does to train the workforce and strengthen the economy. Within this context there is an emphasis on assessment, efficiencies in the delivery of services and on the U.S. Dept. of Education’s
college score card components which include tuition, graduation rates, gainful employment and first year salaries.

Given this context, which is one the Secretary of Education is committed to, we will be placing an emphasis on the following:

1) **Assessment** – Fr. McShane has asked Dr. Freedman to develop an assessment plan to meet the Middle States requirements. Fr. McShane noted that although this emphasis on assessment is somewhat distasteful to him, it is not going away.

2) **Blended Learning** – A task force will be formed to develop our own brand of Blended Education. This task force would examine the role of experiential learning, service learning, distance learning and technology and MOOCs, including the limitations of this learning approach.

3) **Liberal Education** – A task force will be formed to examine the values of a liberal education and its ability to teach critical thinking and writing. He hopes that Fordham will play an integral role in this discussion at the National level.

6. **Matters Presented by Dr. Steven Freedman, Provost**

Dr. Freedman announced that he would be holding a series of Town Hall meetings to hear from the faculty on how they are viewing the decisions being made by the administration. His office conducted a full day retreat primarily focused on financial and budgetary issues. Ideas generated at the retreat will be shared at the Town Hall meeting.

**Decisions about approvals for hire.**

Dr. Freedman reported that last year there were 23 approvals for hire within A & S. This past year 7 were approved. In the Business School, a minimum of three most likely will be approved. It is unlikely that there will be any other hires in any of the other schools.

**Tenure Track Authorizations**

The Provost’s office relies on the Deans and Chairs for prioritizing faculty needs. He stated that the small numbers of authorizations were due to several factors including; aggressive hiring in the past; fewer retiring; need to have enough funding for temporary hires; and enough left over to contribute to the savings built into the budget. He also reported that the number of Faculty fellowships has increased, however, this poses staffing challenges to departments.

**Professional Schools**

Dr. Freedman reported that there was a new Dean appointed at GSS, Debra McPhee. At the Professional Schools there are revenue issues resulting from tuition rates not increasing and enrollment projections either flat or in decline. At Graduate Education there is continued concern about enrollments.

**Discussion**

A Senator asked for clarification as to why unfilled lines are needed to pay for adjunct faculty. Dr. Freedman responded that they are trying to look more holistically in terms of growth in certain stem fields, in business and at Lincoln Center.

A Senator questioned if the Administration is attempting not to fill the tenure track lines, given that it only takes a year to hire and yet plenty of lines do not get filled within that timeframe. Dr. Freedman responded that there is no attempt to shrink the tenure track faculty and that the administration is always pushing to fill the maximum number of lines, however authorizing a tenure track line is a huge commitment on the part of the University.

A Senator asked if Dr. Freedman could comment on the University plans with regard to the hiring of Clinical staff. Dr. Freedman responded that he could not comment at this time about this.

A Senator commented that the University has changed significantly in terms of the educational experience provided to students due to the significantly smaller percentage of tenure track faculty. Dr. Freedman acknowledged that this trend is no doubt taking place. He stated that there is a need to be more flexible than in the past and that we need different styles of appointments. He believes a mix of tenured and non-tenure track lines makes sense. In response, the Senator reiterated the concern that the University is choosing to spend money in a way that is reducing the quality of the educational experience for students.

A Senator asked if the Administration had any sense of the amount of burden that the non-tenure track
faculty places on the tenure track faculty. Dr. Freedman responded that if there is a burden this needs to be documented. We need to make data driven decisions.

A Senator asked about the status of the Middle States Report and also commented that the faculty is very concerned about the shared-governance issue. Dr. Freedman responded that the planning process for Middle States is being taken very seriously and requires appropriate involvement of the faculty. He reported that a Middle States Steering Committee will be organized this coming month.

A Senator asked about the status of an Academic Deans evaluation process, which was asked for as part of the last Middles States evaluation. Dr. Freedman responded that Deans’ evaluations are conducted by the Academic Vice President’s office. This process does not currently incorporate faculty feedback into this evaluation process. Dr. Freedman stated however that he was open to suggestions as to how to engage faculty in the evaluation of Deans. A Senator asked why faculty feedback has not yet been incorporated into the Dean’s evaluation process, given the focus on assessment. Dr. Freedman said that he will take this issue to the Deans.

A Senator raised the concern about faculty lack of involvement in the calendar and asked for a commitment from Dr. Freedman for the faculty to be involved in the calendar planning process. Dr. Freedman responded that he will do a better job of making faculty a part of this process.

A Senator questioned why the 1st renewal application notices do not go out to faculty until September. Although no statutory dates are set for this, it was pointed out that the Chairs and the Provost Office need to be on the same page.

A Senator raised the concern about six programs being cancelled within A & S without students being given the opportunity to finish their degrees. Dr. Freedman said that he would discuss this issue with the Dean.

A Senator brought up several issues that are impacting faculty morale. These include the disrespectful attitude displayed by certain members of the administration toward faculty; the shrinking of tenure track lines; the demands for assessment; and the imbalance of the faculty reward system which recognizes only research and scholarship. The Senator recommended that rather than large Town Hall meeting, the Provost needs to hear from smaller groups of faculty. In response, Dr. Freedman stated that he would take this advice and will meet with smaller groups of faculty more regularly.

7. Dr. Benjamin Crooker, Associate Vice President, Provost’s Office: Electronic Files

Dr. Crooker reported that in January 2008 the Senate passed a resolution to allow personnel application materials to be reviewed electronically via the Blackboard system. GSS, Law and a number of other departments within A & S have been using the electronic system. Chairs of Personnel Committees using the electronic system were charged with developing specific procedures for use.

Dr. Crooker said that as far as he knows there have been no data breaches using the electronic system, however there have been data breaches with paper files. Within the electronic system, only those authorized within the schools or departments are given guest access to view the personnel records on Blackboard. The MyFiles system is used to share the personnel files with authorized personnel during a decision appeal process.

A Senator asked Dr. Crooker to clarify what happens to the data in Blackboard after the decisions are made. He responded that the chair of the personnel committee removes personnel committee members’ access to the files after the decision. Dr. Crooker added that faculty themselves should be keeping copies of their electronic dossier so that they can add to it as they go through the reappointment, tenure and promotion decision process.

A Senator asked if the AVP’s office archives the electronic personnel application materials in Blackboard following a personnel decision, as specified, for example in the GSS electronic dossier procedures. Dr. Crooker responded that the AVP’s office never agreed to archive personnel files on Blackboard and does not have the expertise or resources to take on such a task. In response, a Senator raised a concern about the apparent discrepancy that exists between the procedures approved by certain Personnel Committees and the procedures being followed by the AVP’s office.
Senator pointed out that since the University requires each school to provide their approved personnel procedures to the AVP’s office each year, if any of the submitted procedures are problematic upon review, the AVP’s office needs to address these issues. Dr. Freedman commented that he thought this particular issue might be school specific and that he would be looking into it.

A Senator recommended that that University Technology Committee review what school and departments are now using the Blackboard system for personnel decisions and the procedures that are currently in place for this use.

8. Old Business

Announcements
Dr. Vernon reported that Dr. Henry Schwalbenberg will be replacing Dr. Patrick Hornbeck on the Executive Committee.

Dr. Vernon recognized the recent passing of Dr. Anne Mannion, a former Senator, and Associate Professor emerita of history who retired recently after 53 years at Fordham.
Dr. Vernon noted the passing this summer of Dr. Marvin Reznikoff, retired Professor of Psychology.
Dr. Vernon also recognized the passing of Robin Shweder, the wife of Dr. Falguni Sen, a former Senator, and professor at the Business School.

A Senator reported that the Administration has now agreed to change the Faculty ID’s for retired faculty and clearly identify their status “retired faculty” on ID cards.

Administration’s Role in Senate Meetings
A senator raised a concern about the amount of time being taken up at the Senate meetings by reports from members of administration. It was pointed out by another senator that this issue had previously been raised and in response a motion had been passed to ask Administration to submit reports to us beforehand that could then be discussed in more depth at the Senate meeting

Health Care Update
Dr. Vernon reported that Update #6 will be coming out to the Faculty to apprise them of the latest developments. Senators recommended that this letter emphasize that as a result of our actions, the Administration’s plan to hold an open enrollment over the summer did not occur. Dr. Vernon also summarized the letter sent to Mr. Lordan on September 6, 2013 that raised concerns about the Administration’s lack of adherence to the Plan of Action and request for a meeting with the Senate’s ad hoc committee on health care. She reported that as of this meeting, Mr. Lordan has not yet responded.

A Senator asked about how the decision was made to pay part of the health care consultant out of the legal fund. Dr. Vernon responded that she had made the decision to pay one half of the consultant’s cost out of the legal fund because she believed it would give faculty more leverage.

9. New Business

The List of Committee Assignments was reviewed. The following issues were raised by senators as requests for future agendas:

- Clarification of the policy on overloads
- Review of the compensation that faculty receive for administrative tasks.
- Review of the policy on Faculty Fellowships which requires faculty to teach three courses, rather than two, the semester in which they are not on fellowship.
- The status of funding for the University Library system needs to be reviewed.
- The impact of the budget cuts on the teaching and learning environment and the faculty’s ability to do research and scholarship. To begin the process of collecting evidence about the impact, there was consensus that a brief survey should be sent out to all faculty.
- Status report needed on sub-committee’s work in exploring unionization. Further discussion needed about the alternative route of becoming an AAUP chapter.
- In light of the Middle States Report, the process for the evaluation of administrators needs further attention by the Senate. The
Senate will repeat the “Senate Survey of Faculty Satisfaction with the Administration”.

The Senate adjourned at 3:50 p.m.

Minutes submitted by Mary Ann Forgey.