MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF FEBRUARY 7, 2019

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 9:00 AM on Thursday, February 7, 2019 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Carter, Davis, De Bartolo, Ferguson, Gershman, Illingworth, Jahangiri, Killilea, Kim, Lee, Liston, Mitnick, Patterson, Renzi, Saravanas, Unnikrishnan, White, and Youngerman; Alternate Senators Grillo, Hersh, Kleinert, Mandracchia, Maynor (for Leone), Ritter, Spivakovsky, Talib, and Tourin.

APPROVAL OF THE AGENDA

Upon a motion duly made and seconded, the meeting agenda was approved unanimously.

APPROVAL OF THE MINUTES OF THE MEETING HELD DECEMBER 11, 2018

Upon a motion duly made and seconded, the minutes of the December 11, 2018 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: MARY KILLILEA

Human Resources (HR) Contact

Chairperson Killilea reported the Steering Committee (SC) raised concerns regarding HR with the Provost. They voiced the concern that HR issues faced by continuing contract faculty are handled within the school and not by central HR. This means any issues related to contracts and appointments are handled by someone who reports to the Dean, who also is responsible for the appointment.

The SC believes it would be useful to have a designated person outside the school that could answer questions, offer advice, assist through processes, and direct faculty to applicable rules and guidelines.

A Senator suggested inviting someone from HR to a Council meeting to explain the current processes and structure of HR.

It was noted Steinhardt has moved their HR out of the school to the central administration.

Senators discussed what this role would entail, who they would report to, and ways to ensure it was not a rotating role, but a designated contact.

It was noted the C-FSC Grievance Committee is currently reviewing all of the school’s grievance policies for any inconsistencies, examining the variability amongst the schools, and identifying any issues the Council may want to address.

Administrative Roles

Killilea reported another topic the SC is working on is clarifying issues regarding continuing contract faculty being given administrative roles beyond their initial expectations. A Senator reported a survey at his school
showed that almost 50% of the respondents had some form of additional administrative responsibility, often without additional compensation.

Welcome Packet for the University Senate

Killilea addressed the idea of developing a welcome packet for new members to the University Senate. She noted the usefulness of an informational packet that outlines the Senator’s role, expectations, and general operation of the Senate. A Senator noted last year the Senate Committee on Organization and Governance (SCOG) added this item to their agenda for the various Councils to work on collectively.

Visa Sponsorship

Killilea noted the SC has asked for an update on the issue of visa sponsorship for continuing contract faculty and employment for international c-faculty, given new immigration laws and issues related to short-term visas.

Council Secretary

Killilea presented her idea for the Council to appoint a Secretary to handle communications, rather than communication projects being handled by a communications committee. This would include developing an email template, creating meeting summaries, and reporting of meeting highlights.

Special Presenters

Council members suggested the following special presenters at upcoming Council meetings: Sabrina Ellis from HR, Mary Signor from Office of Equal Opportunity, and a presenter from Public Safety.

Sexual Misconduct Trainings

Killilea reported the University is working on new sexual misconduct trainings, mandated by state and city requirements, and hopes to achieve a 100% response rate.

Resolutions to University Senate

Killilea reported on Student Senators Council resolutions that may come through the University Senate this spring.

Senators commented on the purpose, format, and effectiveness of resolutions.

Senators discussed the types of the changes the University can pursue and ways to create most useful recommendations. Senators discussed resolutions that focus on University specific items versus broader political movements.

Senators commented on the challenges of long, complicated resolutions, with many requests. A Senator noted SCOG last year discussed the process by which councils bring resolutions and whether they should be brought to the Senate as a whole.

A Senator noted the Welcome Packet could help addresses these issues and provide general guidelines for resolutions.

A Senator commented Bylaw 60 in the University Bylaws, concerning the function of the University Senate, is open-ended and might need clarification as to the jurisdiction of the Senate. It was suggested the Governance Committee review this Bylaw.

The Chair’s Report was accepted into the minutes.

Discussion/Questions on the following submitted reports:
See attached Document A.

Educational Policies & Faculty/Student Relations

Senator Illingworth, Chair of the Committee, noted the two key items in the report include: 1) the Committee is continuing to seek information about the Spring Admit Pilot Program; and 2) the Committee is reviewing concerns brought by the T-FSC Educational Policies & Faculty/Student Relations Committee regarding the lack of responsiveness on course evaluations.

Killilea reported the SC is also working with the Provost Office on the issue of evaluations, particularly from the lens of biases, and the problem of using evaluations for annual merit increases (AMI) when bias is involved.

A Senator noted this issue was also being discussed in the Undergraduate Academic Affairs Committee.

Senators questioned the long-term goals of evaluations and their benchmarking.

A Senator questioned the effect of faculty members’ instructions on the outcome of evaluations. He noted in surveys, for example, instructions are provided to those completing the surveys.

It was suggested there be a central committee that reviews all questions that are added to the evaluations by the schools.

Senator also discussed validity when there is a low response rate.

A Senator asked the Committee for more information on the new academic engagement certification, which now appears in Albert.

Finance & Policy Planning

Senator Lee, Chair of the Committee, noted the Committee is examining the data from the C-FSC Faculty Survey on a broad level to offer generalities that highlight where the issues lie. He also noted the Committee is looking for brief descriptions of all faculty ranks so that they can cross-compare across the schools.

The report also noted the University is in the process of hiring an outside firm to do a compensation survey.

Undergraduate Program Committee

As reported, the Committee reviewed a new proposal from the College of Arts and Science and the Center for Data Science that included a new major (Bachelor of Arts) and minor in Data Science, as well as a joint major in Computer and Data Science. A Faculty of Arts and Science (FAS) Senator expressed concerns over how this approval was handled within FAS. He noted the importance of Senators ensuring these program creations go through the standing faculty governance procedures at their schools.

Reports at Meeting:

Administration & Technology

The Committee suggested inviting Len Peters, Vice President, Information Technology & Global Chief Information Officer, and Clay Shirky, Vice Provost for Educational Technologies, to a future Council meeting.
Faculty Advisory Committee on NYU’s Global Network

Killilea reported, as noted at the beginning of the academic year, this Committee will be focusing on continuing contract faculty in the Global Network. The meeting of this Committee conflicted with the Council meeting today and, in the future, they will address the scheduling to ensure a C-FSC representative can attend.

Global Network University

Killilea noted the Committee needs a new Chair for the spring and the Committee members should meet to elect their Chair. She also suggested the Committee look into the issue of communications not making it clear what is applicable to continuing contract faculty, noting the recent GRI email.

ADJOURNMENT

The meeting adjourned at 11:00 AM.
C-FSC Educational Policies and Faculty/Student Relations Committee

Date: February 01, 2019

Members: Scott Illingworth (Chair), Spiros Frangos, John Gershman, Fidelindo Lim, Noelle Molé Liston

Members of the committee met with the parallel T-FSC committee on January 31st, 2019 and with members of the the parallel T-FSC committee, Clay Shirky, and administrators from Steinhardt on December 13, 2018.

REPORT

The committee has been meeting with our T-FSC colleagues, on an initiative they began, to examine the consequences of the shift to online course evaluations. There is particular concern about the low response rate in certain schools and the potential for this to impact issues like AML and promotion/retention/tenure. They are also aware and concerned about the way this leaves contract faculty vulnerable regarding contract renewals and the lack of standardization and clarity around the use of course evaluations in these processes.

In December, we met with Clay Shirky, Vice Provost for Educational Technologies, to gather information about the way the system operates and with administrators from Steinhardt to discuss some innovative initiatives they’ve used to improve response rate. In January, we met to discuss the key elements about which to gather data and divide responsibilities. The hope is to generate a joint report with recommendations that can be shared with both councils before the end of the academic year.

The committee also continues to gather data on how the spring admit pilot program is impacting contract faculty in relevant departments and what existing local policies about Add Comp, Paid/Unpaid leave, and course reductions might alter both explicit and implicit expectations about workload and schedule if the program were to expand. We hope to gather some more specifics this upcoming semester as the students matriculate and the impact, if any, becomes visible to faculty.

Respectfully submitted,

Scott Illingworth
Committee on Faculty Benefits and Housing

On January 24, 2019, the C-FSC, T-FSC, and AMC Benefits Committees met jointly with representatives from Carebridge Life Resources, the University’s employee assistance plan benefit provider. Present for the C-FSC were Joseph Carter, Michael Ferguson, Joe Foudy, Vincent Renzi, Scott Taitel. From Caremark: Mary Dougherty-Hunt, Senior Vice President and Account Manager; Elise Merenda, Vice President for Behavioral Health. For the University: Trish Halley, Assistant Vice President for Global Benefits; Grace Cosachov Protos, Executive Director of the Work-Life Office.

N.B. that the Caremark EAB benefit at NYU-NY is exclusive of the Medical School.

Caremark reported that our utilization rate for the employee assistance plan is 4.5%, roughly some 500+ individuals. This is in line with 4-6% average across the industry. Of those who used the benefit in 2018, 50% had also used it in 2017. Caremark takes this to show that people find the benefit valuable as they turn to it when new needs arise. Stress (emotional, interpersonal-relationship, work-related) is the top concern, self-reported depression is second.

Caremark is working closely with Grace Cosachov Protos on coordinating the work-life component of the services it provides us. Among those who used them, elder care support is their most highly rated work-life service. Caremark can provide support nationwide.

We were asked to provide feedback on how best to communicate the availability of employee assistance/work-life benefit services.

We raised the issue that University policies do not always support faculty wellness, for example, when faculty have to cover class despite personal or family illness or hardship, without a backup system to provide assistance when needed. Although the Caremark services are quite broad, they cannot address the need for new University work-life support mechanisms for faculty.

Respectfully submitted,

Vincent Renzi,
chair
February 1, 2019

RE: February Report to the Contract Faculty Senate Council.

1. Compensation Study
   a. Early February, University will hire an outside firm that will qualify the compensation survey
      i. Committee members – Martin Dorph, Sabrina Ellis and Tony Jiga will work with the firm to assess the outcomes
      ii. No Faculty will be on the committee
      iii. TT and CF councils were concerned with lack of faculty input
      iv. Dean council supported the faculty

2. AY 2019-2020 Budgets due
   a. Preliminary - 2/15
   b. Final by 3/12

3. New constructions - report from Linda Chiarelli
   a. Mercer street project (old Coles)
      i. increase stairs for egress regulations
      ii. Foundations will be formed this month
      iii. US steels only
      iv. Modular classrooms that can change
   b. Cogeneration plant
      i. Have been very efficient and effective so it will be increased.
      ii. 85% decrease in green house gases
      iii. New feeds
         1. Mercer
         2. 726 Broadway
   c. 370 Jay Street
      i. Uses Ice storage system to assist with HVAC
   d. Science Labs - Priority for Andy Hamilton

Respectfully submitted,

Chair, CFSC Finance and Policy Committee

CC: Committee Members and Steering committee
Undergraduate Program Committee (UPC)
C-FSC Representative: Larry Slater

The UPC met on December 13, 2018. At the meeting, the committee discussed a Memorandum of Intent for two proposed minors in Journalism, one with a focus on broadcast/media journalism and the other with a focus on print/online journalism. While approval of the UPC is not required for the implementation of new minors, the committee reviewed and provided feedback on the two proposals. The committee also reviewed a new proposal from the College of Arts and Science and the Center for Data Science that included a new major (Bachelor of Arts) and minor in Data Science, as well as a joint major in Computer and Data Science. As per the presenting faculty:

1. The major and minor in Data Science will prepare students for a broad range of careers in data science, ranging from developing general technologies for extracting insights from the increasingly large data sets businesses, governments and scientific organizations need to deal with, to applying existing technologies to problems in many domains including the humanities, social sciences, and science.

2. The joint major in Computer and Data Science will target students who seek comprehensive training in two bodies of knowledge: (1) computer science, an established field that advances computing, programming, and building large-scale and intelligent systems, and (2) data science, an emerging field that leverages computer science, mathematics, and domain-specific knowledge to analyze large data collections using data mining, predictive statistics, visualization, and efficient data management.

The UPC reviewed the proposals and provided feedback on the overall structure and expected administration of the program.