



# FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

Faculty Senate

## President's Report and Q&A

- In his last meeting with the Board of Trustees, Fr. Joseph 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.
- *Admissions* – May 1 is the deposit deadline. While the incoming class appears to be particularly strong, deposits appear to be slightly behind from last year at the same time. It will take a few days to have the final count and determine whether this year's admission target has been met.
- *Personnel changes* – The search for a new Dean of the Graduate School of Arts & Sciences 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. 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 effective July 1. Fordham's men's basketball coach, Mr. Kyle Neptune, returned to Villanova, and Mr. Keith Urgo has been named head coach.
- *Development and fundraising* – Fr. McShane summarized his intense traveling schedule this semester and noted alumni's greater participation this year. Fundraising is also proceeding well: over 180 million dollars have been raised so far.
- *New partnerships* – Fordham has entered into a partnership with Northeastern University, which is a finalist in the initiative for the establishment of a Center for Climate Solutions on Governors Island. This partnership will offer Fordham an opportunity to raise its national and international profile and strengthen its STEM programs.

## Provost's Report and Q&A

- *Covid-19* – Dr. Dennis Jacobs 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. Beyond Fordham, health officials are currently discussing the type of vaccination regimen moving forward.
- *Admissions* – Dr. Jacobs pointed out the uncertainty of the present circumstances since about half of the deposits for undergraduate enrollment are made in the last few days before the deadline. With regard to graduate admissions, schools have different schedules depending on 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. However, he anticipates that next year's paid credit hours across all schools and programs will be behind those for the current academic year.
- *Personnel* – Dr. Lerzan Aksoy will serve as interim Dean of the Gabelli School of Business beginning on July 1, and a GSB Dean search committee will soon be named. The Dean of the Graduate School of Arts & Sciences 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.
- *New academic programs and partnerships* – Dr. Jacobs reported 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 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.
- *Digital platform to provide wrap-around support for students* – This summer, a committee, including faculty members, will look at issues of privacy and information protection.
- *A new tradition* – Dr. Jacobs announced that faculty and administrators will gather each year to celebrate those who were tenured or promoted to full professor. This year's celebration will take place on May 26 at Rose Hill.

In responding to a question on the budgetary forecast for next year based on admissions, Dr. Jacobs expressed "his opinion": on the undergraduate side, there is no indication that we should come out 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-escalation has been considered, there may still be significant pressure on operating expenses in this high-inflation environment. 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.

#### Resolution from the University Statutes Committee

The Senate approved the following resolution based on the recommendation of the University Statutes Committee (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 Recommended by the Faculty Hearing Committee and the Tenure & Reappointment Appeals Committee

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).

### Salary & Benefits Committee Report on Salary Increases and Merit

The Salary & Benefits 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:

1. To accept the Salary and Benefits Committee's report (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) (20-0-0).
3. To award equal-dollar amount salary increases based on the average salary for each rank (18-2-0).

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

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

**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