MINUTES OF THE FACULTY SENATORS COUNCIL MEETING OF DECEMBER 13, 2012

The New York University Faculty Senators Council (FSC) met at noon on Thursday, December 13, 2012 in Room 905/907 in the Kimmel Center for University Life.

In attendance were Senators Adelman, Alter, Amkpa, Anton, Billman, Cappell, Carpenter, Gale, Hutchins, Jelinek, Jones, Karl, Lebowitz, Ling, Magder, McIlwain, Mincer, Monaco, Nelson, Nolan, Raiken, Sternhell, Sundaram, Thurston, Uleman, and Van Devanter, Active Alternates Azmitia, Dehejia, Klein, Tannenbaum, and Alternate Senators Costello, Simon, and Reiss. FSC Advisors Al-Askari and Moskowitz attended as guests.

APPROVAL OF THE MINUTES OF THE MEETING HELD NOVEMBER 15 and 20, 2012

Upon a motion duly made and seconded, the minutes of the November 15, 2012 and November 20, 2012 meeting were approved unanimously.

CALL FOR NOMINATIONS: CANDIDATES FOR FSC CHAIRPERSON 2013-14

The members of the Nominating Committee include: Rebecca Karl, Wen Ling, Nancy Van Devanter, and Ted Magder. They are meeting in January to determine the slate of candidates for the position of FSC chairperson. Please send nominations, including self-nominations to karyn.ridder@nyu.edu.

REPORT FROM THE CHAIRPERSON: TED MAGDER

Intellectual Property Policy Committee

Chairperson Magder announced the Executive Committee appointed the following faculty members to this Committee: Ken Perlin and Ted Rappaport from the Faculty of Arts and Science and Achiau Ludimorsky from the School of Medicine.

Possible School Re-zoning

Alicia Hurley, Vice President for Government Affairs & Community Engagement, informed Magder that due to possible school re-zoning the choice of both PS3 and PS41 may no longer be offered to faculty living in Silver Towers and Washington Square Village. The University plans to register its opposition, and Hurley asked if the FSC would like to comment on this issue. Senators stated PS41 is a recruiting tool and the choice should be preserved.

- Upon a motion duly made and seconded the following resolution was approved:
  IT IS RESOLVED: That the Faculty Senators Council would like to preserve for NYU faculty who live in Silver Towers, Washington Square Village, and around Washington Square Park (i.e. the core) the choice of PS3 and PS41 as zoned schools.
Non–Tenure Track Faculty (NTTF) Guidelines Committee

Senator Nolan stated the first meeting of the Committee took place and was attended by NTTF representatives from all schools, except School of Medicine (SOM) and Dentistry. These schools are not part of the Committee because the current focus is on faculty whose primary responsibilities include teaching. The Committee discussed procedures currently in place regarding hiring, review, termination, and grievance of NTTF. The projected timeline is to submit a report before the end of the spring semester.

Meeting with General Counsel on SCPS Representation

At the request of NYU General Counsel Bonnie Brier, members of the FSC Governance Committee and Executive Committee met with Bonnie Brier and Lee Chamberlin on December 5 to discuss the FSC resolution regarding SCPS representation, passed in September:

IT IS RESOLVED: That the Faculty Senators Council extend an invitation to the most recent School of Continuing and Professional Studies (SCPS) senator, Carl Lebowitz, to serve on the Council for a one year term.

The administration stated that faculty senators who represent schools must be elected by their schools and may not be appointed by the FSC. They also stated that University By-Laws prevent retired faculty members from serving as faculty senators.

Senator Uleman reported that the Governance Committee was working on a resolution concerning the representation of SCPS on the Council, which would be presented at the January FSC meeting. Secretary Jones asked Lebowitz if he would be willing for his status to be clarified so that it would not violate University By-Laws or FSC Rules of Procedure by serving as an observer without voting privileges for the remainder of the academic year. Lebowitz preferred to defer that decision.

- Main motion moved by Senator Jones: Carl Lebowitz will serve as an observer without voting privileges for the remainder of the year
- Motion was seconded by Senator Tannenbaum

- A subsidiary motion was moved by Senator Nelson to postpone Jones’s motion to the January meeting when the Governance Committee would present its report
- Motion was seconded by Senator Karl
- The motion carried

Social Media Policy

The new Social Media policy has been presented to the FSC for review. Since academic freedom issues are included in the document, it was decided to task the Tenure Modifications Committee, as well as the Personnel and Affirmative Action Committee, with this review.

FSC COMMITTEE REPORTS

Finance and Policy Planning: Vice Chair Monaco

The Committee is working on the draft recommendation to the administration on matters pertaining to faculty compensation. See attached Document A. It was decided to postpone the discussion to the January meeting.
Personnel and Affirmative Action (PAAC): Senator Nolan

School of Medicine Non-Tenure Track Faculty (SOM NTTF) Document

Senator Nolan presented the Committee’s proposed response to the NTTF library positions in the School of Medicine. See attached Document B. Upon a motion duly made and seconded the recommendation was approved. The response asks for clarification on procedural issues regarding track selection and also asks the policy be reviewed again in five years.

Governance: Senator Uleman

Liberal Studies Program (LSP)

The Committee, along with the Provost’s office and Faculty of Arts and Science (FAS) Dean’s office is discussing a series of questions regarding LSP procedures, relationship with FAS, Global Liberal Studies, accreditation, and other structural issues.

Teaching and Student Relations: Senator Sternhell

Course evaluations

Senator Sternhell referred to the resolution passed last spring regarding course evaluations. See attached Document C. Sternhell has attended meetings with the undergraduate Deans at all schools, who are interested in a uniform course evaluation process and online posting.

Senators commented on online course evaluations and raised the following issues regarding a switch from hard copy, in-class evaluations to on-line evaluations. A major difference is the change in the format and time frame for form submission, from the one-time window in the classroom where all students receive and fill out forms at the same time versus online submission at different times. This could affect response rate, types of remarks, extremeness of remarks, and influence by peers. Senators discussed access to course evaluations only by Albert users versus expanding to students coming to NYU and expressed concerns regarding availability to the general public. There was support for displaying the rating scale but concerns over individual remarks being widely distributed.

Sternhell will follow-up with Matthew Santirocco, communicate these concerns, and will ask for clarification on how the evaluations will be distributed.

Cost of Course Materials

Senator Van Devanter reported the Committee met with members of the NYU bookstore. They provided a demonstration of the online system that students may access to view their course materials and options/costs, including time limited versus long terms rentals, Amazon, and NYU bookstore prices. This information will be sent to all students. The Committee also will send this information to all faculty and is discussing the best way to communicate to faculty.

Administrative Issues: Senator Hutchins

Weapons Policy

The Committee is in the process of reviewing the Policy on Weapons, Simulated Weapons and Theatrical Use of Weapons. See attached Document D. The main difference in the new policy is NYU students,
faculty, staff can no longer request a waiver to carry a weapon on campus. The Committee will send their response to the Executive Committee in the next week.

**Special Guest Presentation: Representatives on behalf of the graduate students supportive of graduate student unionization in GSOC-UAW (Graduate Student Organizing Committee - United Auto Workers)**

In light of a pending National Labor Relations Board ruling that could allow graduate students at NYU to once again be eligible for unionization, representatives of the GSOC-UAW graduate student union asked to come to the FSC meeting and make a presentation on the history and current status of graduate student unionization. *See attached Document E.* The purple text indicates the additions to the original timeline included by the GSOC-UAW representatives.

In the event that the NLRB ruling clears the way for unionization, GSOC-UAW has asked that NYU facilitate a fair and open vote and not attempt to influence its outcome. Furthermore, if graduate students vote to unionize via the UAW, GSOC requests that NYU should enter into collective bargaining without delay, specifically without considering further legal action. The purpose of asking to meet with the FSC is to urge FSC to support this request.

A Senator asked if there is a precedent at any university that members of the adjunct union would also be members of the graduate union. She also stated in the past RAs were excluded and expressed concerns over set work hours, particularly in terms of research positions.

The representative stated adjuncts have a separate union, 7902, and TAs and GAs are not eligible to participate in their union. This union supports GSOC-UAW and argues that graduate employees have separate issues. She stated the work week would be negotiated collectively and commented many top tier institutions have unionized RAs.

A Senator commented on the history of the FSC’s role in this issue, reminding senators that during a previous graduate student strike at NYU, FSC recommended that no graduate student be penalized for participation in the collection action. He also reminded senators that the administration accepted that recommendation.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
MEMORANDUM

TO: Members of the Senate Financial Affairs Committee

FROM: The Faculty Senators Council

RE: Recommendation to the administration on matters pertaining to faculty compensation and faculty benefits for the academic year 2013-2014.

DATE: December 11, 2012

While the Faculty Senators Council is cognizant of the financial pressures on the University and the uncertainty created by the rapid expansion of the Global Network University as well as the added demands that may result from the recent disaster at the NYU Langone Medical Center, we nevertheless note that the merit pool for faculty salary increases has failed to keep pace with the increased cost of living in the New York metropolitan area over the last decade. The average compounded rate of increase in faculty salaries averaged 2.55% yearly over the last ten years, while over the same period inflation averaged 2.77%.\(^1\) By comparison, NYU tuition increases averaged 4.96%. See Table 1.

Additionally, benefits continue to decline in value. There has been a significant shift of the burden of health care costs onto the employees as well as substantial increases in the rent on faculty housing. Tuition remission benefits have been decreased and younger faculty will receive less in retiree health care benefits.

Taken together, the failure of faculty salaries to keep up with inflation combined with the decrease in value of benefits have the potential to adversely affect faculty morale, retention and recruitment.

\(^1\) This may seem like a small difference, but compounding it over a decade has created a significant deficiency in the current real income of faculty compared to 2002.
To offset the decline in real income for continuing faculty, the Faculty Senators Council recommends an increase of 4.3% in this year’s faculty salary pool, of which all faculty will receive a minimum corresponding to the amount of the NYC cost-of-living index.

TABLE 1

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<th>ACADEMIC YEAR</th>
<th>NEW YORK CONSUMER PRICE INDEX(^2)</th>
<th>NYU CONTINUING FACULTY SALARY INDEX</th>
<th>FACULTY MERIT SALARY INCREASE (%)</th>
<th>NYU TUITION INDEX</th>
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\(^2\) We use the New York-Northern New Jersey-Long Island NY-NJ-CT-PA Consumer Price Index (CUUSA101SA0) as reported by the US Bureau of Labor Statistics. As the USBLS notes, “The New York-Northern New Jersey-Long Island, NY-NJ-CT-PA consolidated area comprises the five boroughs of New York City, Nassau, Suffolk, Westchester, Rockland, Putnam, Dutchess, and Orange Counties in New York State; Bergen, Essex, Hudson, Hunterdon, Mercer, Monmouth, Middlesex, Morris, Ocean, Passaic, Somerset, Sussex, Union, and Warren Counties in New Jersey; Fairfield County and parts of Litchfield, New Haven, and Middlesex Counties in Connecticut; and Pike County in Pennsylvania.” The CPI is calculated September to August to correspond to NYU budget years.

\(^3\) The predicted inflation rate for 2013-14 is the average of the inflation rates for the last 5 years.
Dec. 12, 2012

To: FSC

From: PAAC and Tenure Modification

Re: NTTF library positions in the School of Medicine

PAAC and Tenure Modification have read the response of the Provost and the Executive VP for Health to our Oct. 26 memorandum. Their response and the Addendum regarding the NTTF option for library faculty in the School of Medicine answered most of our questions and clarified issues of the timing and procedures for switching tracks and of grievance procedures.

We request one clarification regarding who decides whether an advertised position is defined a TT or NTTF once someone is being hired. In the addendum the last sentence of paragraph 5, page 1 currently reads “Faculty candidates will be advised of the requirements for tenure or non-tenure tracks in discussion with the Department Chair and selecting one track or the other will need to be done by the time of hire.” We request that this be revised to indicate whether it is the candidate or the Department Chair who will make that decision.

Because we have concerns about the large decision making power of the Department Chairs regarding movement between tracks, we recommend that after five years the FSC review how the procedures for selecting tracks and moving between tracks is functioning.
MEMORANDUM

TO: Provost David McLaughlin

FROM: Ted Magder
Chairperson, Faculty Senators Council

RE: Faculty Senators Council Resolution regarding Course Evaluations

At the May 3, 2012 meeting of the Faculty Senators Council, the attached resolution was approved.

CC: Cybele Raver, Vice Provost
Carol Morrow, Associate Provost
Diane Yu, Chief of Staff and Deputy to the President
Marie Monaco, FSC Vice Chairperson
Mary Ann Jones, FSC Secretary
Robert Schacht, FSC Immediate Past Chair
Carol Sternhell, FSC Faculty/Student Relations Committee Chair
Resolution Regarding Course Evaluations
Approved 5/3/12

At the May 3, 2012 meeting of the Faculty Senators Council, the Council approved the following resolution:

In response to a request from the Student Senators Council, the FSC Faculty-Student Relations Committee looked into the possibility of developing a uniform system across NYU's many schools of collecting and publicizing course evaluations. Right now the schools' policies vary widely, from the College of Arts and Science, which posts evaluations online and makes them available to anyone with a net ID, to Tisch School of the Arts and Gallatin School of Individualized Study, which do not make evaluations available to students in any form. The Student Senators Council would like evaluations of courses in all schools posted online in a central location.

The Faculty Council recommends:

1. That all schools be encouraged to conduct end-of-semester evaluations of all undergraduate and graduate classes and instructors, either on paper or online.

2. That this information be available to students on a familiar NYU site like Albert.
Title: Weapons, Simulated Weapons, and Theatrical Use of Weapons
Policy Effective Date: 
Supersedes: Policy on Theatrical Use of Simulated Firearms and Other Weapons; Weapons Policy and Simulated Firearm Policy
Issuing Authority: Executive Vice President for Operations
Related NYU Policies: None
Responsible Officers: Vice President for Global Security and Crisis Management

Purpose of this Policy

New York University (“NYU”) is committed to maintaining a safe and secure environment for the NYU Community and its guests. In support of this commitment this policy sets forth the rules and guidelines governing the possession and use of Weapons.

Scope of this Policy

This policy applies to all members of the University Community, as defined below. It also applies to any person on NYU property, in an NYU facility, or at an NYU-sponsored activity.

Policy Definitions

NYU includes the schools, colleges, institutes, and other administrative units of NYU, NYU’s Global Network University sites, and all University Affiliates, as each term is defined in NYU’s Policy on Policies.

Simulated Weapon mean a facsimile of any category of Weapon, as defined below, that resembles the actual Weapon but is not capable of use as a weapon.

University Community includes the following persons associated with NYU: (a) the Board of Trustees (“Board”); (b) faculty, including visiting faculty; (c) researchers, including persons conducting research at or under the auspices of the University; (d) employees; (e) volunteers; (f) fellows, trainees, and post-doctoral appointees; (g) students; and (h) others who are performing activities or providing services at or under the auspices of the University, including consultants, vendors, and contractors.

Weapon includes an instrument used to inflict physical harm, that is intended to inflict harm, or that could reasonably cause fear of infliction of harm, and any item that may be deemed a weapon under applicable law, including but not limited to: a pistol, revolver, shotgun, rifle, firearm, stun gun, BB or pellet gun, taser, electric dart gun, and other instrument that launches a projectile by pressure
resulting from combustion of propellant material, including a weapon related to or using air, sound, flare, hunting, or springs; bombs, grenades, mines, explosives, or incendiary devices (which can include “ignition devices” and aerosols; and daggers, stilettos, swords, and knives (including switchblade and gravity knives); and including parts, components, spare parts, or ammunition relating to the above. A disarmed weapon is a Weapon unless it is a Simulated Weapon.

Policy

A. The possession of any Weapon or Simulated Weapon has the potential of creating a dangerous situation for the bearer and others and therefore is prohibited as set forth in this policy.

B. NYU prohibits the possession of any Weapon and, except as set forth below in “D”, any Simulated Weapon, (i) in and/or around the NYU campus, including any and all NYU facilities (whether academic, residential, or other facilities), and this prohibition extends to all NYU property, whether owned, leased, or controlled by NYU, regardless of whether the bearer or possessor is licensed to carry that Weapon and (ii) at any NYU-sponsored activity, whether on-campus or off-campus.

C. The prohibition on Weapons and Simulated Weapons does not apply to law enforcement personnel who are legally permitted to carry a Weapon on campus. A law enforcement officer bringing a Weapon onto NYU premises, including a Global Network University site, must carry valid identification that establishes the person’s law enforcement status.

D. The prohibition on Simulated Weapons does not apply to instances in which all of the following requirements are satisfied:

1. The bearer of the Simulated Weapon has written permission from a dean, associate dean, assistant dean, or department head to possess the Simulated Weapon and the bearer has a copy of that written permission on his or her person at all times while in possession of the Simulated Weapon.

2. Such possession or use of a Simulated Weapon is directly connected to an NYU or school, college, institute, or Global Network University site related event (e.g., play, film production).

3. The approved Simulated Weapon may be used only during the time and in the manner specified in the written approval.

4. Whenever an approved Simulated Weapon is transported from one location to another, including within the same building, it must be placed in a secure container in such a manner that it cannot be observed.

5. The individual to whom written permission has been granted to possess a Simulated Weapon must maintain custody of the Simulated Weapon at all times and may not transfer custody of the Simulated Weapon to any person not specified in the written permission. The individual to whom permission has been granted to possess a
Simulated Weapon may not drink alcoholic beverages or engage in any reckless behavior while in possession of the Simulated Weapon.

6. When not in use for the approved NYU or school related event, the Simulated Weapon must be stored securely in a location approved by the Vice President for Global Security and Crisis Management. Under no circumstances may a Simulated Weapon be stored in any NYU owned, leased, or controlled facilities other than an approved safety storage area.

7. If for any reason it is not possible for an individual in authorized possession of a Simulated Weapon to return the item to an approved safety storage area after authorized use, the Simulated Weapon should be brought for temporary safe storage to the Department of Public Safety (at 14 Washington Place in the case of Manhattan).

8. There is no exception to the prohibition of having a Simulated Weapon in an NYU residential facility at any time and for any purpose.

9. Under no circumstances may a student bring his or her own Simulated Weapon to campus. Students are limited to using Simulated Weapons supplied by their schools, colleges, institutes, or Global Network University site, or rented from a University-approved licensed third-party supplier of theatrical Simulated Weapons.
GSOC-UAW Timeline

1998 - 2012
1998 – 2001 Building Our Union

1998-1999
• Majority of graduate employees choose GSOC/UAW as their Union, joining graduate employees at dozens of public research universities that already have unions.

1999
• UAW files petition with NLRB to represent graduate and teaching assistants (known collectively as GAs) and research assistants (known as RAs) at NYU – Washington Square.
• In the NYU case, the Regional Director of NLRB excludes research assistants (“RAs”) on external grants in Biology, Chemistry, Physics, Neural Science and Sackler Institute; other RAs are covered by Union Petition. This is the first time the NLRB has ruled on a petition for a stand-alone GA, TA and RA bargaining unit at a private university.

2000
• NLRB, agreeing with Regional Director, rules TAs and RAs (but not externally funded science RAs) are employees under the NLRA, eligible to unionize, thus establishing new federal law on GA, TA and RA bargaining rights.
• Graduate employees vote by a strong majority to unionize and UAW wins election to represent GAs, TAs and RAs.

2000-2001
• NYU refuses to bargain for nearly a year, rejecting federal law and disregarding the democratic choice made by GAs, TAs, and RAs.
• Facing pressure from the campus community, the larger academic community, and a strike vote of GAs, TAs and RAs, NYU agrees to negotiate with UAW GAs, TAs and RAs for a union contract.
GSOC-UAW: Contract #1

2002-2005

- Agreement reached in January, 2002, retroactive to 9/1/2001 to expire 8/31/2005, includes dramatic improvements to graduate employee life, such as
  - a nearly 40% increase to minimum stipend rates,
  - fully-paid health insurance,
  - and a grievance process where graduate employees can take serious work-related problems to a neutral third party.

- NYU press release says the contract “insures NYU’s competitiveness in attracting the highest quality graduate students in the world.”

- During Agreement, UAW, uses grievance procedure to challenge key management rights, including:
  - Challenging department teaching assignments made to those not “union members” eg. adjunct faculty, graduate students at other institutions or NYU graduate students at “other” schools
  - Challenging time to degree requirements
  - Challenging time limitations on financial aid
  - NYU prevails in all the aforementioned grievances

- NOTE: Grievances are part of any collective bargaining relationship. The difference under the contract was that NYU administration could no longer determine unilaterally whether they violated the contract. If unresolved, a dispute (whether about the meaning of the management rights clause or any other part of the contract) could be taken to a neutral third party for a decision binding on both NYU and the union.
NLRB Post-GSOC/UAW

2001
• NLRB rules on union petition at Brown University that TAs and RAs (as defined at NYU) have bargaining rights and holds election. Brown appeals the regional NLRB ruling to WA DC, holding up counting of the ballots.

2002
• The NLRB rules on petitions at Tufts University and Columbia University that all TAs and RAs (including those funded by external grants) have bargaining rights and holds elections. Tufts and Columbia appeal the regional NLRB rulings to WA DC, holding up ballot counts at those campuses.

2004
• In Brown U. case, NLRB – now dominated by George W. Bush appointees – overrules NYU case, ruling GAs are not employees. Science RAs not in the ruling, as they were not included in the union petition at Brown and so continue to be excluded. Tufts and Columbia petitions are dismissed without further determinations. Ballots are never counted at Brown, Tufts, or Columbia.
DERECOGNITION OF GSOC-UAW

2005
- NYU, on basis of Brown decision and extensive internal consultation (including deliberations and recommendations by Provost’s Faculty Advisory Committee on Academic Priorities and University Senate Executive and Academic Affairs Committees), declines to enter a new agreement when the prior one expired 8/31/2005.
- In response, GAs, TAs and RAs vote overwhelmingly to authorize a strike and start strike in November
- Strike wins widespread support from community and political leaders; nevertheless, NYU attempts to intimidate and threaten striking graduate employees non-renewal of future employment
- Strike officially declared over prior to start of fall 2006 with University position unchanged (UAW not recognized), despite continued majority support for GSOC/UAW.

2006
- American Arbitration Association confirms that a majority of GAs, TAs and RAs at NYU continue to support GSOC/UAW as their Union.
- NYU continues to refuse to bargain and instead sets up House of Delegates (HOD) to “represent” graduate student interests; after GSOC/UAW supporters win election to most seats in HOD and continue to demand Union recognition, NYU continues to refuse to bargain and make unilateral decisions regarding graduate employee issues.
GSOC/UAW After 2006

2008
• Amidst continued support for GSOC/UAW, NYU improves financial support packages so that PhD students are required to teach less than before.

2009
• NYU implements Financial Aid Reform 4 (FAR4)
  Fully-funded graduate students on full fellowships
  Elimination of assistantship semesters
  Grad students who elect to teach as are appointed as adjuncts (and covered by NYU/UAW adjunct contract), and paid as adjuncts over-and-above stipend.
• GSOC/UAW resumes continues organizational activity among GAs, TAs and RAs.

2010/2011
• American Arbitration Association again confirms, despite all of the Administration's efforts to discourage unionization, a majority of GAs, TAs and RAs (including RAs on external grants) have chosen GSOC/UAW as their Union.
• On May 3, 2010 UAW files petition to represent:
  “All individuals enrolled in graduate-level programs at New York University who are employed to perform the functions of teaching assistants, research assistants and graduate assistants (regardless of title)”
• Majority of RAs, GAs and TAs at Polytechnic Institute of NYU form their union, calling it Scientists and Engineers Together/UAW.

2011
On May 5, 2011 UAW files similar petition for Polytechnic Institute of NYU.
GSOC/UAW seeks NLRB Review

2011

- On June 6, 2011, NLRB Regional Director in Manhattan, dismisses UAW Petition to represent graduate students at NYU on basis of Brown U. precedent – but notes that graduate teaching assistants (adjuncts) and research assistants could be construed as employees.
- On Aug. 30, NLRB Regional Director in Brooklyn dismisses UAW Petition to represent graduate students at Poly on basis of Brown U. precedent – but notes that graduate teaching assistants (but not research assistants) could be construed as employees.
- UAW files Request to Review these dismissals with the NLRB in Washington.
NYU’s “Offer” to GSOC/UAW

2012

• In a March meeting, NYU offers UAW a separate bargaining unit of graduate students who are teaching; that is: a bargaining unit consisting entirely of graduate students and separate from the adjunct unit to which teaching graduate students currently belong
  • RAs would be excluded.
• In this offer, which NYU said was “off-the-record,” they demanded a number of major concessions, including:
  • withdrawal of NLRB petitions at NYU and NYU Poly, thus vacating the possibility of the broader legal restoration of graduate employee bargaining rights;
  • agreement to limit participation to a small number of TAs meeting a higher number of teaching hours per year;
  • NYU would not agree to bargain over stipends or health insurance and demanded an agreement from the union not to file a petition to represent RAs for at least ten years.
  • If the Union did not accept, NYU threatened it would take a future NLRB ruling to the “highest courts” rather than respect the ruling and bargain in good faith.
• UAW rejects the offer, refusing to compromise the potential restoration of legal bargaining rights for tens of thousands of TAs and RAs in the US.