



FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

President's Report and Q&A

- Fr. Joseph McShane wished peace in Ukraine, and noted fundraising efforts by alumni for Ukraine and added support for faculty and students from Russia and Ukraine, particularly from Ukraine.
- Development efforts continue with success.
- Students are required to get tested for Covid-19 upon return after the Spring recess. A modest number of cases have been reported so far. The University will continue its relationship with the Broad Institute and Vital Check into next year. Vaccines remain available on campus.
- May 1 is the date when the University will find out about its admission target this year. Admissions activities continue both on ground and virtually. The University is taking steps to ensure adequate accommodation and proper support – psychological, health and academic – to students.
- Mr. John Buckley, who currently serves as Vice President for Admission and Student Financial Services, will be Vice President for Enrollment Services effective July 1.

Provost's Report and Q&A

- Dr. Dennis Jacobs confirmed that about 800 students per day have been tested for Covid-19 since classes resumed after break with a positivity rate of about 2%. While the University has relaxed the mask mandate, many faculty and students have elected to continue wearing them. Weekly testing continues at the London campus.
- Regarding the University's preparation for the incoming undergraduate class, Dr. Jacobs focused his remarks on academic advising (his office is expecting relevant recommendations, some of which he hopes will be actionable for first-year students) and support for faculty teaching (the Working Group on the new Teaching and Learning Center has drafted a vision statement and continues seeking community feedback).
- *Staffing changes in the Provost's Office* – Effective July 1, 2022, Dr. Ji Seon Lee (Graduate School of Social Service) will assume the role of Associate Provost for Faculty Affairs, Dr. Jeannine Pinto will serve as Director of the newly renamed Office of Institutional Research and Assessment, and Dr. Dawn Lerman (Gabelli School of Business) has been appointed as Special Advisor to the Provost on Strategy.
- Dr. Jacobs noted GSAS students' upcoming vote on unionization on April 5 and 7 at Lincoln Center and Rose Hill, respectively.
- Dr. Jacobs recognized Senators' concerns about faculty exhaustion and continued labor demands, and agreed with their concerns about the higher than usual mental health issues reported among students, which severely affect instructors, particularly teaching graduate students. He reiterated the commitment of his office to early staffing and advance planning to avoid the challenges of last year.
- Responding to Senators' questions on attrition and retention, Dr. Jacobs and Dr. Jonathan Crystal indicated that we are continuing to explore the reasons behind undergraduate withdrawals during this academic year.

The "Laudato Si'" Initiative

Senator Jude Jones overviewed the scope and timeline of the project, which aims at developing curricular and other initiatives in seven areas in order to address socio-economic and environmental challenges of our times in a sustainable and lasting manner. She also clarified that the depth and breadth of the initiative necessarily warrants a developmental, multi-year approach, in partnership with other institutions. The "Laudato Si'" Committee seeks greater faculty input and involvement to continue identifying existing initiatives while determining additional needs and required institutional resources, but also to begin formulating a shared vision. By the summer, the Committee will articulate short-, medium- and long-term objectives, and an action plan, which would also comprise strategies for constant reflection and evaluation. The Committee has adopted a broad-minded and intersectional approach to justice and spirituality, and is cognizant of the need for effective information sharing and communication, and for adequate support for all those laboring on this project.

Undergraduate Admissions and Financial Aid

Mr. John Buckley, Mr. Brian Ghanoo and Mr. Michael Tavas reviewed data on undergraduate admission and financial aid over the last 20 years. They noted that the application pool has grown significantly larger in the past years and the University has undertaken more aggressive enrollment campaigns. Historical data is evaluated to define strategic priorities

in the areas of student diversity, student academic profile and revenues, and to plan accordingly. Cultivation of the applicant pool is a lengthy process that occurs over multiple years. In reviewing the trends in first-year admission activities, they emphasized the volatility of such trends in the past couple of years on account of the Covid-19 pandemic. The economic impact of the pandemic has been severe: while families appear to be recovering, recouping the material loss will take years. The University has adopted different strategies with regard to financial aid: 80% of students run through the financial aid model; 20% (i.e., HEOP students, student athletes, students in the performing arts, international students, and others) require a different approach, with a greater discount rate. While, in the current climate, it is difficult to project the incoming class based on past behaviors, there is hope that it will be possible to return to greater consistency in the future. In the ensuing Q&A, Senators noted that academic concerns impacting recruitment, admission and enrollment should be addressed more carefully, through better and more significant consultation with the faculty, and that the faculty has not been adequately included in the decision making process on budgetary matters.

Policy on Intellectual Property

Dr. Yi Ding and Dr. Silvia Finneemann reviewed the actions taken by the University Research Council since last fall to revise the draft of the Intellectual Property policy, which the Senate rejected in its October meeting. Revisions were included upon consideration of Senators' concerns and faculty feedback. Changes aimed at improving the overall document by making it more precise and specific, and at strengthening inventors' and faculty rights and input in matters concerning intellectual property/patenting. Revisions comprised: clarification of what shall be understood by "supported inventions"; clarification of the processes regulating intellectual property at Fordham and the agreement between the inventor and the University (e.g., disclosure form, composition and role of the University Intellectual Property Committee, grievance procedures); clarification of inventor's rights to ownership (e.g., should an inventor decide not to pursue commercialization of their invention, the inventor will be able to stipulate an agreement with the University for the release of ownership to them only). During the Q&A, one Senator observed that while the policy as currently drafted represents an improvement from the previous version, it still leaves some matters unclear or unresolved, and still limits faculty rights. This Senator suggested that rather than enforcing this Intellectual Property policy across the board, faculty should be given the possibility to opt into it, thus preventing conflicts in the future. Another Senator, however, underlined that the University needs an Intellectual Property policy, and added that compared to the IP policy in other institutions, Fordham's proposed policy is faculty-friendly and recognizes a greater presence of the faculty in its processes.

The Senate moved to approve the Intellectual Property policy as drafted. Upon discussion, this motion passed (18-2-3).

FGSW Campaign and GSAS Students' Vote to Unionize

Representing Fordham Graduate Student Workers (FGSW), Ms. Carolyn Cargile overviewed the objectives of this group, namely to ensure better working and living conditions for graduate employees. She noted that on April 5 and 7 GSAS students are called to vote at Lincoln Center and Rose Hill, to decide whether to unionize. Ms. Cargile reviewed evidence that despite claims of neutrality in the FGSW campaign and in the absence of "loud" commentaries on the election, the Administration has nevertheless proceeded with "soft anti-union messaging".

The Senate passed the following motion (16-2-1):

The Faculty Senate encourages the Administration to remain neutral with regard to the Fordham Graduate Student Workers campaign to unionize GSAS students.

Approval of Minutes

The Senate approved two sets of minutes: the minutes of January 21 (18-0-0) and those of February 25 (17-0-1).

The meeting adjourned by unanimous consent at 3:00 p.m.