Minutes of a Stated Meeting of the
Senate of New York University
March 1, 2007

A stated meeting of the Senate of New York University was held in Room 914 of the
Kimmel Center for University Life at 2:00 p.m. on Thursday, March 1, 2007. The meeting
was convened with Dr. Sexton in the chair.

Present in addition to the President were members of the Faculty Senators Council
Anderson, Black, Bogart, Cappell, Dent, Economides, Frommer, Goodman, Hammack,
Hendin, Hinojosa, Hutchins, Jones, Kedem (for Azmitia), Lebowitz, Mikhail, Raiken, Rodwin
(for Kovner), Sadoff (for Moran), Schacht, Simon, Simonoff, Tannenbaum, Thompson,
Vernillo, Vitz, White, and Zwanziger; members of the Student Senators Council Beaulieu,
Bowles, Chami, Choo, Cyr, Fried (for Eugenia Lee), Hirawat, Justin Lee, Matusheski, Patel,
Reformat, Ross, Sabnani, Schaefers, and Woolfstead; members of the Deans Council
Brabeck, Callahan (for England), Cameron (for Campbell), Corfman (for Cooley), Foley,
Greenberg (for Blount-Lyon), Kersh (for Schall), Lapiner, Moore (for Mirsepassi),
Santirocco, Stimpson, and Vogel; members of the Administrative Management Council
Al-Islam, DeSantis, Drummond, Moppett, and Pender; and members of the University
Administration Provost McLaughlin; Executive Vice President Alfano; and Senior Vice
President Mills, constituting a quorum.
Approval of Minutes

The minutes of the stated meeting of the Senate held on February 1, 2007, were approved, with the following corrections. Professor Black requested that page 12 of the minutes reflect that Provost Fellow Katherine Fleming had participated in both meetings held with Vice President for Academic Affairs and Dean of the American University of Paris Celeste Schenck during her visit to the NYU campus and that the Faculty Senators Council's Governance Committee continues to work with the administration on the Faculty Handbook (added language underscored).

Report of the President

Dr. Sexton expressed his deep gratitude for the outpouring of love and affection he had received from the entire University community since the sudden and tragic death of his beloved wife Lisa Goldberg and noted how much this support had meant to him and his family. Dr. Sexton said that his daughter Katherine had taken a leave of absence from Yale and was attending classes at NYU, and he expressed his appreciation to those members of the student community who were helping to preserve his daughter's privacy on campus. Dr. Sexton noted that a public memorial service had been held the previous Sunday at the Skirball Center for the Performing Arts located in the Kimmel Center.

Dr. Sexton was pleased to note that formal announcements would soon be sent out to the University community regarding the appointment of the first Director of the Institute for the Study of the Ancient World and the next Dean to lead the School of Medicine. Dr. Sexton expects both of these appointments to be extraordinary ratifications of the University's
excellence. Dr. Sexton noted that dean searches were still underway for the College of Dentistry and the Gallatin School of Individualized Study.

Dr. Sexton referred to a memorandum, which was available at each Senator’s place and is attached to these minutes as Exhibit A, that outlines some of the collective achievements at the University since the Senate’s last meeting. Dr. Sexton noted that it had been a privilege for him to be able to present the Association of American Law Schools Award for Lifetime Contributions to the Law and Legal Education to his colleague Norman Dorsen. Professor Dorsen serves as Counselor to the President and is the Frederick I. and Grace A. Stokes Professor of Law and Director of the Arthur Garfield Hays Civil Liberties Memorial Program in the School of Law.

Upon motion duly made and seconded, the report of the President was approved.

Report of the Academic Affairs Committee

Professor Anderson reported that the Committee continues to work on aspects of the academic calendar, particularly regarding the fall semester, and continues to review the standards for awarding Latin Honors at New York University. Professor Anderson said that she would give a final report to the Senate regarding these issues at its next meeting.

Dr. Sexton noted the importance of using classroom space more broadly by holding classes during less popular time slots such as early mornings or Fridays. Professor
Anderson agreed and noted that the Committee was working with Dr. Alfano on this particular issue.

Upon motion duly made and seconded, the report of the Academic Affairs Committee was approved.

Report of the Committee on Organization and Governance

Ms. Patel reported that the Committee had met on February 20 and is still reviewing the recommendations made by the Faculty Senators Council and the Administrative Management Council ("AMC") last year in response to the Committee's request for suggestions on the role, representation, and function of the University Senate and its constituent bodies. The Committee discussed the AMC's request that the membership of all standing committees, with the exception of the Faculty Affairs Committee, include one Senator and one Alternate Senator representing the AMC, for a total of two AMC representatives on each standing committee. No representative from the Deans Council was in attendance, and a formal vote was not taken. However, in an effort to move forward on this issue, an informal vote was taken in order to assess the overall consensus of the Committee on the question of additional AMC representation. The Committee decided to consider additional AMC representation on a committee-by-committee basis and hopes to hold a formal vote at its next meeting, scheduled to take place on March 6. Additionally, and as previously reported, the Committee will discuss a recommendation from the Faculty Senators Council that faculty senators should chair standing committees whose chairs are not formally designated, particularly those which pertain to the role of the faculty.
Upon motion duly made and seconded, the report of the Committee on Organization and Governance was approved.

Report of the Financial Affairs Committee

Dr. Alfano reported that the Committee would be meeting immediately following today’s Senate meeting and that it continues to make progress in balancing the finite resources of the University with what seems to be the infinite needs of each of the constituencies of the University. Dr. Sexton noted that the issue of limited resources at the University had been raised at a recent meeting of the Finance Committee of the University’s Board of Trustees.

Dr. Sexton noted that the biggest challenge he faced when he was appointed to serve as the fifteenth president of New York University was the existence of a seven percent structural deficit or a $70 million deficit on a $1 billion budget. Dr. Sexton said that although he was proud that the existing deficit problem had been solved, he considered it crucial that the University maintain its financial stability going forward. Dr. Sexton noted that it was important to be mindful that the increase in faculty hiring, the construction of new facilities, and the programs that had been developed to enhance student life at the University all create pressure on the University’s budget.

Upon motion duly made and seconded, the report of the Financial Affairs Committee was approved.
Report of the Public Affairs Committee

Professor Tannenbaum reported that the Committee had begun its annual review of campus security and security education and would be presenting its report at the next Senate meeting.

Upon motion duly made and seconded, the report of the Public Affairs Committee was approved.

Council Reports

Administrative Management Council. Ms. Drummond reported that the Council met on February 6 and that Director of the Office of Media Production Elisa Guarino presented a video celebrating the University's 175th anniversary. The Community Service Committee is planning on screening the Academy award winning documentary An Inconvenient Truth featuring Al Gore on April 19, which will be followed by a question and answer period with Professor of Environmental Studies in the Steinhardt School Dale Jamieson. Members of the Council's Executive Committee were briefed by Senior Vice President for University Relations and Public Affairs Lynne Brown and Steinhardt School graduate student Christine Shakespeare regarding the activities of the Spellings Commission, higher education appropriations, and ways in which the Council can become involved within the community in connection with some of the University's initiatives. The Executive Committee also met with Chief of Staff and Deputy to the President Diane Yu on the upcoming Women's Leadership Forum. The tenth anniversary AMC Art Show will be held from April 23 through May 3 at the Salmagundi Club.
Deans Council. Dean Brabeck was pleased to note that this marked the official first day for the newly renamed Steinhardt School of Culture, Education, and Human Development, which was approved by the Board of Trustees on October 12, 2006. The Senate responded with a warm round of applause. The Council continues to work with the Office of the Provost on the issue of faculty diversity at the University and has begun to address issues affecting both undergraduates and graduates in connection with the proposed changes to the academic calendar. The Council is also studying the goals, policies, and practices of each School as they relate to the globalization efforts underway at the University.

Student Senators Council. Ms. Patel reported that the Council and the University Committee on Student Life ("UCSL") met on February 20. After eliciting feedback from each of the School Councils and other constituents, the Council engaged in an active discussion regarding the Senate seat represented by the General Studies Program ("GSP"), which is now administered by the Faculty of Arts and Science. Previously, GSP students alternated with non-GSP students in the School of Continuing and Professional Studies for seats on the Council and the Senate on a year-to-year basis. The Council decided that GSP students would continue to be eligible to apply for an At-Large Senate seat and that following their two year enrollment in GSP, they would be encouraged to participate in the Council of the School in which they plan to enroll. The UCSL discussed a resolution presented by the Council's External Affairs Committee recommending that the University take steps in an effort to divest from companies that directly or indirectly support
the commission of genocide in Darfur. After a more formal discussion, the Council will update the Senate on the status of the proposed resolution. On February 26, members of the Council's Executive Committee gave a presentation on the overall structure of student government to the Board of Trustees. The all-University Games took place on February 22, and the 18th annual Violet Ball is scheduled to take place on March 3. The "Alumni in the Industry Colloquium" is scheduled to take place on March 27, and this year's panel members will be alumni working in the public service industry.

Faculty Senators Council. Professor Black reported that the Council met on February 20 and has revised and updated its Rules of Procedure. Sylvain Cappell was elected to serve as Council Chair for the 2007-2008 academic year, and elections for the positions of Vice Chair and Secretary will be held sometime in March. The Council continues to work with the administration on branch campuses and revisions to the Faculty Handbook. The Council will co-sponsor forums with the administration on the proposed Middle East branch campus on March 23 and the proposed Paris branch campus on April 20. A forum sponsored by the Council and entitled "Faculty Salary and the Quality of Life" is expected to take place on April 27. On February 21, Dr. Brown and Associate Vice President for Government and Community Affairs Alicia Hurley presented an update on the University's government and community affairs to Council members. The Council recently passed three resolutions: 1) reaffirming a 1998 resolution concerning the University's responsibility for salary of tenured faculty; 2) as presented by the Council's Housing Committee, recommending continuation of the University's Home Ownership Program in which current residents living in University housing are allowed to bid, based on the size of their
apartments, for low interest loans toward the purchase of an apartment or house; and
3) amending the University's policies on workload relief policy and tenure clock stoppage
for personal reasons. The Workload Relief Policy grew out of a Task Force on Family
Workload Relief that was formed by the Office of the Provost in response to
recommendations from the Faculty of Arts and Science Women's Caucus to consider the
needs of full-time faculty as they relate to childcare directly following childbirth or adoption.
It was reviewed by the Council's Personnel and Affirmative Action Committee and accepted
by the Council at a meeting held on April 15, 2004.

Chair of the Personnel and Affirmative Action Committee Evelyn Vitz read the following
resolution:

WHEREAS, Strong evidence at NYU as well as other
universities reveals that assistant professors who have
become new primary care-givers to a child are often reluctant
to request work relief or tenure clock extension because they
worry that such a request will negatively affect their chances at
gaining tenure,

WHEREAS, Junior faculty who become new primary
care-givers to a child in their final year of probation may find it
difficult to complete their tenure files or finish final publications,

RESOLVED, That the NYU policies on Work Relief and Tenure
Clock Stoppage for Personal Reasons be amended so that
work relief and tenure clock stoppage become automatic in the
case of faculty members faced with the additional demands of
being the primary care-gIVER to a newborn child, newly adopted
child, new foster care or guardianship placement, or
newly-established legal custodial care.

Background information is attached to these minutes as Exhibit B.
In response to a question from Ms. Woolfstead, Professor Vitz explained that this resolution would only cover those faculty who had gone through the process of formally establishing legal custodial care.

Upon motion duly made and seconded, the resolution was passed.

**University Dialogue**

**Conversation on Emerging Issues**

Dr. Sexton thanked those senators who participated in the 22nd annual NYU in Albany Day, held on February 27.

**Government Relations Update.** Dr. Brown and Dr. Hurley gave an update on government relations. See Exhibit C (slide presentation).

Dr. Brown reported that the budget process had begun at all levels of government. Mayor Bloomberg released New York City's budget proposals on January 25; Governor Spitzer released New York State's budget proposals on January 31; and President Bush released the federal government's budget proposals on February 4. Dr. Brown noted that each proposal is subsequently forwarded and reviewed by the appropriate legislature, and the final budget deadlines are April 1 for New York State, July 1 for New York City, and October 1 for the federal government.
Dr. Brown also expressed her appreciation to the delegation of more than 70 students, faculty, and administrators, who lobbied for increased financial aid and higher education funding during the recent NYU in Albany Day. She stressed the importance of these annual lobbying efforts, particularly as they fall during the critical period of time between the proposed budget as released by the Governor and the final budget as passed by the legislature.

Dr. Brown said that Congress was attempting to reach a balanced federal budget through resurrection of the so-called pay-go rule, which Congress allowed to expire in 2002. "Pay-go" would require the payment for new spending on entitlement programs, by either raising taxes or reducing other entitlement spending. It would also require Congress to make up forgone revenue from any new tax cuts by raising other taxes or cutting spending. Cuts to both Medicaid and Medicare are expected on both the federal and State levels, and this will have a significant impact at the Medical Center. Dr. Brown noted that a competing priority for funds on the federal level will be the War in Iraq, while on the state level a competing priority will be investment in K-12 education, as mandated by recent court cases.

Dr. Brown explained that 58 percent of the federal budget is locked into entitlement programs such as Social Security, Medicare, and Medicaid; 7 percent is locked into paying interest on the national debt; and 20 percent is locked into defense spending. Dr. Brown said that only 1 percent of the federal budget goes toward foreign aid, which leaves only
14 percent of the federal budget for all domestic discretionary programs, including the environment, veterans affairs, research and development, and higher education.

Dr. Hurley reported that, as had been expected, the outgoing Congress had passed a stopgap "continuing resolution" in December thereby leaving the fiscal business to the new Congress for fiscal year 2007, which will affect the University's 2007-2008 academic year. Dr. Hurley was pleased to note that the continuing resolution included an increase in the maximum Pell grant to $4,310, the first increase in this program in a number of years. The continuing resolution also included a two percent increase in funding for the National Institutes of Health ("NIH"), a nine percent increase in funding for the National Science Foundation ("NSF"), and a 12 percent increase in funding for the Department of Energy. The increase in NIH funding will enable it to fund non-competing continuing grants at a level of 97 percent instead of what had been closer to 80 percent and the increase in NSF funding will provide a boost in the area of physical sciences.

Dr. Hurley reviewed some of the aspects of the proposed federal budget for fiscal year 2008 which showed that the proposed increase in Pell grants may come at the expense of campus-based programs, in which the federal government provides money to universities based on their number of students. The University is currently awarded between $19 and $20 million in campus-based aid, which goes mainly towards financial aid for low-income students. The proposed budget also includes only modest increases in funding for the National Endowment for the Humanities and the National Endowment for
the Arts. Dr. Hurley stressed the importance of the upcoming NYU in DC Day, which is the annual lobbying event in Washington, DC scheduled to take place on April 12.

Dr. Hurley noted that Dean of the College of Nursing Terry Fulmer had been part of the delegation that had participated in NYU in Albany Day and that she had given a compelling report on the shortage of nurses in New York State. Dr. Hurley pointed out that the proposed New York State budget for fiscal year 2008 includes a decrease in Bundy Aid. These are funds that are distributed based on the number of earned degrees conferred the previous year, and the University has traditionally given these funds to students as scholarships. Research funding in the proposed budget remains flat.

Dr. Hurley noted that although the University does not receive student aid or annual funding from the New York City, the City does work with the University on efforts in the health arena such as the University's dental van. Moreover, the proposed New York City budget includes an investment in schools and infrastructure. Dr. Hurley reminded the Senate that one of the major items in the City's proposed budget is PlaNYC 2030 and the creation of the Office of Long-Term Planning and Sustainability. Dr. Hurley noted the enthusiastic response she had received from this Office regarding the University's co-generation plant.

In response to a question by Professor Hammack, Ms. Hurley noted that the University receives approximately $5 million in Bundy aid on an annual basis. Dr. Brown added that
the University was the largest recipient of Bundy aid because the University graduates the largest number of students of any private university in New York State.

**Branch Campus Initiatives.** Dr. Sexton gave an update on the University's branch campus initiatives.

Dr. Sexton expressed his appreciation to faculty members who had taken on the task of becoming involved in the University's branch campus initiatives. Dr. Sexton said that the hallmarks of the undergraduate experience at NYU include receiving an education at a research university, being located in New York City, participating in internship programs, and a study abroad experience. Dr. Sexton was pleased to point out that the University was well on its way toward meeting the goal set by the Office of the Provost three years ago of having half of the undergraduate student body enrolled in study abroad programs by the end of the decade. Dr. Sexton noted the faculty's involvement in making the University's global sites less Eurocentric through the establishment of sites in Africa and Asia. Plans are underway to develop sites in South America and Israel.

**Paris.** Dr. Sexton reported that the University was very close to finalizing an agreement with the American University of Paris ("AUP") to establish a branch campus on l'île de Seguin, the undeveloped island located just outside the Paris city limits. Other occupants on this island will include a national science center, a four-star hotel, and an arts center. Dr. Sexton noted that one of the next steps for the University will be to develop articulation agreements with AUP on the academic programs that will be offered to ensure that they
are consistent with the high academic standards at NYU. Dr. Sexton said that financing was falling into place and that construction on the site would entail over 200,000 square feet of building. He noted that AUP's operating budget was expected to be self-supporting and that it was envisioned that the new campus would accommodate an end-state enrollment of 1,200 undergraduate students, with dormitory rooms for 300 students. Dr. Sexton reminded the Senate that AUP is the only university jointly accredited by both the French and American governments and that the agreement included the possibility of AUP becoming a wholly owned subsidiary of the University. In response to a concern raised by Professor Economides, Dr. Sexton noted that NYU would not be assuming any debt since AUP's operations are net positive. In response to a question from Professor Hutchins, Dr. Sexton said that this agreement would not compromise the University's donor base.

*Middle East.* Dr. Sexton said that negotiations were continuing for a branch campus in the Middle East and that Vice Provost for Globalization and Multicultural Affairs Yaw Nyarko had set up five committees to study various issues such as admissions and curricula in connection with this initiative. Dr. Sexton noted that a group of faculty members recently had visited the site. Dr. Sexton emphasized his opinion that the University had found the right partner for a branch campus in that region and that it was understood that any final agreement would include academic freedom for faculty and students and would not leave the University financially vulnerable in the event that the project had to be abandoned. Professor Thompson, who had been part of the group that had visited the site, expressed his opinion that this would provide the University with a wonderful opportunity to provide
a positive contribution in that area of the world. Dr. Sexton stressed that the University would enter into an agreement only if it was assured of a positive academic outcome. He pointed out that this initiative embraces what he has called the concept of the "other" in the context of a global world and that it would be advantageous for the University to establish a base in the Muslim world. Dr. Sexton said that a final decision on this initiative would likely be made by the end of this academic year.

There being no further business, the meeting was adjourned at 3:55 p.m.

Cheryl D. Mills
Secretary
EXHIBIT A
UPDATES FROM PRESIDENT JOHN SEXTON
University Senate Meeting
Thursday, March 1, 2007

Here are some recent news, notes and developments that may be of interest to the University Senate.

EVENTS

Albany Day (February 27)

The University’s annual trip to Albany took place this past Tuesday, February 27th. A team of nearly 100 students, as well as a handful of faculty, administrators and alumni, went to our state capital to share with our legislators the importance of the Tuition Assistance Program (TAP) and other student aid funding, as well as funds for our dental clinics and vans. We thank everyone who participated.

Earth Week (April 19 – 27)

Mark your calendars: NYU will be celebrating this year’s Earth Day (Sunday, April 22) with an expanded schedule of activities from Thursday, April 19 through Friday, April 27. The complete schedule for Earth Week will be announced later this month – with activities ranging from hands-on clean-up and gardening projects to informational discussions and films.

AWARDS AND PRIZES

Faculty Honors

At a recent ceremony in Washington, D.C., School of Law Professor Norman Dorsen was honored as the first recipient of the Association of American Law Schools (AALS) Award for Lifetime Contributions to the Law and Legal Education. Professor Dorsen is the Frederick I. and Grace A. Stokes professor of law and co-director of the Arthur Garfield Hays Civil Liberties Program, and has taught at the University since 1961. He is the founder of NYU’s Hauser Global Law School Program.

Professor Larissa Bonfante of the Department of Classics has been awarded the 2007 Gold Medal for Distinguished Archaeological Achievement by the Archaeological Institute of America [AIA]. This award is made annually to a scholar who has made distinguished contributions to archaeology through his or her fieldwork, publications, and/or teaching. Associate Professor Joan Breton Connelly of the Department of Fine Arts has been awarded the AIA’s 2007 Excellence in Undergraduate Teaching Award; in addition to demonstrated
excellence in the teaching of archaeology, the award recognizes innovative teaching methods or interdisciplinary curricula.

The Rockefeller Foundation has announced its Scholars and Artists in Residence at the Bellagio Study and Conference Center at the Villa Serbelloni. They include NYU professor of biology Carol Reiss and professor of dramatic writing Carol Rocamora. Professor Reiss will be working on a manuscript, “Neurotropic Viral Infections”; Professor Rocamora will be working on a biography, “Chekhov: Portraits.”

Professor Jasna Brujic, a new colleague starting this semester in the Department of Physics, comes to NYU having received a 2006 Burroughs Wellcome Career Award for her work on mechanical networks in biology from proteins to cells.

Lok Siu, associate professor of anthropology, is the winner of the 2006 AAAS Social Science Book Award, sponsored by the Association for Asian American Studies, for her book Memories of a Future Home: Diasporic Citizenship of Chinese in Panama.

Trumpeter Brian Lynch’s album Simpático, by the Brian Lynch/Eddie Palmieri Project, won the Grammy Award for Best Latin Jazz album of 2006 at the 49th annual awards ceremony in Los Angeles in February. He is a member of the faculty in the Steinhardt School’s Department of Music and Performing Arts Professions’ Jazz Studies program.

Alumni Honors

Capping off a string of wins throughout the motion picture award season, Martin Scorsese (WSC ’64, Steinhardt ’68, Dean’s Council Member) won his first-ever Academy Award for Best Director for his film The Departed, which was named Best Picture.

Also taking home an Oscar was Michael Arndt (TSOA ’87) who won Best Original Screenplay for Little Miss Sunshine.

Two other Oscar winners also studied briefly at NYU: Forest Whitaker (Gallatin) won Best Actor for The Last King of Scotland and Thelma Schoonmaker (TSOA) won Film Editing for The Departed.

Student Honors

Sarah Damaske, a doctoral candidate in sociology in the Graduate School of Arts and Science, has been awarded a 2007 Woodrow Wilson Dissertation Fellowship in Women’s Studies. The national fellowship supports Ph.D. candidates in the humanities and social sciences whose original work addresses topics of relevance to women and gender in interdisciplinary ways.

Lyle Vincent (TSOA ’07), an MFA student from the Graduate Film Division of the Kanbar Institute of Film and Television at the Tisch School of the Arts, was one of two student filmmakers to receive this year’s American Society of Cinematographers (ASC) John Alonzo Heritage Award. The award recognizes outstanding achievements in student filmmaking.
Jeffrey Shames, an MSW candidate in the School of Social Work, has made a documentary film, *Spit It Out*, about his successful efforts in coming to terms with his stuttering. The film has won two awards—at the Picture This Film Festival (Canada’s international disabilities film festival) and the Superfest International Disability Film Festival.

GRANTS AND GIFTS

On April 9, the Wagner School will dedicate the Rudin Family Forum for Civic Dialogue, the school’s largest public space in the Puck Building. The space is being named in recognition of a $1 million gift from the Rudin family, one of the most accomplished real estate families in the city and good friends to NYU. In March, the school will dedicate another newly named space, the Murphy Family Student Lounge, which is a gift from alumnus William Murphy (WAG’75) and his wife Una.

The Frederick Ewen Academic Freedom Center has been established at NYU’s Division of Libraries. Funded by a major gift from Herbert Kurz, chairman of the board of the Presidential Life Insurance Company, the Center will sponsor scholarly research and public programs to raise awareness of threats to intellectual freedom.

Scholars at Risk at New York University has received a grant of UK£250,000 (US$475,000) from the Lisbet Rausing Charitable Fund to support international outreach through its “partner network initiative” over five years. The project organizes national or regional networks of universities and colleges that will represent their country or region in Scholars at Risk Network activities.
EXHIBIT B
March 1, 2007

Proposed Amendments, presented by the Faculty Senators Council, to NYU policies on Workload Relief and Tenure Clock Stoppage for Personal Reasons

The Personnel and Affirmative Action Committee of the Faculty Senators Council (FSC), working with the Vice Provost for Faculty Affairs, recommended amendments to the NYU policies on Workload Relief and Tenure Clock Stoppage for Personal Reasons, which will make initiation of work relief and tenure clock stoppage automatic in the case of new parents. These recommendations were unanimously affirmed by the FSC at its last meeting on February 15, 2007 and are now being brought to the University Senate by the FSC for discussion and action.

Recommendations:

The Workload Relief Policy states that a full time faculty member must request workload relief on the delivery or adoption of a child. The FSC recommends changing this policy to make the granting of workload relief automatic.

The Tenure Clock Stoppage policy states that, for maternity and adoption purposes, a full time faculty member who is the primary caregiver for a new baby or adopted child may request stopping the tenure clock for up to two semesters during a probationary period. The FSC recommends changing the policy to make the extension of the tenure clock automatic on delivery or adoption of a child.

The Tenure Clock Stoppage policy also states that the tenure clock may not be extended during any semester of the period when a tenure review is mandated. The FSC recommends that this restriction be eliminated.

Rationale:

Strong evidence at NYU as well as other universities reveals that assistant professors are often reluctant to request work relief or tenure clock extension when faced with the demands of being a new parent because they worry that such a request will negatively affect their chances at gaining tenure. The proposed changes would take this burden off junior faculty by making the extension automatic. In addition, junior faculty who become parents in their final year of probation may find it difficult to complete their tenure files or finish final publications and, therefore, should also have access to tenure clock stoppage.

Any assistant professor who wishes to come up for tenure early would be free to do so. Therefore, those who wish to maintain the original tenure clock will have the option to do so.

Formal Resolution:

WHEREAS, Strong evidence at NYU as well as other universities reveals that assistant professors who have become new primary care-givers to a child are often reluctant to request work relief or tenure clock extension because they worry that such a request will negatively affect their chances at gaining tenure,

WHEREAS, Junior faculty who become new primary care-givers to a child in their final year of probation may find it difficult to complete their tenure files or finish final publications,

RESOLVED, That the NYU policies on Work Relief and Tenure Clock Stoppage for Personal Reasons be amended so that work relief and tenure clock stoppage become automatic in the case of faculty members faced with the additional demands of being the primary care-giver to a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care.

Attachments:

1) A tracked copy of the proposed changes to these policies.
2) A clean copy of the proposed policies.
Workload Relief Policy

In order to provide relief to faculty members faced with the additional demands of being the primary care-giver to a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, New York University’s workload relief policy grants one (1) semester of workload relief from classroom teaching and administrative committee work, or two (2) semesters of half relief from such duties based on the individual’s normal yearly workload at full salary. Workload relief is not considered a leave as faculty members are expected to make themselves available to the extent reasonable and practicable for their customary responsibilities of research, student consultation and advising.

The faculty member’s School shall remain financially responsible for the faculty member’s salary during the workload relief period. Financial support for workload relief of classroom teaching, necessitated by having to hire appropriate replacements, is to be borne by a University workload relief fund. Please see the Workload Relief Form for details.

Individuals eligible for workload relief benefits include all full-time (code 102) faculty. To qualify for workload relief, the faculty member must be the parent primarily responsible for the care of a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care. In all circumstances, only one (1) parent may be considered primarily responsible for the care of the child. If both parents could be eligible under this policy because they are both code 102 faculty, each such eligible faculty member could qualify sequentially for a half semester if the designation of primary responsible parent changed, but the total amount of workload relief would not increase.

Normally the first semester of workload relief will be the semester in which the temporary disability leave for childbirth is completed (see Faculty Handbook, p. 59), the semester in which the adoption, foster care or guardianship placement takes place, or the semester in which the birth takes place. If the primary caregiver taking workload relief is the non-birth parent, only the latter two (2) situations are relevant. If these events occur between semesters when classes are not in session, the first semester of the workload relief typically will be the following semester.

In the case of childbirth, at least five (5) months before the start of the first semester of relief, a faculty member wishing to utilize workload relief for parenting under this plan should inform his or her Department Chair by filling out a Workload Relief Form, certifying that she/he is the primary caregiver and stating her/his intentions to take one (1) full semester or two (2) half semesters of relief. The form should be submitted to the person responsible at his/her School for processing the request as listed on the Workload Relief contact sheet. Details of the workload relief arrangement must be decided in consultation with the Department Chair or, in Schools without departmental organization, with the Dean. In the case of adoption, foster care or guardianship, the faculty member should alert the Department Chair or Dean as early as possible. Tenure clock stoppage
will be granted for a cumulative maximum of two semesters during the probationary period to a faculty member who is the primary caregiver of a child whether or not the faculty member avails herself or himself of workload relief (see Faculty Handbook, p. 60). The one (1) full semester of relief or two half semesters of relief will count as credit toward a faculty member’s sabbatical leave.

This policy is not intended to replace leave available to faculty members who are eligible for leave for the birth of a child, an adoption, or foster care placement under the Family and Medical Leave Act of 1993 (“FMLA”). FMLA shall run concurrently with workload relief as either intermittent or reduced workload leave. An FMLA certification must be completed and submitted with the Workload Relief Form to determine FMLA eligibility. Eligible faculty members may still elect to take unpaid FMLA leave if they wish to provide no service while providing care for their newborn child, newly adopted child, or foster care or guardianship placement.

Tenure Clock Stoppage for Personal Reasons

Tenure clock stoppage may be granted automatically for a maximum of two semesters during the probationary period for any one of, or combination of, the following personal reasons:

1. Tenure clock stoppage may be authorized during a period of full service to faculty members who are primary caregivers of a child and to primary caregivers of a parent, a spouse, or a domestic partner in a health crisis of extended duration. A domestic partner qualifies if he or she is registered with the University for benefits purposes.

   Primary care means day-to-day responsibility for the care of a child, parent, spouse, or registered domestic partner for a substantial portion of the period.

2. Tenure clock stoppage may be authorized to a faculty member who is granted one or more full semesters of leave for any one of, or combination of, illness/disability leave, maternity leave, or personal leave.

Tenure clock stoppage for up to two semesters will be granted automatically in the case of a parent primarily responsible for the care of a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, upon notification to the Chair of the Department or, in the case of Schools without departmental organization, the Dean. In other cases, a request for tenure clock stoppage normally will require advance approval by the dean and the Office of the Provost. Requests should be made as early as possible, and when feasible, approvals should be in place no later than the onset of the semester preceding the period of tenure clock stoppage.

Note: The granting of tenure clock stoppage does not influence granting of tenure in the future.
Workload Relief Policy

In order to provide relief to faculty members faced with the additional demands of being the primary care-giver to a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, New York University’s workload relief policy grants one (1) semester of workload relief from classroom teaching and administrative committee work or two (2) semesters of half relief from such duties based on the individual’s normal yearly workload at full salary. Workload relief is not considered a leave as faculty members are expected to make themselves available to the extent reasonable and practicable for their customary responsibilities of research, student consultation and advising.

The faculty member’s School shall remain financially responsible for the faculty member’s salary during the workload relief period. Financial support for workload relief of classroom teaching, necessitated by having to hire appropriate replacements, is to be borne by a University workload relief fund. Please see the Workload Relief Form for details.

Individuals eligible for workload relief benefits include all full-time (code 102) faculty. To qualify for workload relief, the faculty member must be the parent primarily responsible for the care of a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care. In all circumstances, only one (1) parent may be considered primarily responsible for the care of the child. If both parents could be eligible under this policy because they are both code 102 faculty, each such eligible faculty member could qualify sequentially for a half semester if the designation of primary responsible parent changed, but the total amount of workload relief would not increase.

Normally the first semester of workload relief will be the semester in which the temporary disability leave for childbirth is completed (see Faculty Handbook, p. 59), the semester in which the adoption, foster care or guardianship placement takes place, or the semester in which the birth takes place. If the primary caregiver taking workload relief is the non-birth parent, only the latter two (2) situations are relevant. If these events occur between semesters when classes are not in session, the first semester of the workload relief typically will be the following semester.

In the case of childbirth, at least five (5) months before the start of the first semester of relief, a faculty member wishing to utilize workload relief for parenting under this plan should inform his or her Department Chair by filling out a Workload Relief Form, certifying that she/he is the primary caregiver and stating her/his intentions to take one (1) full semester or two (2) half semesters of relief. The form should be submitted to the person responsible at his/her School for processing the request as listed on the Workload Relief contact sheet. Details of the workload relief arrangement must be decided in consultation with the Department Chair or, in Schools without departmental organization, with the Dean. In the case of adoption, foster care or guardianship, the faculty member should alert the Department Chair or Dean as early as possible. Tenure clock stoppage
will be granted for a cumulative maximum of two semesters during the probationary period to a faculty member who is the primary caregiver of a child whether or not the faculty member avails herself or himself of workload relief (see Faculty Handbook, p. 60). The one (1) full semester of relief or two half semesters of relief will count as credit toward a faculty member’s sabbatical leave.

This policy is not intended to replace leave available to faculty members who are eligible for leave for the birth of a child, an adoption, or foster care placement under the Family and Medical Leave Act of 1993 (“FMLA”). FMLA shall run concurrently with workload relief as either intermittent or reduced workload leave. An FMLA certification must be completed and submitted with the Workload Relief Form to determine FMLA eligibility. Eligible faculty members may still elect to take unpaid FMLA leave if they wish to provide no service while providing care for their newborn child, newly adopted child, or foster care or guardianship placement.

Tenure Clock Stoppage for Personal Reasons

Tenure clock stoppage may be granted automatically for a maximum of two semesters during the probationary period for any one of, or combination of, the following personal reasons:

1. Tenure clock stoppage may be authorized during a period of full service to faculty members who are primary caregivers of a child and to primary caregivers of a parent, a spouse, or a domestic partner in a health crisis of extended duration. A domestic partner qualifies if he or she is registered with the University for benefits purposes.

   Primary care” means day-to-day responsibility for the care of a child, parent, spouse, or registered domestic partner for a substantial portion of the period.

2. Tenure clock stoppage may be authorized to a faculty member who is granted one or more full semesters of leave for any one of, or combination of, illness/disability leave, maternity leave, or personal leave.

Tenure clock stoppage for up to two semesters will be granted automatically in the case of a parent primarily responsible for the care of a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, upon notification to the Chair of the Department or, in the case of Schools without departmental organization, the Dean. In other cases, a request for tenure clock stoppage normally will require advance approval by the dean and the Office of the Provost.

Requests should be made as early as possible, and when feasible, approvals should be in place no later than the onset of the semester preceding the period of tenure clock stoppage.

Note: The granting of tenure clock stoppage does not influence granting of tenure in the future.
EXHIBIT C
GOVERNMENT RELATIONS
UPDATE

March 1, 2007

Lynne P. Brown, Sr. VP University Relations and Public Affairs
Alicia D. Hurley, Assoc. VP, Government and Community Affairs
The budget process has begun...

Executive proposals released by

- President Bush on February 4
- Governor Spitzer on January 31
- Mayor Bloomberg on January 25

...and many negotiations ahead
Now turns to legislatures

✓ Congress – Federal Budget due October 1
✓ State Legislature – State Budget due April 1
✓ City Council – City Budget due July 1
Things to keep an eye on:

- Balancing the federal budget (PAY GO)
- Medicaid and Medicare cuts/reform (Fed and NYS)
- Competing priorities
Competing Priorities

Federal Spending
Higher Ed within "Other"

R&D
Health vs. Physical Sciences

Student Aid
Pell vs. Campus-based Aid
Federal FY07 Continuing Resolution

Student Aid
Pell Grant increase in maximum grant to $4,310

R&D
NIH increase of $619 million – 2%
NSF increase of $335 million – 9%
Dept of Energy (Science) increase of $200 million – 12%
## President's FY08 Proposed Budget

### Federal Agency Appropriations

<table>
<thead>
<tr>
<th>STUDENT AID</th>
<th>FY2007 Final Budget</th>
<th>FY2008 Budget Request</th>
<th>FY2008 Request vs. FY07 CR (% Change)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pell Grants</td>
<td>$13,660</td>
<td>$15,439</td>
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<tr>
<td>Max Awards</td>
<td>$4,310</td>
<td>$4,600</td>
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<tr>
<td>Perkins Loans</td>
<td>$65.4</td>
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<tr>
<td>SEOG</td>
<td>$770.9</td>
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<tr>
<td>Federal Work Study</td>
<td>$980.5</td>
<td>$980.5</td>
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</table>

<table>
<thead>
<tr>
<th>R&amp;D AGENCY</th>
<th>FY2007 Final Budget</th>
<th>FY2008 Budget Request</th>
<th>FY2008 Request vs. FY07 CR (% Change)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NIH</td>
<td>$28,832</td>
<td>$28,321</td>
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<tr>
<td>DOE (Office of Science)</td>
<td>$3,796</td>
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<tr>
<td>NSF</td>
<td>$5,916</td>
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<tr>
<td>NIST</td>
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<td>NEH</td>
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<td>NEA</td>
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<td>DOD (Defense RDT&amp;E)</td>
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<td>DHS (Science &amp; Tech)</td>
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<td>University Programs</td>
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</table>
NYU IN DC DAY
April 12, 2007

~Thanks to Albany Day Participants!
# Governor’s FY08 Proposed Budget

<table>
<thead>
<tr>
<th>STUDENT AID AND INSTITUTIONAL AID</th>
<th>Final 07 Budget (dollars in millions)</th>
<th>Governor's Proposed FY08 Budget (dollars in millions)</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>TAP</td>
<td>898.1</td>
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<tr>
<td>Max Awards</td>
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<tr>
<td>Aid to Part Time Students</td>
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<tr>
<td>HEOP</td>
<td>24.2</td>
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<tr>
<td>STEP/CTEP</td>
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<tr>
<td>BUNDY Institutional Aid</td>
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<td>-9.1</td>
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</table>

<table>
<thead>
<tr>
<th>Research Funding / NYSTAR</th>
<th>Final 07 Budget (dollars in millions)</th>
<th>Governor's Proposed FY08 Budget (dollars in millions)</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Development Program</td>
<td>4.0</td>
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<td>0.0</td>
</tr>
<tr>
<td>Technology Transfer Incentive Program</td>
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<td>4.0</td>
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</tr>
<tr>
<td>James Watson Science Investigator Program</td>
<td>1.0</td>
<td>1.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>
Mayor’s Budget and Priorities

- Savings for the City
- Invest in schools and infrastructure
- Tax relief for property owners, shoppers and businesses

PlaNYC 2030
10 Goals for 2030

New York is one of the most environmentally-efficient cities in the world. Our air and water haven’t been this clean since before the industrial age. But our air still fails to meet federal standards and thousands of acres of land remain severely polluted. We are also facing the growing impact of climate change. Rising temperatures, intensified storms, and rising sea levels cannot be ignored. We can protect, preserve, and renew our City – if we plan now.