Greetings to our Faculty Colleagues

These are difficult times for U.S. higher education; they are difficult times for NYU. The pressures on university budgets are intense and difficult decisions and reductions are increasingly common. As a tuition dependent university, we have been less affected by the declines in the value of our endowment that have forced other institutions to withdraw offers to new faculty, eliminate positions, and furlough personnel. Although we do receive funding in a number of forms from the federal government and from New York State, we are not facing the severe declines in state support that public colleges and universities in California, for example, are experiencing.

Nevertheless, NYU is facing daunting shortfalls and, through the Re-Engineering Task Forces and related groups, is making difficult decisions. In these times, the role of the faculty, and other governance stakeholders, is especially important. The Faculty Senators Council, the elected representative body of the faculty at NYU, has been working hard to see that faculty concerns are voiced in the various bodies that are making the budget decisions. We have been involved with the University Benefits Advisory Task Force, the Human Resources Policies Assessment Task Force and the Re-Engineering Advisement Committee.

We have been concerned that the rules of procedure adopted by some of these bodies have prevented an on going open discussion. For example our representatives are selected rather than elected, they are also required to observe deliberative privilege which prevents them from reporting back to the Council. We have also been concerned that several of the documents about benefits proposals, for example, are written in technical language and are hard to understand. We have encouraged each Senator to maintain contact with their constituencies to make sure that issues are identified and brought to the attention of the Council. Protecting benefits in this era of scarcity is becoming increasingly difficult as the University seeks to close its budget gaps.

We have communicated with the administration in a number of ways and through a variety of channels to make our views known. For example, in October we wrote a letter to Executive Vice President Alfano about our concerns that the estimate of the savings from eliminating retiree tuition remission benefits was overestimated. This month we passed several resolutions concerning the principles that should be applied in the process of choosing reductions in benefits. These include that a benefit should not be cut if no significant savings is achieved. We further suggest that modifying a benefit to reduce costs is pref-
Committee Updates

Administrative Issues
Carol Hutchins Committee Chair, A/Y 2009-2010

The Administrative Issues Committee examines non-academic areas which have an impact on faculty. For this academic year, the committee’s agenda will encompass updating the council on various changes in the sphere of NYU’s IT services as recommendations from the IT Task Force are implemented. Of particular interest are the ways in which network support will be enhanced in support of the wider Global Network University.

Communications
Paul Thompson Committee Chair, A/Y 2009-2010

The Communications Committee develops the means whereby faculty can express their opinions and concerns to the FSC and develop a variety of methods whereby the FSC can report back to all faculty.

This is a newly formed committee established to improve the effectiveness of our communication with faculty and to raise the profile of the FSC. This semester we have upgraded and updated the website. Visitors to www.nyu.edu/facgov will find the latest news, resolutions, photographs, and minutes of FSC meetings. In the new year, we will introduce a “talk box” as a new feature on the website to encourage faculty to speak to the FSC about matters of interest and concern. Thanks to the initiative of Floyd Hammack and Karyn Ridder we now issue to all Faculty Senators a brief summary of each month’s FSC meeting for distribution to their constituents. We have also revived the FSC Newsletter for distribution to all faculty. The Newsletter will be published each semester. Next semester the Communications Committee will conduct a survey of all faculty to identify and prioritize topics of faculty interest. The Communications Committee comprises Carol Hutchins, Mary Ann Jones, and Paul Thompson (chair) working closely with Karyn Ridder (coordinator). Faculty are invited to contact the committee members directly in order to share ideas for improved communication.

Educational Policies: Teaching Excellence
Josephine Hendin Committee Chair, A/Y 2009-2010

The Educational Policies committee acts as the Faculty Senators Council counterpart to the Academic Affairs Committee of the University Senate and interacts with the NYU Center for Teaching Excellence.

The committee met with Debra Szybinski, Executive Director, Office of Faculty Resources which includes the Center for Teaching Excellence (CTE), for a wide-ranging discussion of the availability of resources for improving teaching. It has done so by creative use of recipients of the Distinguished Teaching Award as lecturers and panelists, and by utilizing its knowledge of existing faculty to yield lecturers who can address specific issues such as the uses of technology in teaching.

The CTE’s fall 2009 faculty development program featured presentations on teaching large lectures for an audience that filled the 75 seat capacity of the room, and workshops for 25-35 focusing on such subjects as using the NY Times in the classroom. The Center also maintains a website for general faculty resources, www.nyu.edu/cte.

The committee will follow-up with Debra Szybinski, Malcolm Semple (Vice Dean of GSAS), and the GSAS staff to explore possibilities for expanding the utilization of the Center by graduate students and, in the future, young adjuncts teaching our undergraduates under FAR 4.

Educational Policies: Branch Campuses
Sylvain Cappell Committee Chair, A/Y 2009-2010

In the spring of 2009, a delegation of five Faculty Senators led by FSC Chair Sylvain Cappell participated in a symposium in Abu Dhabi about plans for NYU’s campus and academic roles there. On November 11, several Faculty Senators participated in a symposium on “The Cosmopolitan Idea” in NYU Abu Dhabi’s Washington Square center and a dinner in the Rosenthal Pavilion celebrating the opening of the NYUAD center at 19 Washington Square North.

Faculty Benefits
Mary Ann Jones Committee Chair, A/Y 2009-2010

The Faculty Benefits Committee reviews and makes recommendations with regard to faculty benefits. In the fall semester, the Benefits Committee focused on anticipated changes in benefits expected to emerge from the deliberations and recommendations of two university-wide committees convened by Executive Vice President Michael Alfano. The first committee—the Human Resources Policy Assessment Task Force (HRPAT)—completed its work in May 2009 and handed its recommendations.
Committee Updates
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off to the second committee—the Re-engineering Advisory Committee (RAC)—for review and next steps. At the time of this writing RAC is still in the process of finalizing its report regarding the consideration of changes in benefits.

The efforts of the FSC Benefits Committee during the fall semester have been two-fold: 1) in the absence of a final document outlining the recommended changes to benefits, to learn which specific recommendations remain under consideration; and 2) to urge that no decisions be made on changes in benefits until the final recommendations have been fully shared with all constituent groups and the constituent groups have had sufficient time and opportunity to review and comment on the recommendations.

Faculty/Student Relations
Robert Schacht
Committee Chair, A/Y 2009-2010

The Faculty/Student Relations Committee proposes, develops, and implements new programs to enhance faculty participation in campus life, interacts with the University Committee on Student Life (UCSL), and helps to inform the faculty about opportunities on campus for faculty-student interaction.

Finance and Policy Planning
James Ramsey
Committee Chair, A/Y 2009-2010

The Finance and Policy Planning Committee studies faculty salaries, working conditions, negotiation processes, and examines long-range issues. It also addresses other relevant financial matters. The members of the Committee agreed at its last meeting to have Nicholas Economides, Paul Wachtel, and Kose John develop an analysis of the University’s decisions concerning the scope for any faculty salary increases for next year and to record the continued decline in real relative faculty salaries. The Finance Committee anticipates more information on the University’s strategy and more specifics about salaries at the next meeting of the University Senate.

Governance

Carl Lebowitz
Committee Chair, A/Y 2009-2010

The Governance Committee monitors University-wide governance and the governance process in the several schools, considers the impact of policies that affect faculty governance, and conducts regular periodic reviews of the NYU Faculty Handbook.

The FSC supported SCOG’s proposal that the Student Council receive an additional Senator-at-large and accompanying alternate position, to be designated within the council for the Liberal Studies Program, while the FSC be granted an additional Senator and alternate position in order to better maintain balance of power in the Senate. The proposal was approved at the last meeting of the Senate for the past academic year. The Committee also raised the issue of representation of both faculty and students in a program, which belonged to no recognized school within the University. This was discussed in SCOG and reference to this problem made in the presentation of the proposal to the Senate.

The Committee recommended to the FSC that Polytechnic Institute be granted an Observer and Alternate Observer to participate in the FSC, until such time as it becomes a School of the University, at which time its status in Governance would be the same as any other school.

Grievance

Carl Lebowitz
Committee Chair, A/Y 2009-2010

The Grievance Committee hears faculty appeals from a dean’s decision on appointment, reappointment, promotion, or tenure, ascertains compliance with school grievance procedural safeguards, and makes recommendations to the President.

Housing

Nicholas Economides
Committee Chair, A/Y 2005-2006

The Housing Committee focuses on faculty housing issues. NYU owns about two thousand apartments near its Washington Square campus and rents approximately one thousand of these to faculty. The remaining apartments are rented to unaffiliated long term residents, some administrators, graduate students and retirees. NYU rents vary but are typically below the prices for new privately-owned apartments coming to market, above or at the level of rent-stabilized apartments, and significantly above the rents of rent-controlled apartments in NYC. NYU guideline is to charge rents that just cover maintenance costs. Additionally, NYU’s policy is to keep the difference between its rents and the prices for new apartments smaller for smaller

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From the Chairperson (continued from page 1)

erable to eliminating the benefit. The text of these documents can be found at www.nyu.edu/facgov. The Executive Committee also meets regularly with the President and with the Provost and these meetings provide the opportunity for informal, candid discussions.

Additional issues that we are continuing to monitor include the development of academic plans and faculty issues at Abu Dhabi and other global sites. We are seeking greater involvement in the work of establishing governance structures for these sites and thinking through their relationship with the University Senate and the Faculty Senators Council. As detailed elsewhere in this Newsletter, our Committees have full agendas and have been addressing important issues.

We encourage you to stay in touch with your Faculty Senators and to let them know your concerns. The FSC is committed to protecting all faculty rights as stated in the Faculty Handbook. Individual faculty work in separate programs, departments, and schools, each with their own rules and procedures. Yet none of these can supplant the Faculty Handbook, with which we strongly recommend you become familiar. We cannot always know of rules or practices that contradict the Handbook, so we rely on you to communicate with us whenever problems arise. We urge you to become active in your school’s internal governance system. Get to know your Senators, take part in your committees. Participate in FSC activities—our Spring reception and Faculty Family Day open the activities of the Spring semester and are wonderful ways to begin the term.

Our immediate priorities include the status of Non-Tenure track Full-Time Faculty, in the evolution of graduate student funding (FAR 4) and its implications for undergraduate education at the University, developments at the Medical Center, and faculty concerns with benefits, housing and salaries.

Our research and teaching must receive priority, but the University depends on faculty participation in governance at all levels for its achievement of excellence. Visit our web site at www.nyu.edu/facgov and email us your concerns at faculty.senators.council@nyu.edu. We welcome your advice, suggestions, and concerns.

Faculty Senators Council

The Faculty Senators Council (FSC) exists as the representative body of the faculty within the University governance structure. The Council consists of not more than thirty-six members. Thirty-three are professorial representatives elected by the voting members of the several faculties of the schools. Three are appointed at-large to represent groups not otherwise represented. Each year, the University Secretary provides to the Faculty Senators Council and the secretary of the faculty of each school the number of faculty representatives to which each school is entitled.

The Faculty Senators Council may consider any matters of educational and administrative policy and functions as the Faculty Affairs Committee of the University Senate. The Faculty Senators Council brings to the attention of the various committees of the Senate and the President any matters of faculty concern.

Committee Updates (continued from page 3)

apartments. The price difference is larger for larger apartments. Demand exceeds supply for all sizes of apartments, and, given the pricing policy stated above, the difference between demand and supply is largest for large apartments. Apartments are allocated in a complex procedure that involves decisions by deans and the central administration. The Housing Committee has asked for transparency in the allocation of apartments to faculty. Those who retire while in NYU housing and declare that they do not have any other residential property can rent a studio in Washington Square Village.

Attempting to reduce the demand to supply gap, NYU has offered three solutions. First, three years ago NYU bought about 60 apartments in Roosevelt Island and offered them to faculty with good terms that included a long term low interest loan for about a third of the price of the apartment and up to $400,000. Unfortunately, only about half of these apartments were sold to faculty, and the other half are still for sale. Second, various schools but primarily FAS and Stern have offered long term loans similar to the Roosevelt Island ones for faculty moving out of NYU housing or new recruits who would buy an apartment or house in New York or nearby areas. These loans have been offered on a case-by-case basis. The Housing Committee has asked for these loans to be made available to all faculty in a transparent fashion. The Housing Committee strongly believes that an extensive and transparent loan program to faculty who would leave NYU housing and buy an apartment or house in New York City or nearby areas is the key solution to the long term imbalance between demand and supply at NYU housing. Such a program has not yet been approved by the administration. Third, NYU has offered money incentives for affiliates to move out of NYU housing (HOP program). This program is in progress.

The Housing Committee has asked NYU to be consulted in advance in major changes that affect faculty, such as the announced change of the property manager. Additionally, the Housing Committee has asked for smaller rent increases during this period of zero faculty raises. This request has been rejected as the administration does not see present levels of rent revenue as sufficient to cover expenses and maintenance of the housing stock.

Personnel and Affirmative Action

Floyd Hammack Committee Chair, A/Y 2009-2010

The Personnel and Affirmative Action Committee reviews University personnel policies and practices, including affirmative action, that affect the faculty. The chief issue for the Committee this year is to continue the efforts to forge a meaningful way for Non-Tenure Track Full-Time Faculty (NTTFTF) to have representation at the University level. The current University Faculty Handbook limits Faculty Senators to those who are tenured or on a tenure track. Yet, NTTFTF make very important contributions to the University and, while they may well participate in department and school-level deliberations, they have no means of doing so at the University Senate. Last year the FSC Governance Committee and the Personnel and Affirmative Action Committee issued a report on the issues concerning these faculty members. The report made a number of recommendations about these faculty members and the PAAC is following-up on those recommendations. For more information visit: http://www.nyu.edu/facgov/reports.

Tenure Modifications

Bruce Bogart Committee Chair, A/Y 2009-2010

The Tenure Modifications Committee considers any proposals affecting tenure; examines problems experienced under tenure rules and considers alternative solutions.
| College of Dentistry                       | Nancy Van Deavern   | 998-5328   | nvd2@nyu.edu |
|                                         | Anthony Vernillo    | 998-9859   | atv1@nyu.edu |
| Division of Libraries                   | Carol Hutchins      | 998-3314   | carol.hutchins@nyu.edu |
| Silver School of Social Work            | Mary Ann Jones      | 998-5972   | maj1@nyu.edu |
| Faculty of Arts and Science             | Sylvain Cappell     | 998-3281   | cappell@cims.nyu.edu |
|                                          | Patricia Crain**    | 998-8851   | patcrain@nyu.edu |
|                                          | James Fernandez     | 998-8784   | jf2@nyu.edu |
|                                          | Josephine Hendin    | 998-8804   | jh6@nyu.edu |
|                                          | Rebecca Karl        | 998-7623   | rebecca.karl@nyu.edu |
|                                          | Emily Martin        | 998-3757   | emilymartin@nyu.edu |
|                                          | James Ramsey        | 998-8947   | james.ramsey@nyu.edu |
|                                          | Carol Reiss (Vice Chairperson) | 998-8269 | carol.reiss@nyu.edu |
|                                          | Nava Rubin          | 998-3934   | nava.rubin@nyu.edu |
|                                          | Daniel Tranchina    | 998-3109   | tranchina@cims.nyu.edu |
|                                          | Daniel Zwanziger    | 998-7732   | daniel.zwanziger@nyu.edu |
| Gallatin School of Individualized Study | Laurin Raiken       | 998-7334   | laurin.raiken@nyu.edu |
| School of Continuing and Professional Studies | Carl Lebowitz     | 998-7243   | cf1@nyu.edu |
| School of Law                           | Brookes Billman     | 998-6158   | brookes.billman@nyu.edu |
|                                          | William Nelson      | 998-6241   | william.nelson@nyu.edu |
| School of Medicine                      | Bruce Bogart        | 263-5237   | bogarb01@nyumc.org |
|                                          | Levon Capan**       | 263-6343   | levon.capan@nyumc.org |
|                                          | Daniel Meruelo      | 263-5599   | daniel.meruelo@med.nyu.edu |
|                                          | Marie Monaco**      | 263-4184   | marie.monaco@nyumc.org |
|                                          | Robert Schacht      | 263-6425   | schr01@med.nyu.edu |
|                                          | Eric Simon          | 263-5637   | ejcs4@med.nyu.edu |
| Steinhardt School of Culture, Education, and Human Development | Floyd Hammack (Chairperson) | 998-5542 | fmh1@nyu.edu |
|                                          | Jim Hinojosa*       | 998-5845   | jh9@nyu.edu |
|                                          | Wen Ling            | 998-9415   | wkl1@nyu.edu |
|                                          | Ronald Sadoff**     | 998-5779   | ron.sadoff@nyu.edu |
| Stern School of Business                | John Czepiel        | 998-0510   | jczepiel@stern.nyu.edu |
|                                          | Nicholas Economides*| 998-0864   | neconomist@stern.nyu.edu |
|                                          | Kose John           | 998-0337   | kjohn@stern.nyu.edu |
|                                          | Paul Wachtel        | 998-4030   | pwachtel@stern.nyu.edu |
| Tisch School of the Arts                | Paul Thompson (Secretary) | 998-1513 | paul.thompson@nyu.edu |
| Wagner Graduate School of Public Service | Anthony Kovner      | 998-7444   | anthony.kovner@nyu.edu |

* Faculty Senator-At-Large
** Active Alternate Senator
Event Announcements

Spring Semester Faculty Reception

Tuesday, January 26, 2010
5:00 – 7:00 p.m.

The Torch Club
18 Waverly Place

Hosted by the NYU Faculty Senators Council.
For more information, contact the FSC office at faculty.senators.council@nyu.edu or (212) 998-2230.

FACULTY FAMILY DAY AT COLES

Sunday, January 31, 2010
12:00–4:00 p.m.
Coles Sports Center
181 Mercer Street

NYU vs.
Case Western Reserve University

Men’s Basketball - 12:00 P.M.
Women’s Basketball - 2:00 P.M.

Team spirit gifts for all and prizes for kids at half-time shoot-out!

★ Complimentary Buffet Lunch (between games)
★ Meet the Bobcat!

Sponsored by the NYU Faculty Senators Council
For more information, contact the FSC office at faculty.senators.council@nyu.edu or (212) 998-2230.

For descriptions of the Faculty Senators Council, the University Senate, and their respective committees, please check our website at www.nyu.edu/facgov.