MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF OCTOBER 29, 2015

The New York University Continuing Faculty Senators Council (C-FSC) met at noon on Thursday, October 29, 2015 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Becker (by video-conference), Borowiec, Burt (by video-conference), Carl, Cittadino, Cunningham, Elcott, Gurrin, Halpin, Killilea, Mooney, Morton, Mowry, Rainey, Renzi, Sacks, Slater, Stehlik, Stewart, Ying; Alternate Senators Bianco, Casey, Ritter, and White.

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 SEPTEMBER 24, 2015

Upon a motion duly made and seconded, the minutes of the September 24, 2015 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: FRED CARL

See attached Document A: C-FSC Chair Update

Name Change: decision of the Board of Trustees (BOT)

See attached Document F: Letter to Fred Carl

Chairperson Carl reported he received a hand-delivered statement on the name change from the Office of General Counsel. The letter states: “The Executive Committee of the University's Board of Trustees recommended that the University’s Bylaws be amended to change the name ‘Full-Time Non-Tenure Track/Contract Faculty’ to ‘Full-Time Continuing Contract Faculty.’” Carl noted the name will be changed in the Bylaws, Faculty Handbook, and other relevant policy documents. He recommended continuing to use the C-FSC acronym.

A Senator agreed with the use of the C-FSC acronym and noted the push-back from the beginning was related to the long acronym (FTNTT/CF). Another Senator stated for him the victory is the removal of “non-tenure track” and noted his agreement with being labeled by what this group is not rather than what it is.

A Senator requested the Council ask the Board of Trustees to use the abbreviation C-FSC in the Bylaws, instead of FTCC-FSC.

Carl affirmed he would make that request. He also suggested the Council find ways to cultivate a relationship with the Board of Trustees.

A Senator stated he and Chairperson Carl were at the Faculty Common Days with Incoming President Hamilton and he asked him regarding better engagement with the Board of Trustees. He commented Hamilton seemed
open to this and expressed that it would be easy to get more interaction between faculty and the BOT. In the FAS faculty assembly, this issue also came up and he expects the FAS faculty assembly to write to Hamilton to ask him to put on the agenda more interaction with faculty and the Board and also to open up the question whether the Board might not be arranged in a different manner.

Carl stated this was also raised with President Sexton at a Steering Committee meeting. Sexton’s advice was to encourage interaction in smaller groups.

A Senator suggested that Senators take opportunities to introduce themselves and the Council to Board of Trustees members, particularly when they are on campus. She stated she has used opportunities when BOT members are at Stern to introduce herself as a Senator and discuss the Council.

A Senator asked about the relationship between the T-FSC and the Board of Trustees.

Chairperson Carl mentioned that members of the BOT attended the T-FSC Year End Dinner.

A Senator stated if the T-FSC has a relationship with the BOT, the C-FSC should try to get a similar relationship. If there is not a relationship in keeping with our long-term desires to lower the differences between the two councils, we might approach the T-FSC and suggest that both of us work together towards a pathway of better communication with the Trustees.

A Senator mentioned that last year a Board of Trustees member attended a Council meeting. He suggested the Council extend an invitation to Council meetings. The Council agreed by general consensus.

A Senator asked if we could reject this name change. Chairperson Carl stated we could not; the name will officially be changed in the Bylaws.

A Senator stated the addition of “Contract” in the Council name is an opportunity to demand that all Continuing Faculty receive contracts, as some in this category do not have contracts.

Carl suggested he mention this in his response. The Council agreed by general consensus.

A Senator pointed out that the Tenured/Tenure Track Faculty Senators Council uses the acronym T-FSC, not TTTT-FSC. The Full-Time Continuing Contract Faculty could therefore use C-FSC in the same manner.

A Senator pointed out that when the Council members met with the General Counsel on the Handbook and Guidelines, they mentioned that for those without contract, their letter is their contract.

Chairperson Carl stated some people are on multi-year contracts, some receive letters. He stated it is a reasonable point to include in the discussion.

The report was accepted into the minutes.

**Ad Hoc Committee: Family Care/Work Life Committee**

Chairperson Carl reported in the Chair’s report that the Administrative Management Council (AMC) is proposing the formation of an Ad Hoc Committee on Family Care/Work Life. In the past there was an office dedicated to this area called Family Care and managed by Joyce Rittenberg. She has since left the university and now Carebridge is in charge of this area including providing information and resources on childcare, elder care, etc. The C-FSC has been invited to nominate three representatives for the Committee and Diane Mirabito and Tommy Lee have agreed to serve. Carl asked if anyone is interested in serving to please contact the Steering Committee or Karyn Ridder.

A Senator expressed his concern that the definition of family is not well articulated and primarily focuses on married people with kids, leaving people who are not married out of the family care and the work life balance
issues. He asked the C-FSC representatives on the Committee to ensure people who are single are also considered. Another Senator supported this recommendation.

Senator Renzi volunteered to serve on the Committee, as Co-Chair of the C-FSC Faculty Benefits Committee. He also commented the majority of faculty across the country are in non-traditional families or single and he feels it is important to have their voice on this Committee.

**QUESTIONS ON COMMITTEE REPORTS DISTRIBUTED**

*See attached Document B: Committee Reports*

**Faculty Benefits and Housing: Joe Borowiec & Vince Renzi**

Senator Renzi added that he and Senator Borowiec met with the co-chairs of the T-FSC Faculty Benefits and Housing Committee. They learned there is a search underway for a new head of Human Resources. The T-FSC Faculty Benefits Committee has representatives on that search, and he asked Alison Leary to also include C-FSC representatives.

**Personnel Policies and Contract Issues: John Halpin**

Chairperson Carl mentioned Carol Morrow let him know another school policy will be circulated shortly.

A Committee member stated the Committee invites Senators in the schools under policy review to contact the Committee with their feedback and input.

**University Senate SCOG: Ezra Sacks**

A Senator stated it was his understanding that the SCOG chair rotated among the different councils. He asked if there was any discussion on a Student Senators Council member again chairing the Committee. Senator Sacks responded Committee members were asked if anyone was interested in running and no one volunteered.

As noted in his report, Sacks stated the Committee discussed the charge related to the reorganization of the Senate. SCOG originally set as its goal to present a plan by the end of this academic year. There was much discussion whether or not to continue with the charge at this time as there is a new President starting in January and NYU is also awaiting a new Provost. Several on the committee felt that recommendations that do not take into consideration input from these individuals would be incomplete and that such discussions should not continue until after both are in place.

Senator Slater also noted SCOG will need to update the Bylaws to reflect the new change in the University Senate meeting time.

A Senator asked if there is any update or information about the new Faculty of Health. It was reported that a new dean will be chosen. Slater reported it is his understanding they are in the process of deciding who will be on the search committee.

SCOG will also need to discuss the senator representation for these schools: College of Dentistry, College of Nursing, and College of Global Public Health.

The reports were accepted into the minutes.
COMMITTEE REPORTS

Administration & Technology: Jamie Skye Bianco

Alternate Senator Bianco reported the Committee met with the T-FSC Administration & Technology Committee regarding review of the Social Media and Personal Digital Content Policies. She commented there is some confusion in the process. The C-FSC made recommendations last year that were not communicated in the most recent draft. She mentioned the T-FSC would like to move forward quickly on these documents. The C-FSC Committee will meet separately to discuss.

Chairperson Carl mentioned the Committee is free to develop its own agenda. Bianco stated the Committee will meet separately as well.

Bianco commented it was one policy that turned into two policies; they are reportedly different but actually highly integrated and refer to many other policies.

A Committee member mentioned his concern is that the policy is so convoluted it is not serving its purpose of informing people on what to do. He stated the document needs to become clearer without losing any of its complexity.

A Senator commented one of the big issues is the decision making and the accountability when there are grievances. A Senator agreed and advocated strongly for that, but there is push back on including that element in the document.

A Senator commented what is needed is a document that offers clear bullet points and can be distributed to everybody in the community.

Bianco commented that the big problem is that these two documents are trying to do two different things. The first document allows the University to hold people accountable, the second document is about data and how it gets used and how it can be accessed. The Committee hopes to untangle the documents and develop something similar to the bullet point suggestion.

Educational Policies & Student/Faculty Relations: Ben Stewart

A Senator mentioned a clinical faculty member at Stern received a research grant to study the teaching of writing. She commented this might be a good opportunity to collaborate and will pass the faculty member’s name along to the Committee.

Finance Policy and Planning: Susan Stehlik

Senator Stehlik reported the university budget was handed out at the meeting. Secondly, the Committee has been asked to make the Council’s recommendations on the University budget by February 1. It will then go to the Trustees in March. The Committee plans to put together recommendations by December. It was noted last year the Committee did not have much time to put together their recommendations, but received compliments on their recommendations, despite being last minute. The Student Senators Council submitted a 14 page, highly detailed document, including printer/paper needs, etc. The T-FSC submitted recommendations on annual merit increases. Chairperson Carl recommended the Committee put together proposed recommendations by the December 8 Council meeting.

Senators asked that the link to university budget information and the budget recommendations from last academic year be circulated.

A Senator mentioned one issue that was introduced is how schools are taxed to help support Arts & Science (FAS). He suggested including an assessment of that issue in the Council’s budget recommendations.

Chairperson Carl mentioned this was discussed at the Provost Search Committee listening session.
A Senator stated this was also discussed last year in the Financial Affairs Committee. She stated one of the 
deans posed an argument that this is a misunderstood issue. She commented if the issue is misunderstood, a 
little transparency might go a long way.

A Senator stated the Middle States report from last academic year addressed this issue.

Chairperson Carl added he has received some comments regarding his questions concerning the Provost 
Search and encouraged members to send him any additional comments or specific names.

A Senator commented that NYU is tightly siloed and this balance of trade model in the university’s financial 
affairs is a symptom of that. He commented it might benefit NYU to have a Provost who has experience with a 
multi-campus or large state institution. He mentioned some deans have discussed trying to get away from 
balance of trade. Global used to be charged on balance of trade, and now its charged as a central university 
budget, like the library.

Chairperson Carl stated this came up in the listening sessions. One person commented NYU feels like a 
collection of schools, which encapsulates the previous comments about siloes and balance of trade.

A Senator stated Steinhardt had to have a 5-8% budget cut in all departments. This resulted in a staff position 
cut. He commented perhaps these budget cuts would not have been as large if there had not been as large of a 
tax taken out of Steinhardt. He commented this is an educational issue that affects the quality of the program.

A Senator supported the need for transparency.

**Governance Committee: Ezra Sacks**

Senator Sacks reported the Committee is drafting a questionnaire to be sent to all continuing faculty around the 
University asking how shared governance is working in the Schools. The Committee will then develop a 
document that will detail how all schools, departments, and programs have followed published governance 
procedures. He stated the Committee is using the original 2008 Virginia Black report and a questionnaire that 
the AAUP distributed on shared governance in drafting the questionnaire and report. The document will be 
circulated to the Steering Committee and Council for feedback.

It was suggested the questionnaire be sent to all deans in addition to all continuing contract faculty members. It 
was also suggested the information be broken down by school.

Sacks stated the Committee is in the preliminary stages and he recommended these suggestions be addressed 
when the Committee presents the draft to the Council.

A Senator commented on the importance of capturing the whole picture of what is going on at schools and 
holding each school accountable to the Provost’s governance procedures.

Sacks stated the Committee has not yet decided on a method of sending the survey and is open to what the 
Council decides.

**Undergraduate Academic Affairs Committee: Ron Rainey**

Senator Rainey provided an update to his spring 2015 report regarding the Committee’s recommendation that 
the university commit more resources to the services associated with writing instruction at NYU. This was 
approved by the school deans, undergraduate deans, and then presented to the Provost who accepted the 
recommendation.

He reported the Committee has been asked to discuss the issue of internships and experiential education. He 

stated the admissions office advertises internships and extracurricular activities, but it seems there is an uneven 
delivery of these throughout the schools. How this relates to the global sites is also part of the conversation.
The Provost also asked the Committee this year to discuss the broad question of the influence of NYU’s global network on the student experience in New York.

**Undergraduate Program Committee: John Halpin**

Senator Halpin stated the charge of the Committee is to review proposals from various departments and schools for new majors and minors. He noted new majors will have to go to New York State for approval. The Committee has met twice so far and is meeting again this coming Tuesday, at which several revised proposals will be reviewed again.

**Ad Hoc Committee on Diversity and Inclusion: David Elcott**

Senator Elcott reported he will be meeting with the T-FSC Co-Chairs of the Inclusion, Equity, and Diversity Committee. He encouraged anybody who is interested in the issue to join the meeting.

Chairperson Carl noted the Steering Committee asked the Governance Committee to create a permanent standing committee on Diversity and Inclusion and a call for committee members will be sent. He noted the Tisch Dean mentioned the Dean’s Council has also been doing work in the area of diversity, as well as the students, T-FSC, Provost and this may be an opportunity to collaborate.

**OLD BUSINESS**

**Resolution: Request to Provost to Post Non-acceptance of Policy Recommendations**

*See attached Document E: Resolutions*

Chairperson Carl reminded the Council at the last meeting there was support for framing a resolution asking the Provost to submit reasons for non-acceptance of Council recommendations. He presented the proposed resolution.

A Senator offered his support of the resolution and commented it is an urgent matter since several school policies are currently under review, including Liberal Studies, Stern, and Gallatin. Another Senator supported the urgency and asked, if passed, the resolution be sent today.

A Senator asked if the Provost is required to abide by this resolution.

Carl stated he is not required to abide but it will be a public request.

A Senator stated a similar request was made with the guidelines and the Provost office did comply with a line by line response. This resolution asks that the same procedure take place with the proposals.

A Senator questioned whether it should be made clear the Council expects a rationale to always be submitted and then posted.

Carl explained the language of the resolution included a statement from the Principles of Joint Shared Governance, Reasoned Justification to show that the Provost’s office has been historically following the policy, which implicitly communicates there is an expectation this will continue.

At the conclusion of the discussion, the following resolution was approved unanimously by vote of the Council:

**Resolution:**

**WHEREAS** the Faculty Handbook, dated September 1, 2015, states on page 11, Principles of Joint Shared Governance:
4. Reasoned Justification

When the T-FSC and/or N/C-FSC submits advice in writing to the University administration and the administration does not agree with or accept the Council’s advice, the administration will provide its reasons for not accepting the Council’s advice to the Council(s) in writing and in a timely matter, and

WHEREAS the Provost’s Office regularly submits its reasons for not accepting any particular part of the Council’s advice to the Council(s), and

WHEREAS it is important for faculty not on the Council(s) to understand the reasoning behind any non-acceptance of specific advice, and

WHEREAS the Provost’s Office posts links to any final School and/or University policies after review

BE IT RESOLVED that the C-FSC requests that the Provost’s Office post on its website, along with the final version of any School and/or University policy, the same document (referenced above) detailing the reasons for acceptance and/or non-acceptance of each recommendation provided by the Provost to the Council(s).

Liberal Studies

A Senator for Liberal Studies (LS) reported the LS faculty are concerned about the LS document on reappointment and promotion policy, under current review by the Provost’s office. He stated it is not clear how the document came to be composed. The LS dean stated that there was significant faculty input, but it is difficult to find documentation for that.

The main problem is the document went from Dean Carew’s office to the Provost’s office without an opportunity for the LS faculty to vote on it. There was a town hall meeting concerning the document held last December 19, but no vote was taken. He noted the only faculty review took place by the C-FSC’s sub-committee. It was noted LS representatives were invited to meet with the committee members and offer input. He stated he believes the faculty would accept the document if all fifty three revisions were accepted by the Provost. But the faculty have not been given the opportunity to vote on the document and once the Provost finalizes, the document will be final.

The Senator requested that the Steering Committee inform the Provost the LS faculty would like the opportunity to vote on the document. In addition, he asks the Council for support in recommending for any policy that school’s faculty have the opportunity to vote on the policy.

He also suggested that in policy reviews the Council’s most substantive revisions versus minor, i.e. grammar and punctuation, be highlighted in a separate section, so as not to be grouped together.

A LS Alternate Senator reported the LS Dean when confronted at a faculty assembly meeting admitted he did write the policy. She also reported on a proposed resolution stating the faculty participate, formulate, and can amend or vote according to their own school governance on school policies. The statement was disallowed from being on the agenda by the chair of the steering committee and the assembly.

She reported the LS faculty voted on whether the faculty approve the majority of recommendations by the C-FSC and T-FSC concerning the proposed LS Policy for the Renewal, Reappointment and Promotion of Liberal Studies Full-Time Non-Tenure-Track/Contract Faculty. The measure was rejected by a 29-23 vote.

Carl confirmed the Steering Committee is meeting with the Provost next week, and will raise the issue of significant questions of the reality of faculty involvement in the creation of the policy, and the extensiveness of discussing the ability to vote on and amend the policy.
A Senator suggested asking the Provost to make a statement about these issues in Liberal Studies and how the Provost Office is handling the issues. It was commented the issue at Liberal Studies seems to be unique in its extremity, but not necessarily in the phenomenon, and perhaps the issues need to be addressed across schools.

Another Senator suggested calling into question the firewall preventing FAS from being engaged in the issues in Liberal Studies. She commented it creates a one-way flow of communication of the faculty in Liberal Studies to the Dean.

A Senator noted the T-FSC EC and C-FSC Steering Committee discussed their concerns about LS and the T-FSC expressed a general lack of understanding because LS is not part of their constituency. She stated she thinks they are looking to the C-FSC for guidance on what the C-FSC needs from the T-FSC.

It was stated at the last LS Faculty Assembly meeting, the Dean suggested that some of the recommendations were insupportable.

A Senator suggested, similar to the resolution regarding the Provost response to recommendations, the Council should receive a response from the Dean.

It was noted the Governance Committee discussed each school establishing a formal process in conducting a five-year review of the school policy. The Provost guidelines state the policy will be reviewed in 5 years and continuously.

A Senator stated the issue is the faculty governance structures laid out in the university guidelines were not followed at LS. The LS faculty did not participate in formulating the school policy.

A Senator stated if procedures that have been accepted by the University are not followed this is grounds for a grievance.

NEW BUSINESS

Resolution: Thank You To John Sexton

A Senator stated although it is a nice gesture, he intends to abstain from voting on the resolution. He commented the tenured faculty of many schools voted a vote of no confidence in John Sexton. He stated the contract faculty did not have the opportunity to express that criticism. He commented on President Sexton’s lack of transparency with respect to Liberal Studies. He stated when he started in General Studies there were over 200 incoming freshmen, which has grown to 1,250, the second largest incoming class after College of Arts and Science. The faculty teach a considerable percentage of the freshman tuition paying students and have derived a great deal of income for the University, but little of which has been turned back to the faculty.

A Senator called to attention the resolution is thanking Sexton for his years of service and makes particular note of the fact that continuing contract faculty are now a part of university governance, which he supported. He commented he thinks it is a simple statement that the Council should make.

Another Senator stated, having been at NYU for decades, a thank you from the Council in helping to establish this governance body is the main thrust of the message and is deserved.

Another Senator wished to add a statement regarding the growth of the GNU, but is in support of the statement as is.

A Senator stated it is in good form and encouraged a unanimous vote. Another Senator supported this statement.
At the conclusion of the discussion, the following resolution was approved by vote of 17 senators in favor and 1 senator opposed, with 3 abstentions:

**Resolution:**

The C-FSC wishes to thank John Sexton for his 14 years of service to NYU as President, his 14 years of service as Dean of the Law School, and his 34 years of service as an NYU faculty member. The C-FSC particularly wishes to express its gratitude to John Sexton for his long-term, strong advocacy of inclusion of continuing faculty as a necessary and vital part of University governance.

**NEXT MEETING**

Chairperson Carl announced the next meeting of the Council will take place on December 8, 2015: 12:00 noon to 2:00pm.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
C-FSC—Chair’s Report
Chairperson Fred Carl

Report as of October 23, 2015

1. Committee Updates
   All of our standing committees have met and chosen their chairs, and many have been in communication with the analogous T-FSC committee chair to determine whether and how to meet separately or jointly.

   Diane Mirabito (Alternate Senator—Silver School of Social Work) and Tommy Lee (Alternate Senator—Tandon School of Engineering) have agreed to serve as two of three C-FSC representatives on the AMC-initiated Ad Hoc Committee on Family Care and Work-Life (proposal attached). There are still one spot to fill; if you would like to serve on this committee, please inform Karyn and me.

   David Elcott (Senator—Wagner) and Marco Williams (Alternate Senator—Tisch) have agreed to serve on the C-FSC Ad Hoc Committee on Diversity and Inclusion.

   Carrie Nordlund (Alternate Senator—Wagner) has agreed to serve on the C-FSC Faculty Benefits Committee.

   Joe Foudy (Alternate Senator—Stern) has agreed to serve on the C-FSC Governance Committee.

   The Steering Committee has asked the Governance Committee to begin developing a comprehensive survey on continuing faculty participation in school governance as a beginning to our gathering data for the State of Shared Governance document that we agreed to develop at our September Retreat.

   We received the anticipated request from the Provost’s Office to name two members to an Ad Hoc Committee composed of members from the C-FSC, T-FSC, Provost’s Office and Office of the General Counsel to develop options and recommendations for grievance procedures not related to reappointment and promotion, and disciplinary procedures. Andy Williams (Senator—Law) and Fred Carl (Senator—Tisch) have agreed to serve on that committee.

2. Faculty Common Day
   On Wednesday, October 14, 2015, elected faculty representatives from around the university were invited to a Faculty Common Day, coordinated by Ellen Schall, Senior Presidential Fellow. Andy Hamilton gave introductory remarks and took questions from faculty. Dick Foley, chair of
the Provost Search Committee, gave brief remarks on the composition and process of the search. The remainder of the meeting involved an extended presentation on NYU Entrepreneurship Programs (PowerPoint document attached).

3. **New Faculty Receptions**
   On September 28, 2015, the C-FSC and T-FSC jointly hosted a reception welcoming new faculty.

   On October 1, 2015, the C-FSC, T-FSC, President’s Office and Provost’s Office jointly hosted a new faculty lunch reception.

4. **Meeting Between C-FSC Steering Committee and T-FSC Executive Committee**
   On October 2, 2015, the C-FSC SC and T-FSC EC met as the first of the agreed upon meetings to discuss issues of concern to both councils and to check in on mechanisms/efforts for committee joint coordination.

5. **Provost Search Committee**
   The Provost Search Committee held its second full committee meeting on October 15, 2015. The committee held an open listening session for the entire NYU community on Wednesday, October 21, 2015. There will be a listening session specifically for faculty on Thursday, October 29, 2015, in Kimmel, Room 914. I would encourage everyone who has thoughts or questions to attend.

   I have received comments and nominations for both internal and external candidates from 5 C-FSC members, and would encourage anyone who has thoughts to email me, or email the committee directly at provost.search@nyu.edu.

   At our last C-FSC meeting, on September 24, 2015, members overwhelmingly approved requesting the Provost’s Office to post responses to Policy Recommendations on the Provost’s website. Please see the following language provided as a suggestion:

   **WHEREAS** the Faculty Handbook, dated September 1, 2015, states on page 11, Principles of Joint Shared Governance:

   4. Reasoned Justification

   When the T-FSC and/or N/C-FSC submits advice in writing to the University administration and the administration does not agree
with or accept the Council’s advice, the administration will
provide its reasons for not accepting the Council’s advice to the
Council(s) in writing and in a timely matter, and

WHEREAS the Provost’s Office regularly submits its reasons for not
accepting any particular part of the Council’s advice to the Council(s), and

WHEREAS it is important for faculty not on the Council(s) to understand
the reasoning behind any non-acceptance of specific advice, and

WHEREAS the Provost’s Office posts links to any final School and/or
University policies after review

BE IT RESOLVED that the C-FSC requests that the Provost’s Office post
on its website, along with the final version of any School and/or University
policy, the same document (referenced above) detailing the reasons for
acceptance and/or non-acceptance of each recommendation provided by
the Provost to the Council(s).

7. Resolution: Thank You To John Sexton
On October 2, 2015, the T-FSC approved the following resolution:

Resolution:

In recognition of John Sexton’s service as president of New York
University since 2001, and in anticipation of the completion of his
term in office, the T-FSC wishes to express its gratitude to the
president for his 34 years of dedicated service to the University as
a faculty member, including 14 years as Dean of the Law School
and another 14 years as President.

The Steering Committee proposes a resolution as follows:

Resolution:

The C-FSC wishes to thank John Sexton for his 14 years of service to
NYU as President, his 14 years of service as Dean of the Law School, and
his 34 years of service as an NYU faculty member. The C-FSC particularly
wishes to express its gratitude to John Sexton for his long-term, strong
advocacy of inclusion of continuing faculty as a necessary and vital part of
University governance.

8. Our next C-FSC Meeting will be on Tuesday, December 8, 2015,
12:00noon to 2:00pm.
Proposal for the Formation of an Ad Hoc Committee
Submitted by the Administrative Management Council

1. Name of Ad Hoc Committee: Family Care/Work-life Committee
2. Purpose
   a. NYU has some strong services and resources to support employees, faculty, and students in the balancing of their personal and professional/academic lives. It has been noted that people do not know where to find these services, especially since the Family Care Office ceased operation. (While Carebridge offers some assistance, it does not fully replace speaking one on one with dedicated professionals who only serve the NYU community.)
   b. The committee will investigate current family care services offered by NYU and will look for ways to improve, streamline, or expand current services to better serve the NYU community. The committee will work to make these services better accessible to those who would benefit from them.
   c. The committee will investigate current family care services offered by NYU and consider the viability at NYU of an office that handles all services similar to the Work/Life Office at Columbia University (http://worklife.columbia.edu/). A comprehensive Office of Work Life on campus could bring everything under one umbrella.
3. Rationale
   a. Senators of all five constituent councils of the University Senate have expressed interest in the formation of this committee, and wish to strive toward the creation of a comprehensive family care office. This is a big undertaking requiring a committee to create a structure and timeline to identify and accomplish these goals.
   b. The committee will address a growing gap in services needed to recruit and retain the best students, faculty and administrators. When people are less stressed about the welfare of their families (children, parents, partners, spouses), they are more engaged at work and in school.
   c. Graduate Admissions could greatly benefit from increased services, day care, etc. In order to attract the best and brightest students, we need to cater to our students with families.
   d. As NYU continues to grow and flourish, it becomes increasingly more important to look at what we offer and ensure we are providing our students and employees with services to support their families.
   e. Some of our peer institutions, such as Columbia, Harvard, University of Michigan, Hofstra, CUNY and Stanford, have offices staffed with several full-time professional staff members that are addressing work-life issues. They also provide on-campus daycare. NYU needs to be on par with its competitors.
4. Time Frame
   a. At least two semesters to survey the current services offered at NYU, identify gaps and propose solutions.
   b. The committee should form as soon as possible to begin to survey, interview and investigate. Columbia offers a timeline on the formation of their office which could provide a guide: [http://worklife.columbia.edu/about-us#Timeline](http://worklife.columbia.edu/about-us#Timeline).

5. Committee Membership
   a. All five councils (Deans, Students, Tenure-track Faculty, Continuing Faculty and AMC) will be represented, and will work with the designees from senior university leadership.
   b. At least three representatives from each council, nominated by their respective council, will serve on the committee.
   c. If a member can no longer serve on the committee, a replacement will be nominated by the council.

6. Inputs
   a. Current NYU programs and services to be reviewed
      i. Childcare (Creative Steps, NYU Lutheran Medical Center, Carebridge, Back-up Care, Babysitting Registry, Child Care and School Admissions Counseling, Child Care subsidy)
      ii. HR Benefits (Bonding leave, Dependent sick care days, FMLA, Workload Relief, Wage Works, tuition remission)
      iii. LiveSmart (Back-up care, lunchtime series, nursing mothers room)
      iv. Adoption (Carebridge, Assistance Program LiveSmart)
      v. Elder Care (Carebridge, Assistance Program LiveSmart)
      vi. Kids of NYU Langone (organization of parents, physicians, and friends who support children’s services at NYU Langone Medical Center)
      vii. NYU Child Study Center (specialized services, research studies, activities/events)
      viii. Steinhardt Early Childhood (utilizing our students to serve as a resource)
   b. The committee will need space to conduct meetings. We also may need some administrative support.
   c. Experts from around campus (i.e. HR, faculty housing, Creative Steps) will be asked to speak about the services they provide and how structuring these services under one comprehensive office might benefit the NYU community.

7. Communication/Deliverables
   a. The committee will report back to their respective councils and the Senate within a year of formation, and semesterly beyond that until its work is complete.
   b. The committee will provide written reports and disseminate as necessary

8. Background
   a. Email from HR dated 10/17/2013: “The Family Care Office ceased operation on August 30, 2012 and the program areas and initiatives that were part of that portfolio were reassigned. The bulk of the work - Adoption Assistance Program, the child care scholarship and subsidy programs, Backup Child and Adult Care Program, lunchtime parenting and eldercare programs, the Nursing Mother Rooms, and consultation on
child care leaves reverted to the University HR where they originated and became the responsibility of the Benefits - LiveSmart program. The summer camp for elementary school-aged children offer through the Family Care Office was indefinitely suspended the previous year and the remaining programs - maintenance of the website, the Parenting e-Newsletter, NYU Babysitting Registry, and oversight and implementation of the NYU/University Settlement Family Child Care Program as well as campus-based support on child care and school options including service provided by Smart City Kids - was reassigned to the Office of Faculty Housing. As is often the case with reorganizations, the services were re-evaluated and the University made the decision that the private school admissions support provided by Smart City Kids would only be available to current and prospective faculty members.”

b. Joyce Rittenburg, an administrator of Work Life Services and later in Faculty Housing, who provided many family care services to the NYU community above and beyond her delegated responsibilities, left NYU in January 2014. Many members of the NYU community felt a distinct gap in services once this position was vacated.

9. Resources
   a. Research and Advocacy Organizations
      i. National Coalition for Campus Children’s Centers: http://www.campuschildren.org/
      ii. Institute for Women’s Policy Research: Early Care and Education resources and research http://iwpr.org/initiatives/early-care-education (See download for “Varieties of Campus Care” document)
      iii. National Association for the Education of Young Children http://www.naeyc.org/
      iv. College and University Work-Life-Family Association http://www.cuwfa.org/
      v. White House Summit on Working Families http://workingfamilieSSLSSummit.org/

   b. Articles
iii. Chronicle: Greater Access to Child Care Could Help More Students Graduate
   http://chronicle.com/blogs/ticker/greater-access-to-child-care-could-help-
   more-students-graduate/31547

iv. NACUBO: Kids on Campus (2007)
   http://www.nacubo.org/Business_Officer_Magazine/Magazine_Archives/Septe-
   mber_2007/Kids_on_Campus.html
NYU Entrepreneurship Programs
(Connecting Students and Faculty to Society)
Pasteur’s Quadrant

<table>
<thead>
<tr>
<th>Quest for fundamental understanding</th>
<th>Consideration of use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Bohr’s Quadrant  (Pure Basic Research)

Hobbyist's Quadrant

Pasteur’s Quadrant  (Use-inspired Basic Research)

Edison’s Quadrant  (Pure Applied Research)

Donald E Stokes
Research with Impact

“The most complex problems will yield only to a combination of the deepest insights and the boldest willingness to act. So, entrepreneurship occupies a special place at universities: the span of higher education’s research enterprise and the interests of its scholars to advance human knowledge not only through inquiry into the fundamental nature of things, but also through a desire to apply knowledge to solve the problems of the societies in which we live.”

John Sexton
Connections

- **Industrial Research Partnerships**
  - Bilateral project based-partnership
    - Facebook, IBM Watson Group, Google, Con-Ed, . . .
    - AIG, CUSP
  - Consortium
    - NYU Wireless, CATT, Media Lab, . . .

- **Entrepreneurship Programs**
  - Berkley Center
  - Entrepreneurial Institute & Venture Fund (Frank)
  - Incubators
    - Production Lab (Linda)
    - Media Lab (Justin)
Startups & Entrepreneurship at NYU

Frank Rimalovski
Executive Director, Entrepreneurial Institute
Managing Director, Innovation Venture Fund
Adjunct Faculty, Tandon School of Engineering
October 14, 2015
NYU Entrepreneurial Institute

Helping startups start up
The Playbook

Inspire  Educate  Connect  Accelerate  Fund
Core Philosophies

1. Multi-disciplinary

2. In and of the City

3. Experiential learning
September 16, 2014: Open for Business!
By the Numbers: Sep 8-Sep 1

- **22,600+ Total visits!**
- **4,780 Unique visitors**
  - 15 NYU schools/colleges represented
  - 100+ different areas of study
  - 73% undergrad & 27% grad students
  - 41% female
- **275+ Events hosted**
  - 125+ Institute led/driven
    - Guest speakers
    - Workshops/bootcamps
  - 50 Faculty-led classes/events
  - 100+ student club-led events
- **>220 EIR/Lab manager meetings**

Weekly Visits (Sep-May, excl holidays)

Total Visitors by School

- CAS
- Stern
- Steinhardt
- Gallatin
- Tisch
- Engineering
- SCPS
- Wagner
- Faculty of Arts and Science
- Graduate School Arts & Science
- Special Sessions
- College of Nursing
- Silver School of Social Work
- Law
- Abu Dhabi
- Medicine
Bootcamps, Speakers & Workshops
Prototyping
Startup Coaches
You’ll find us at the Leslie eLab

The Leslie eLab is 5900 sq ft of learning, collaboration, co-working, meeting, event and prototyping space designed to help students, faculty, and researchers from across NYU’s rich spectrum develop their brilliant ideas into successful startups.
NYU Production Lab
Faculty Common Day

Linda G. Mills
Executive Director

John Tintori
Academic Director

- October 2015 -
New Government Education Initiatives

“We want to encourage more colleges to embrace innovation, to try new ways of providing a great education without breaking the bank.”

“Young people are going to do better when they're excited about learning, and they're going to be more excited if they see a connection between what they're doing in the classroom and how it is applied.”

-- President Barack Obama
Arts-Related Degrees at NYU

Over 500 film-related degrees conferred each year alone.

1860 arts-related degrees conferred in AY14-15.
Filmmaking Takes an Interdisciplinary Village

Film End Credits Show the Multitude of Professions in Filmmaking

- ART DIRECTOR
- GRAPHICS ARTIST
- MUSIC SUPERVISOR
- CLEARANCES EXECUTIVE
- ADDITIONAL SCORE
- PRODUCTION ACCOUNTANT
- CHIEF TECHNOLOGY OFFICER
- RESEARCH AND CLEARANCE

- NYU STEINHARDT
- NYU SPS
- NYU TISCH
- NYU LAW
- NYU STEINHARDT
- NYU STERN
- NYU POLYTECHNIC SCHOOL OF ENGINEERING
- NYU LAW
- NYU ARTS & SCIENCE
- NYU GALLATIN
Developing Partnerships at NYU

- CAS
- Gallatin
- Law
- NYU Polytechnic
- Steinhardt
- Stern
- SPS (CADA)
- Tisch
- NYU Abu Dhabi
- NYU Shanghai
- Cinema Research Institute
- ProMotion Pictures
New Production Space Opened September 2015

The NYU Production Lab is a film incubator for the entire NYU Community.

We connect students to each other and the entertainment industry to launch creative careers. The Lab:

• encourages **interdisciplinary collaboration**
• provides **mentorship** and **experiential learning**
• financially supports the production of cinematic works for a global audience.
Support for Three Pilot Projects

Student film directors Michael Larnell (*Cronies*), Chloe Zhao (*Songs My Brothers Taught Me*), and Gabrielle Demesteere (*Yosemite*), are recognized at the NYU Production Lab-sponsored celebration and industry mixer in Park City Utah during the 2015 Sundance Film Festival.
Programming Events

- Over 306 students reached through interdisciplinary, career-oriented film programs
- We host pre-production student crews, writing groups, and student film auditions

Above - A panel discusses “Pitching 101” with an interdisciplinary group of students.

Right – students with films selected for the Sundance Film Festival gather with industry professionals and alums to discuss how to position themselves for success in Park City, UT.
Online Metrics

Website launched September 2015

- 2,299 page views
- 637 unique users identified
- average 2:18 min on the page
- 409 mailing list subscribers (50% increase over past month)
- 450 Facebook users
  - 53% women
  - 44% men
- Online traffic spikes correlate to programming events
Student Staff

Cathy Yan ‘16
Staff Lead
Stern MBA
Tisch MFA

Ella Bishop ‘16
Development Lead
Tisch MFA

Samuel Grandchamp ‘17
Business Lead
Tisch MFA

Caitlin Robinson ‘16
Marketing & Distribution Lead
Stern MBA
Tisch MFA
Developing Industry Partnerships

- 1492
- A24
- Amazon
- Anonymous Content
- CAA
- Entertainment One
- EP Forrest Whitaker
- EP James Franco
- EP Spike Lee

- Film Factory (Paris)
- Film Independent
- HSX
- Harbor
- IFP
- Parts & Labor
- Tribeca Film
- Tugg
- WME
Next Steps

- Test self-distribution model with pilot project
- Develop committed Advisory Board of industry professionals
- Pilot financing 2-3 full productions
- Finance 3-5 post-production projects
- Expand academic experiential learning offerings beyond Stern
- Explore film financial support for faculty
SEED PROJECTS
CHALLENGES
C-FSC Administration and Technology Committee Report
Submitted by Jamie Skye Bianco

On October 9th, 2015, the C-FSC Admin and Tech Committee met. This meeting followed the October 5, 2015 T-FSC Admin and Tech meeting during which priorities were announced: completion of the University Access to Personal Digital Content Policy and Electronic Communications and Social Media Policy documents.

After review of the T-FSC discussion meeting, Jamie Skye Bianco provided background of the work done by the C-FSC on the Electronic Communications and Social Media Policy by an adhoc taskforce created last year.

It was determined that once the documents and relevant supporting documents were uploaded by the T-FSC to a shared drive, our Committee would meet again, with hopes that this would occur before the October 28th meeting of the T-FSC A&T. The documents were not uploaded until October 21. It should be noted that the documents uploaded by the T-FSC do not reflect any of the recommendations made by the C-FSC taskforce and are the documents sent originally last fall for review.

The C-FSC Admin and Tech Committee will meet to follow up after the T-FSC meets on October 28th.
Re: C-FSC Faculty Benefits and Housing Committee Meeting Minutes

Attendees: Joe Borowiec, Vince Renzi, Randy Mowry

Meeting Date: October 7, 2015

Discussion Points:

- Chose Co-Chairs:
  - Joe Borowiec
  - Vince Renzi

- Preliminary discussion held to start defining an agenda

- Discussion simply led to questions:
  - How can this committee help continuing faculty?
  - What benefits afforded to T/TT faculty are missing for continuing faculty, but should be made available (e.g., green card sponsorships, housing)? Reach out to HR.
  - What are some alternatives to missing benefits (e.g., stipends for housing outside of NYU, services for just finding housing)?
  - Should we poll our constituencies?
  - Should Brooklyn based faculty have housing in Brooklyn?

- Need to contact T-FSC to set up joint meetings and frequency (perhaps once a semester)

- T-FSC can help provide current concerns and history
Report of the
C-FSC Global Network University Committee
October 26, 2015

Committee Members: Amy Becker (chair); John Burt; Mary Killilea; Vincent Renzi; Larry Slater

The C-FSC GNU Committee convened its first meeting on October 21, 2015. The committee elected Amy Becker as Chair. We discussed the following possible areas for our work this year:

- Identify strategies to engage more continuing faculty in the network;
- Extend continuing faculty knowledge about GNU curricula; research and teaching opportunities; cross-GNU collaboration opportunities; and program-building best practices;
- Understand concerns about class quality at the study away sites; and
- Understand faculty hiring and contracts at the study away sites.

We invite feedback from our C-FSC colleagues for additional areas of inquiry.

We’ve identified these first steps, which are focused on information gathering:

- Form working relationships with the Provost-appointed and T-FSC GNU committees;
- Align overall goals and information-gathering objectives with both committees, as appropriate;
- Identify other sources of information, including the office of the Senior Vice Provost for Academic Affairs and global coordinators within the schools; and
- [Possible] Survey C-FSC faculty priorities for for and ongoing projects within GNU.

Submitted by Amy Becker
Report of the
C-FSC Personnel Policies and Contract Issues Committee
Oct. 23, 2015

Committee members: Amy Becker, Nancy Fefferman, John Halpin (chair), Brian Mooney, Heidi White

The Committee is currently reviewing the Appointment/Reappointment documents for the Stern and Wagner schools. We have met twice so far (Oct. 7 and Oct. 19), and have a third meeting scheduled for Nov. 2. We are nearly done with the Stern document, but have barely started the Wagner document. We have been in contact with our T-FSC counterpart, and will meet jointly once both committees have compiled comments about the two documents. We have also just received the Gallatin document for review.

Respectfully submitted by John Halpin
Senate Academic Affairs Committee Report

C-FSC Attendees: Peggy Morton, Larry Slater, Ben Stewart

1) The committee held its initial meeting on the afternoon of October 1st.

2) The committee elected Ben Stewart and Tatum Soo Kim as co-chairs.

3) The committee considered nominations for Honorary Degrees and sent our recommendations to the Board of Trustees.

4) Several members of the committee expressed an interest in discussing writing instruction at NYU. At our next meeting, we will look at the Undergraduate Academic Affairs Committee’s Spring 2015 advisory report on undergraduate writing.

Submitted by Ben Stewart
Senate Committee on Organization and Governance (SCOG) Report

1) SCOG met after the Senate Meeting on October 1.

2) Michael Hengerer, from the Student Senators Council, was re-elected as chair.

3) The Committee discussed the charge related to the reorganization of the Senate. SCOG originally set as its goal to present a plan by the end of this academic year. There was much discussion whether or not to continue with the charge at this time as there is a new President starting in January and NYU is also awaiting a new Provost. Several on the committee felt that recommendations that do not take into consideration input from these individuals would be incomplete and that such discussions should not continue until after both are in place. In addition, all council representatives reiterated the same concerns previously presented, particularly in fulfilling committee obligations should the number of senators be reduced.

4) In upcoming meetings, the Committee will discuss the implications of the new Faculty of Health (College of Nursing, College of Dentistry, College of Global Public Health) related to representation and Senate composition.
Report of Representative to the Faculty Committee on the Global Network

The committee held its initial organizational meeting on September 9, 2015.

At its meeting of October 1, 2015, the committee spoke via video conference with the divisional deans for arts and humanities and for social sciences from Abu Dhabi.

At its meeting of October 20, 2015, the committee heard from Matthew Santirocco about a new initiative to study learning outcomes for global study, and reports from the co-chairs on their recent visit to Shanghai.

Minutes of the meetings are available on the committee’s website—

http://www.nyu.edu/about/university-initiatives/faculty-advisory-committee-on-nyus-global-network/meeting-schedules-andsummaries.html

Respectfully submitted,

Vincent Renzi
Report to C-FSC on the 10/13 Superblock Stewardship Advisory Committee Meeting

The SSAC met from 12:00 to 1:30 on Tuesday, October 13th.

During the first part of the session, Rachel Belsky and Kenny Lee gave an update on the renovation of the Open Spaces along Bleecker (between Mercer and LaGuardia) and along LaGuardia (from Bleecker to West 3rd street that included new planting, new fences, new lighting, new seating areas and new wider sidewalk paving.

During the second part of the session the SSAC broke into the following subcommittees:

a) Representation and Input
b) Open Space
c) Programming
d) Enforcement

Each of the sub-committees has a specific set of charges** to work on which will be brought back to the full SSAC for discussion, resolution, communication with wider faculty, and ultimately to be sent to the Administration as requests to be implemented.

** For details of the charges for those who are interested, please contact me and I will forward them to you.

All other matters regarding the SSAC are on hold until the architects' report that is due in December.

Ezra Sacks
RESOLUTION #1

WHEREAS the Faculty Handbook, dated September 1, 2015, states on page 11, Principles of Joint Shared Governance:

4. Reasoned Justification

When the T-FSC and/or N/C-FSC submits advice in writing to the University administration and the administration does not agree with or accept the Council’s advice, the administration will provide its reasons for not accepting the Council’s advice to the Council(s) in writing and in a timely matter, and

WHEREAS the Provost’s Office regularly submits its reasons for not accepting any particular part of the Council’s advice to the Council(s), and

WHEREAS it is important for faculty not on the Council(s) to understand the reasoning behind any non-acceptance of specific advice, and

WHEREAS the Provost’s Office posts links to any final School and/or University policies after review

BE IT RESOLVED that the C-FSC requests that the Provost’s Office post on its website, along with the final version of any School and/or University policy, the same document (referenced above) detailing the reasons for acceptance and/or non-acceptance of each recommendation provided by the Provost to the Council(s).
RESOLUTION #2

The C-FSC wishes to thank John Sexton for his 14 years of service to NYU as President, his 14 years of service as Dean of the Law School, and his 34 years of service as an NYU faculty member. The C-FSC particularly wishes to express its gratitude to John Sexton for his long-term, strong advocacy of inclusion of continuing faculty as a necessary and vital part of University governance.
October 27, 2015

By Hand Delivery
Associate Arts Professor Fred Carl
Associate Chair, Graduate Musical Theater Writing
Tisch School of the Arts
New York University
113A Second Avenue, 1st Floor
New York, NY 10003

Dear Professor Carl,

I am writing to inform you that, at its recent meeting, the Executive Committee of the University’s Board of Trustees reviewed and considered the Full-Time Non-Tenure Track/Contract Faculty Senators Council’s resolution of March 24, 2015, concerning the Council’s name. The Committee recommended that the University’s bylaws be amended to change the name “Full-Time Non-Tenure Track/Contract Faculty” to “Full-Time Continuing Contract Faculty”.

Very truly yours,

Terrance J. Nolan

Cc: Mr. Richard Baum
    Dr. Robert Berne
    Dr. David McLaughlin
    Dr. Carol Morrow
    Ms. Karyn Ridder
    Pietrina Scaraglino, Esq.
    Ms. Ellen Schall