



Memorandum

To: Faculty Senate
Seton Hall University

From: Katia Passerini, Ph.D.
Katia Passerini
Provost and Executive Vice President

Re: Memo re: Motion on Moratorium on FG 3.1(b)(1)(i)
2021-FS-34

Date: December 15, 2021

We are in receipt of 2021-FS-34 Motion on Moratorium on FG 3.1(b)(1)(i), approved by the Faculty Senate at its November 19 meeting.

The Faculty Senate asks for a moratorium on Faculty Guide section 3.1(b)(1)(i) for the current academic year, because it claims the hiring freeze that resulted from the Covid-19 pandemic “has disrupted the ability of departments to maintain necessary levels of staffing without allowing a corresponding adjustment in the amount of time ‘contract hires’ are allowed to serve[.]” Recognizing the disruption of the pandemic on faculty life, we will grant this request with the understanding that Faculty members in the final year of contract positions may have their contracts renewed only when it is in the best interests of their Department and School or College, as determined by the Faculty of the Department and by their Dean, respectively, and when those contracts are approved—as all Faculty contracts must be approved—by the Provost. Thus, even if there is a moratorium on 3.1(b)(1)(i), the Provost, Deans, and Departments must still consider each position in view of the academic needs, enrollment data, and budget for the coming academic year.

Any Faculty member affected by this decision must understand that it applies for only one final year; there will not be an additional moratorium next year. If Departments hope to hire a replacement for any of the affected Faculty members for AY 2023-2024, it would be best for the Faculty of that Department to approach their Dean early in Spring 2022 to make their case for this hire because Deans must present all of their hiring requests including contract hires to our Office by the close of the Spring semester. Deans, Chairs, and Faculty should make sure that they make timely requests to replace contract Faculty members whose permitted time with the University is expiring.

The Faculty Senate resolution also indicates that the Faculty Senate hopes to use the year “to allow the Senate body to consider how the Faculty Guide can best serve the goal of hiring and retaining excellent colleagues.” Of course, we affirm the goal of hiring and retaining excellent colleagues and excellent teaching faculty. Recall that the moratorium on Faculty Guide 3.1(b)(1)(i) that we approved on March 19, 2021, gave background on the reason for this portion of the Faculty Guide:

<https://scholarship.shu.edu/cgi/viewcontent.cgi?article=1265&context=faculty-senate-resolutions>.

We welcome work on the Faculty Guide to promote recruitment and retention of the most qualified Faculty, which Faculty and the Office of the Provost are also addressing in different ways as they implement Goal 2 of the Strategic Plan.