MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING OF NOVEMBER 15, 2018

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, November 15, 2018 in in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Cappell, Doucet, Dreyfuss, Economides, Frankl, Irving, Jassen, Lapiner, Ling, Logan, Longuenesse, Maniatakos, Parekh, Porfiri, Quinn, Romig, Shapley, Smoke, Watson, and Zamir; Active Alternates Gunsalus, Nonken, and Regaignon; and Alternate Senators Dorsen (for Taylor), Jasso (for Das), Reiss (for Uleman), Schlick (for Tranchina), and Tannenbaum.

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

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

REPORT FROM THE CHAIRPERSON: WEN LING

Communication with Board of Trustees (BOT)

See attached Document C.

Chairperson Ling thanked the Governance Committee for drafting the letter in response to Mr. Berkley’s memo regarding faculty representation on the BOT. She noted President Hamilton’s response, dated November 7, is Document C in the meeting packet. There is a meeting scheduled on December 4 with members of the Senate Executive Committee and a group of BOT members and on December 11 for the T-FSC Executive to meet with a group of BOT members.

Vice Chairperson Economides reported on the BOT lunch on November 14. He stated around 18-20 faculty met with 4 trustees and discussed many different aspects of the University, including democracy and affordability. He commented on the productivity of the meeting. Economides suggested hosting joint meetings of the senate committees with the corresponding BOT committees. In particular, he asked for a joint finance committee meeting.

Being@NYU Survey Results

Chairperson Ling stated the Executive Synopsis for the Being@NYU Assessment of Climate for Learning, Living, and Working is in the packet. It also posted online: https://www.nyu.edu/about/university-initiatives/being-at-nyu-survey.html

She noted the following findings:

• overall response rate of faculty was 30%
• 81% of respondents were “very comfortable” or “comfortable” with the overall climate at NYU
• 84% of faculty respondents were very comfortable with the campus climate
• 76% of faculty respondents were very comfortable with the climate when the focus was on departmental program and administrative unit
• 93% of tenured and tenure track faculty reported feeling very comfortable in classrooms
• about 30% of overall faculty respondents had experienced exclusionary, intimidating, offensive or hostile conduct
• 25% of the overall faculty respondents had observed such behavior

Ling reported President Hamilton will be attending the February 28 Council meeting and will be joined by Lisa Coleman to present on the findings of the survey. More granular data from the campus climate assessment will be forthcoming at a later date.

Faculty Benefits and Housing

Ling noted the work of the Faculty Benefits and Housing Committee this fall. The focus of their recent meeting was retiring faculty housing issues and assistance for faculty pursuing non-NYU housing options. There was a presentation by representatives from Coldwell Banker Residential Brokerage Higher Education Real Estate Advantage (HERE Advantage), which helps faculty navigate the New York City housing real estate market.

She reported Martin Dorph developed a faculty housing working group and also is forming a graduate student housing working group.

Executive Committee (EC) with President Hamilton

The EC met with President Hamilton on October 31. He shared information on the selection of a new campus food service provider and details on the Harvard case regarding undergraduate admissions selection criteria, specifically on legacies. Hamilton also mentioned a lawsuit filed against NYU and Harvard Law regarding the selection process of editors for each School’s law review. They also discussed issues related to international student matriculation, graduation rates, and the physical and mental health services provided to these newly arrived international students. Hamilton also noted the Faculty of Arts and Science (FAS) Dean is leading a group of FAS faculty to develop guidelines for interactions between Ph.D. students and their mentors.

Policy Review

Ling provided an update on the School of Professional Studies (SPS) Standards and Procedures for Appointment and Reappointment of Full-Time Continuing Contract Faculty (“FTCCF”) Teaching in Degree Programs. The Provost informed the EC that Interim Dean Greenbaum, in consultation with SPS Faculty Council, withdrew this version of the policy and plans to send a revised policy by the end of the fall semester 2018. Prior to resubmitting the policy, all SPS full-time faculty will have the opportunity to review and vote on the endorsement of the revised policy.

EC Meeting with Provost Fleming

At the EC meeting with the Provost, they discussed the cancellation of the Milo Yiannopoulos talk on NYU’s campus on October 31. Mayor De Blasio asked NYU to re-schedule, since the event took place on Halloween and the NYC Police Department was concerned they did not have the level of additional security needed with the parade security preparations. The event is being re-scheduled.

At the meeting, the Provost again mentioned the initiative to revisit the University’s slogan: “a private university in the public service”. Fleming is moving forward on collecting data on the types of public service provided by NYU.

PRESENTATION, DISCUSSION, AND VOTE
Personnel Policies & Tenure Modifications: Phyllis Frankl & Robert Lapiner

Recommendations of the T-FSC and the C-FSC in regard to: Meyers Policies and Procedures for Appointment, Reappointment, and Promotion of C-Faculty

See attached Document A.

Committee Co-Chair Frankl presented the Committee's recommendation. She noted these are joint recommendations of the C-FSC and T-FSC and have already been approved by the C-FSC.

The recommendations were passed by vote of the Council.

ANNOUNCEMENT OF THE LIST OF CANDIDATES FOR T-FSC CHAIRPERSON 2019-2020

Chairperson Ling, on behalf of the Nominating Committee, announced the list of candidates for the position of T-FSC Chairperson 2019-2020. The candidates are Nick Economides of the Stern School of Business, David Irving of the Tisch School of the Arts, and Darcey Merritt of the Silver School of Social Work. Ling reported according to Robert's Rules of Procedure, the position must be elected by a majority of 51% of the eligible vote, or 19 votes with a 38 member Council.

Ling noted it is important those absent from the meeting follow the procedure for submitting an absentee ballot. Only currently serving Senators, including Active Alternates, are permitted to vote for Officers. Senators who are unable to attend the meeting in which an election is to be held may submit an absentee ballot by email with subject line: Absentee Ballot to karyn.ridder@nyu.edu by 11:00 am the day of the meeting.

The candidates will submit statements to be circulated in the agenda email two days prior to the meeting.

SPECIAL PRESENTATION: MARTIN DORPH, EXECUTIVE VICE PRESIDENT

Update on 181 Mercer Street

Dorph reported the foundation is almost complete on the building project and the steel will be erected in early 2019. The rent abatement for those in faculty housing will commence at that time. He noted the steel was priced and ordered before the current tariff issues. The plan is for the building to be ready for occupancy by the beginning of 2022, it is on budget, and the estimated interest rate is at 6%, and current borrowing rate is just over 4%. In response to a Senator's question on how much of the cost of the building has been borrowed, he stated the University has borrowed about 20-25% of the anticipated borrowing.

Faculty representative on the University's Retirement Plan Committee

Dorph reported the plan is to create two committees to divide the responsibilities into investments and fiduciary oversight. The faculty representatives would sit on the committee regarding investments, which examines fund performance, strategy, and management. The representatives would have the opportunity to discuss, comment, and offer opinions, but would not have voting rights on the committee.

Dorph reported they are in the process of consulting with legal to ensure the committee can be divided in this manner and then the next step is getting the authorization by the Board of Trustees to reorganize the committee. He noted it appears to be moving forward.

A Senator questioned why the committee needs to be divided and faculty representatives do not have voting rights. Dorph responded the fiduciary responsibilities, including hiring actuaries to do evaluations,
filing reports, making changes to plans because of union contracts, etc. are confidential. This divided structure allows for non-fiduciary responsible representatives to participate in the non-confidential portion of the meetings. He noted the University felt it best to keep the voting rights to those who are organizationally responsible for these decisions.

He added there is an ongoing goal of improving the quality of information and discussion regarding retirement, including financial planning.

**Real Estate**

A Senator inquired on space in Brooklyn, beyond the 370 Jay Street location. Dorph responded the University is not currently looking at new buildings in Brooklyn but is reviewing how to best optimize 370 Jay Street and other spaces throughout Metrotech.

A Senator asked about the new footprint in Los Angeles. Dorph stated NYU is renting space for both an academic center with 2-3 classrooms and 2-3 offices and a master lease arrangement for student housing in the La Brea area of Los Angeles. The main facility, in addition to being the location for classes, will also be used for student programming.

**Global**

A Senator inquired on the global sites of NYU Abu Dhabi and Shanghai, and their cost to the university and contribution to income.

Dorph responded their operating budgets are breakeven so NYU does not subsidizing either location. He noted when New York faculty teach at these locations, the home departments receive some additional supplemental funding.

**Special Presentation: TIAA**

**Managing your NYU retirement Account through the TIAA portal**

Trish Halley (Assistant Vice President, Global Benefits), Mark Petty (Assistant Director of Retirement Plans and Global Benefits), and representatives from TIAA: Rosemary Markowski (Managing Director, Institutional Solutions and Relationships), Rick Marx (Director Field Consultants), Kelli Jordan (Senior Manager, Digital Technology), and Mark Beary (Senior Technical Lead) presented on the TIAA retirement portal.

Kelli Jordan stated the presentation agenda is to navigate the participant website and discuss the tools and resources available, counseling TIAA offers, and TIAA’s mobile capabilities.

Jordan presented an online demonstration. She noted on the homepage, users can view their balance on the top left. She demonstrated how to access the advice service online, by phone, or in person. She then navigated to the asset class breakdown across all investments. Based on feedback, users can now default to the accounts page.

A Senator inquired on how to compare investments. Jordan directed to the retirement investment comparison tool under resources. In this tool, users can filter according to product, asset class, and Morningstar rating. Senators expressed interest in seeing more options in this tool, for example US indices.

A Senator asked about viewing the performance of Vanguard funds. He noted since TIAA became the sole record keeper and the Vanguard funds were transferred to TIAA, he can no longer access the Vanguard fund performance over a 10 year period.
Halley responded the history of Vanguard funds is on Vanguard’s site, which users can still access until May 2020. She confirmed that TIAA users will see the infusion of the Vanguard funds into the TIAA account, but will not see performance prior to that.

Halley confirmed they will do more research on moving Vanguard history to the TIAA account.

Jordan reported an action tab will soon be released, which will provide links to top items such as changing beneficiaries, reviewing recent activity, changing contribution amounts, etc.

She noted there is a 24/7 system called TIAA Today, which monitors all usage on the web and mobile application and analyzes areas that are running slow, etc. In addition, when users log out of the website they can offer feedback via a survey.

She explained the Retirement Advisor Tool, which offers third party advice by phone, in-person, or by the web. This can include partner accounts and outside accounts. Webinars are also offered under Resources.

Users can also add specific goals for tracking, such as college saving, purchasing a home, etc.

She directed to the homepage for the mobile application, where users can change investments, view estimates for loans or withdrawals, performance, and asset breakdown.

A Senator inquired on the quarterly benchmarking versus real-time updates. Rick Marx responded since these are long-term investments it is not intended for active daily trading.

The Senator asked about the virtual chat feature online, noting the live chat is not available on Sundays.

In response to a question about including outside accounts, Jordan pointed to the 360 financial view which allows users to add outside accounts to their financial picture.

A Senator expressed interest in viewing more information on funds besides management fee and Morningstar rating. Halley noted the prospectus documents offer further information. Jordan again suggested using the retirement advisor tool.

A Senator asked about the home financial advisors from TIAA needing to refer to field advisors. The TIAA representatives suggested this may have been because of the transition, but moving forward they will ensure the home advisors have all information needed.

The Council thanked the group for their presentation.

**T-FSC COMMITTEE REPORTS**

*See attached Document B.*

There was no additional discussion or questions on the following submitted reports:

Faculty Benefits & Housing: Magued Iskander & Angela Kamer
Finance & Policy Planning: Nicholas Economides & Maurizio Porfiri

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
Recommendations of the T-FSC and the C-FSC in regard to:

NYU RORY MEYERS COLLEGE OF NURSING
Policies and Procedures for Appointment, Reappointment, and Promotion
of Full-Time Continuing Contract Faculty

BACKGROUND

Following the separation of the NYU Rory Meyers College of Nursing (hereafter referred to as Meyers) from the NYU College of Dentistry, the school’s policies pertaining to the appointment, reappointment and promotion of Full-Time Continuing Contract Faculty (hereafter referred to as Clinical Faculty) were revised with input from an Appointments and Promotion/Continuing Contract Faculty Committee (hereafter referred to as AP/CCF Committee) as well as the leadership of the Meyers Faculty Council and the Meyers College Dean, Eileen Sullivan-Marx. The completed document was presented to the Meyers Faculty Council for electronic voting on February 12, 2018 and was passed by a quorum of full-time faculty with no votes opposed or abstained, per the Meyers By-Laws dated May 1, 2017. On March 2, 2018 Dean Sullivan-Marx submitted the document to NYU Vice Provost, Carol Morrow.

At NYU, our strong tradition is for schools to develop policies that are “consistent with school culture and history.” Within that tradition, the NYU Faculty Handbook (hereafter Handbook) provides that school policies will be reviewed by the Provost to determine “whether the substance of the policy: (i) is consistent with general University policy; (ii) is compatible with the University’s commitment to excellence in teaching, research, scholarship, or artistic achievement and service within a community of respectful and respected academic professionals; and (iii) has no adverse implications for the University.” As part of the process of finalizing the Meyers policy for its Clinical Faculty, NYU Provost Katherine E. Fleming invited the C-FSC to comment on the document called “AP_Draft.3.14.2018_Revision 3 AGS”, adopting the same perspective (per letter of March 23, 2018 from Katherine E. Fleming to the C-FSC and T-FSC Chairs).

The following document will enumerate various questions, comments and recommendations to the submitted policy.

MAJOR SUBSTANTIVE RECOMMENDATIONS

1. Add a description of the faculty voting process for the approval of this document. This is in keeping with the New York University Guidelines for Full-Time Continuing Contract Faculty, issued June 12, 2014, revised December 15, 2015, page 1, Section II., Formulation of School Policies, paragraph 2, sentence 1, which states:

“In response to these guidelines and as appropriate thereafter, schools shall formulate or amend their policies in accordance with existing school governance processes and with the expectation that Full-Time Continuing Contract Faculty shall
participate in formulating and/or amending the school policy to the extent and manner in which school governance policies permit.”

Clarify specifically and explicitly the process of consultation with Clinical Faculty.

We strongly recommend that any development of this policy follow the letter and the spirit contained in the University Guidelines for Full-Time Continuing Contract Faculty, allowing the Clinical Faculty, acting according to the school’s governance structure (e.g. the Meyers Faculty Council or similar body, faculty meeting, etc.) an active, essential and meaningful role in forming and approving any new policy, which policy must necessarily include the grievance/appeal process.

2. Page 2. Appointment as a Member of the Faculty
   We recommend including research (which is not required but could be considered) in the evaluation of CCF.

3. Page 2. Appointment as a Member of the Faculty
   We recommend the inclusion of a section that describes faculty participation in shared governance.

4. Page 3. Appointment as a Member of the Faculty.

   Clarify the Meyers policy for supporting “publications or presentations at scholarly meetings.”

   In schools where professional, scholarly and/or creative activity is either required or encouraged for reappointment and promotion, we recommend that professional development funds and research leave or sabbatical should be provided to further support professional, scholarly, or creative work. A description of that eligibility, and the process governing it, should be added following paragraph 2.

5. Page 3. Section II. Appointment as a Member of the Faculty

   We recommend that a statement of hiring practices be included. Transparency is needed.


   We recommend adding here or in Appendix a time line for reappointment processes, including reappointment evaluation and notification of contract renewal or termination.

Clarify the distinction between titles as reflected in the duration of contracts. An appointment of at least five years is the norm for Clinical Associate Professor, with an increase in term of appointment for Clinical Professor.

We recommend rewording paragraph 3, sentence 2 as follows:

“After the initial year, reappointment for Clinical Assistant is for three years, Clinical Associate is for five years, and Clinical Professor is for six years. When promoted to a three-year contract as Clinical Assistant Professor, subsequent re-appointments shall be for at least three years. When promoted to a five year contract as Clinical Associate Professor, subsequent re-appointments shall be for at least five years. When promoted to a six year contract as Clinical Professor, subsequent re-appointments shall be of at least the same length.”

We also recommend moving these sentences to the end of paragraph 2.


We recommend that paragraph three address reappointment only and be reworded as follows:

“Reappointment will be contingent upon the faculty candidate demonstrating excellence in teaching, scholarship, and/or service at NYU Meyers or clinical care at affiliated or other practices and hospitals (see Section V.B below), upon curricular and programmatic need and available multi-year funds.”

The policy should also indicate that curricular or programmatic need does not automatically warrant a denial of reappointment. Instead, the denial should have a rational basis, and it should include a process for determining whether the professor can or cannot teach under the new curriculum or structure. We recommend adding the following language to the end of paragraph 3:

“In such event, the review would focus on whether the faculty member would be able to teach in the revised curriculum and/or new academic structure and, if so, in what capacity.”


We recommend that termination of a contract include the specific timeframe in which notification must be given, as specified in the Handbook on pages 55-56. We suggest the following language:

Notice of intention not to reappoint a Clinical Faculty member of any rank shall be sent to the individual affected according to the following schedule:
(a) Not later than March 1 of the first year of academic service, if the appointment is to be terminated on August 31.

(b) Not later than August 31 of the penultimate year, if the appointment is to be terminated on the following August 31, or not later than one year before the termination of the appointment.


We recommend deleting because the substance of this paragraph has already been addressed in II. Appointment as a Member of the Faculty, paragraph 2.


Since Continuing Contract faculty are exclusively non-tenured, add language describing non-tenured faculty expectations. We recommend the following edit and addition:

“Continuing Contract faculty lines differ from tenure-track lines. Although continuing contract lines are without tenure, they are typically multiyear. Clinical faculty will have no limit on the number of reappointments at each rank.”

12. Page 4. Specific Criteria for Full-Time Continuing Contract Faculty Titles

We recommend adding a description of the circumstances in which CCF faculty may apply for a vacant TT position, detailed in NYU CCF guidelines 2014.

13. Page 5. Other faculty titles

Recommendation: Consider the development of a “clinical ladder for advancement.”


Change duration of contracts. An appointment of at least five years is the norm for Clinical Associate Professor. We recommend the following edit:

“Initial new hire appointment as Clinical Associate Professor is for one year; thereafter, reappointment will be for five years. Promotion from Clinical Assistant Professor to Clinical Associate Professor is for five-year renewable appointments.”


Change duration of contracts. An appointment of at least six years is the norm for Clinical Professor. We recommend the following edit:
“Initial new hire appointment as Clinical Professor is for one year; thereafter, reappointment will be for six years. Promotion from Clinical Assistant Professor to Clinical Associate Professor is for six-year renewable appointments.”


To prevent the establishment of a permanent group of continuing contract faculty on one-year appointments, add language allowing for a transition to an appointment of at least three years for faculty on one-year appointments who successfully complete a formal review. We recommend the following edit:

“Appointment as a Clinical Instructor carries with it the possibility of annual/multi-year reappointment. Clinical Instructors on continuous one-year appointments who successfully complete their formal review shall move to at least a three-year appointment. Clinical Instructors will have no limit on the number of reappointments and are not eligible for tenure.”


Add language regarding the process and timetable. We recommend language similar to:

“The faculty member shall receive notification that they are up for review no later than the first week of the academic year in the penultimate year of their appointment.”


We recommend incorporating part of paragraph 3 into paragraph 2 after sentence 3 using this language to reflect the communication process:

“The Executive Vice Dean of Meyers will provide a written review of the faculty candidate to the AP/CCF Committee. The letter from the Executive Vice Dean will include a summary description of the academic responsibilities and contributions of the faculty member in Meyers. The AP/CCF Committee will review and make recommendations to the Dean about all reappointments.


“Automatically terminate” in the final sentence of this paragraph is also problematic. The policy should indicate that curricular or programmatic need does not automatically warrant a denial of reappointment. Instead, the denial should have a rational basis, and it should include a process for determining whether the professor can or cannot teach under the new curriculum or structure. We recommend deleting sentence 6 and replacing it with the following language at the end of paragraph 2:
“Even in those cases, the review would focus on whether the faculty member would be able to teach in the revised curriculum and/or new academic structure and, if so, in what capacity.”


Delete the remainder of paragraph 3 (see number 12 above) as reappointment review for contracts will be every 3 years or so depending on contract length, therefore 3rd and 6th year reviews are no longer necessary.


Specify “teaching portfolio” to include a range of factors that can be considered for promotion. We recommend deleting “that includes student and peer evaluation” from item (c) and inserting the following language at the end of sentence 1:

“The teaching portfolio may include course materials (e.g. syllabi, lecture notes, assignments), course development and innovation, instructor development, collegial observations, self-presentation, samples of student writing, evidence of continuing influence upon students, examples of learning beyond the classroom, student evaluations, etc. For faculty whose responsibilities also include administration, greater weight will be given to performance in this area in reviews for reappointment or promotion.”

22. Page 8. Standards for Promotion to Clinical Professor, paragraph 2, between sentences 4 and 5.

Add language detailing the process governing the creation of the AP/CCF Committee’s recommendation. We recommend inserting the following language after sentence 4:

“The recommendation may be written by one or more members of Meyer’s five member AP/CCF Committee, but all members of the committee should read the recommendation before it is submitted to the Dean. The recommendation should represent a collective judgement of the committee or, in the case of a divided opinion, a majority of the committee. If there is a division of opinion, the minority opinion should be appended to the majority recommendation.”

23. Page 8. Standards for Promotion to Clinical Professor, add paragraph 3.

Add language about communicating the results of the reappointment or promotion recommendation to the faculty member as well as procedures to be followed. We recommend adding a third paragraph to this section of the policy, such as:

“The Executive Vice Dean will provide the faculty member with a written summary that includes suggestions for professional development and a recommendation
regarding appointment, and will meet with the candidate to discuss the committee’s evaluation, as well as his or her own assessment and continuing programmatic need for the appointment. In the event that the Executive Vice Dean follows the recommendation of the committee to reappoint and/or for promotion, the summary letter to the faculty member with notification of intent to reappoint or for promotion should include the length of reappointment/appointment, and a signature block for the faculty member. If the Executive Vice Dean’s decision is contrary to that of Meyer’s AP/CCF Committee concerning appointment, title, or length of contract, the Executive Vice Dean will provide the committee with the reasons. The committee members will then have ten days in which to provide further information or counter-argument before the Executive Vice Dean’s decision is finalized. In all cases of an appeal to a negative decision related to reappointment or promotion by the Executive Vice Dean, the candidate will have access to the AP/CCF Committee’s full report, including its recommendation and any comments from the faculty.”


Add language allowing for a transition from one-year to three-year appointments to the end of this paragraph, such as:

“A Clinical Instructor on continuous one-year appointment shall move to a three-year appointment if promoted to Clinical Assistant Professor.”


Add language similar to the following at the end of this paragraph:

“In all cases of an appeal of a negative decision related to reappointment or promotion by the Executive Vice Dean, the candidate will have access to the Meyer’s AP/CCF Committee’s full report, including its recommendations and any comments from the faculty.”


Add “in writing” to the end of sentence 5, then add language to further clarify procedures before sentence 6, such as:

“If the committee’s report is accepted by both the grievant and the Executive Vice Dean, the matter shall be considered settled. However, if the Executive Vice Dean shall deny any findings of fact, or refuse to implement suggestions by the committee made as a part of the committee’s recommendations on the disposition of a case, the Dean is required to reply in writing giving in detail his reasons. This memorandum must be sent both to the grievant and to the committee along with the procedure for appeal.”

MINOR SUBSTANTIVE RECOMMENDATIONS

**Recommendation**

Edit for consistency (see Editorial Recommendations below). We recommend “Definition of Scholarship”

28. Page 5. Clinical Professor, last paragraph

For purposes of clarity, we recommend deleting the last phrase “and its affiliated clinical facilities and hospitals.” The sentence should read, “The rank of Clinical Professor may be granted to those members of the faculty who have served in a position that includes in its title Associate Professor or its equivalent at NYU or other institutions and who fulfill leadership service roles in NYU Meyers.”

29. Page 4. Ranked Titles, paragraph 1, sentence 2: “and are not eligible for tenure”

**Recommendation**

Redundant. We recommend deleting the end of this sentence.

**EDITORIAL RECOMMENDATIONS**


**Recommendation**

Verb tense is incorrect. We recommend “and who maintain”

31. Page 3. Appointment as a Member of the Faculty, paragraph 2, sentence 1: “expended in scholarly activities”

**Recommendation**

Edit for consistency. We recommend “expended in scholarship”

32. Page 3. Appointment as a Member of the Faculty, paragraph 2, sentence 2: “maintain a degree of scholarly productivity”

**Recommendation**

Edit for consistency. We recommend “maintain a degree of scholarship”
33. Page 3. General Criteria for Appointment, Reappointment, and Promotion, paragraph 3, sentence 3: “excellence in teaching, scholarly productivity, and or service”

**Recommendation**

Edit for consistency. We recommend “excellence in teaching, scholarship, and or service”

34. Page 4. Ranked Titles, Clinical Assistant Professor, paragraph 1, sentence 1: “effective teaching and scholarly activity”

**Recommendation**

Edit for consistency. We recommend “effective teaching and scholarship”

35. Page 5. Ranked Titles, Clinical Professor, paragraph 1, sentence 2: “through scholarly activities”

**Recommendation**

Edit for consistency. We recommend “through scholarship”

36. Page 7. Standards for Promotion to Clinical Professor, sentence 2: “which may or may not be use”

**Recommendation**

Verb tense is incorrect. We recommend “which may or may not be used”
October 23rd, 2018

Meeting with Trish Halley and Jan Rezler, Vice President, Cammack Retirement Group, to share an overview of the NYU retirement program investment fund review from the Sept 13, 2018 meeting of the Retirement Plan Committee. The review was for the quarter ending June 30, 2018.

Trish Halley is the Assistant Vice President of Global Benefits. Trish serves as a key liaison with critical stakeholders, including the T-FSC, C-FSC, and AMC, in all matters related to faculty and employee benefits.

In attendance: members of T-FSC, C-FSC, and AMC Benefits Committees.

In attendance from T-FSC: Angela Kamer, Magued Iskander and Wen Ling

Background:

The Retirement Plan Committee’s composition is dictated by the Committee’s Charter, which was approved by the NYU Board of Trustees. Membership in this committee is composed of individuals from both NYU and NYU Langone serving ex officio.

NYU Senior Director, Global Benefits
NYU Chief Financial Officer
NYU Chief Investment Officer
NYU Provost
NYU Vice President of Human Resources
NYULHC Senior Director of Benefits
NYULHC Senior Vice President of Finance
NYULHC Senior Vice President of Human Resources
NYULHC Vice President for Finance

Fund monitoring and selection are performed using guidelines outlined in a formal Investment Policy Statement (IPS) of the Retirement Plan Committee. The IPS contains criteria which may be considered in the evaluation, such as performance vs. peer groups, and benchmarks over various periods of time, risk, risk-adjusted performance, fees, and manager tenure, along with other factors. The Committee evaluates the investment options on a quarterly basis, and is assisted by an independent registered investment advisor, Cammack Retirement Group. This firm, which includes a team of individuals holding various investment-related credentials, including CFA (Certified Financial Analyst), specializes in providing investment advice to employer-sponsored retirement plans. Cammack serves as co-fiduciary with the Retirement Plan Committee. Cammack was chosen as the result of a competitive RFP process.

TIAA is the sole record-keeper for the NYU retirement program. As TIAA is the sole record keeper and Vanguard funds are offered on the TIAA platform, TIAA financial counselors can provide information on all funds, sourced from an independent third party (currently Morningstar).
The NYU Retirement Plan offers participants the choice of 72 Vanguard funds and 26 from TIAA. There were no fund options eliminated when moving to one record keeper.

Report Overview

Reports prepared by Cammack and reviewed by the Committee in the fund evaluation process provide detailed information, including:

1) Plan Allocation and Assets
2) Plan Contributions for the quarter
3) Economic Review including:
   a) GDP Growth
   b) Job Market
   c) Inflation
   d) Interest Rates
   e) Capital market returns
   f) Equity returns by sector
   g) Fixed income returns
4) Investment Analysis of fund performance vs. benchmarks and/or peer groups with additional commentary on select funds
5) Scorecard of funds, including those funds recommended for the watch list
6) Analysis of Target Date (Vanguard) and Life Cycle (TIAA) funds and performance vs. benchmarks
October 18th, 2018

Housing Committee Meeting

Meeting with Erin Jane Lynch, Assistant Vice President, Faculty Housing & Residential Services
Meeting with representatives from Coldwell Banker Residential Brokerage

In attendance: Angela Kamer, Magued Iskander and Allen Mincer (FSC representatives of Benefit Committee)

AGENDA:

A. Retired faculty and the rules governing the housing occupancy

Answer:

Retirees

When retiring, residents in housing have one of two options provided they meet certain eligibility requirements:

Provided it is their primary residence at the time of retirement, they may retire and remain in their current apartment for the remainder of the current lease or up to one year past the date of retirement, whichever is sooner. At that time, the apartment must be relinquished and they are no longer eligible for housing of any kind.

-OR-

Prior to retirement a resident can opt to move to a studio apartment so long as it is their sole and primary residence and all other eligibility requirements are met:
  · Resident and/or Partner does not own or rent any other property anywhere.
  · Resident is 60 years or older
  · 10 or more full time service years

The University requires at least 120 days notice of the faculty’s intention to retire and move to a studio and once eligibility is confirmed, during the 120 days interval, the Housing staff will help the faculty identify a unit to move. The move must take place prior to your date of retirement.

Some faculty may weight their options prior to the decision to retire. Therefore, they may request a tour of the available studios. Whether, this can be arranged, there will be no guarantees of the available studios at the time of retirement.

Most studios (not all) are in WSV buildings since they provide better amenities including doorman. The sizes differ from 460-570sf with rents from $1,100-1,600.
B. Rules used for rent increases

Answer:

Rent Increases
The typical lease term is three years in Faculty Housing, usually ending June 30\textsuperscript{th}, and prior to the end of the third year a renewal packet is sent outlining any new rent. The Renewal Rent is calculated by determining the gap between the current Vacancy Rent for an apartment and the actual current rent paid by the affiliate tenant. The larger the gap, the larger the percentage increase, subject to a maximum increase that is established in an effort to balance expenses and minimize adverse undue impact to residents. The range of Renewal Rents for the FY18 through FY20 3-year renewal cycle is an average of 9.5\% and a maximum increase of 10.9\%.

C. Rules governing housing for people in the process of retiring. Are there differences between Downtown and Medical School?

Answer:
Any medical faculty living on the square would be governed by the lease here.

D. Presentation by representatives from Coldwell Banker Residential Brokerage Higher Education Real Estate Advantage (HERE Advantage) makes the process of navigating the increasingly challenging New York City housing real estate market more manageable.

The Real Estate Advantage offers a multitude of services but focuses on relocating faculty. They will provide faculty with full service including counseling, real estate services (selling and buying, renting short and long term, community orientation), household moving, homeowners or rental insurances. These services will be offered at competitive prices. For example, there will be 15\% non-taxable rebate upon the selling and/or buying of the house.

For faculty considering relocating they will provide a 4-6hours tour of the preferred neighborhood /neighborhoods for a fee of $1000. This service may benefit deans/chairs seeking to recruit.

For those seeking to rent, the cost for finding the right apartment will be 12.5\% (usually 13-15\%).

To contact them, the housing website will provide their link.
November 7, 2018

Dear Members of the Tenured/Tenure-Track Faculty Senators Council,

Thank you for letter of October 17th. Bill Berkley asked that I respond on behalf of both of us.

We take seriously the points you made in your first three paragraphs of your letter. Please know that the Board received three different resolutions, and its intent was to respond to each resolution individually and respectfully.

With regard to the rest of your letter: the Trustees carefully read and noted the points in your resolution. They do appreciate your invitation to join you at your meeting, but they propose, as an initial step, that we focus on setting up and holding the meeting to which the Board committed in its July letter (as well as the other meetings proposed in that letter.) I believe that dates have been forwarded to the TFSC, as well as other councils and committees.

I am fully aware that there are areas of disagreement, but I hope you can see that the Board is trying to develop ways in which it can engage more deeply, with a full understanding of the Tenured/Tenure Track Faculty’s central role in the University. This is an iterative process and I urge you to try what the Board has proposed in the hope for greater collaboration.

Sincerely,

Andrew Hamilton