MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING OF DECEMBER 6, 2018

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, December 6, 2018 in in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Cappell, Das, Doucet, Dreyfuss, Economides, Frankl, Garabedian, Hoffman, Irving, Jassen, Kamer, Lapiner, Ling, Maniatakos, Merritt, Quinn, Romig, Shapley, Smoke, Taylor, Tranchina, Watson, Wisniewski, and Zamir; Active Alternates Gunsalus and Nonken; and Alternate Senators Allgood, Alter, Reiss (for Uleman), Schlick, and Tannenbaum.

APPROVAL OF THE MINUTES OF THE MEETING HELD NOVEMBER 15, 2018

Upon a motion duly made and seconded, the minutes of the November 15, 2018 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: WEN LING

Year End Dinner

Chairperson Ling consulted the Council on the format of the End of Year Dinner, which in past years has taken place at Battery Gardens Restaurant, with a guest list including current Council members, former Chairs, members of university administration, members of Board of Trustees, and spouses/guests. The event begins with a cocktail reception followed by a sit-down dinner with music and dancing. The Council agreed by general consensus to continue with this format.

T-FSC Rules of Procedure

Ling reported the current Rules of Procedure do not reflect all the changes in the current University Bylaws, including the current name of the Council, number of Senators, and discontinuation of at-large seats. The Governance Committee will present a revised version for the Council’s vote in the spring.

Meetings with Board of Trustees (BOT)

Ling reported, as the T-FSC representative serving on the Executive Committee of the University Senate, she participated in a meeting with the Executive Committee of NYU’s Board of Trustees on December 4 during its quarterly meeting. After the meeting, small groups of the Executive Committee visited different units of NYU the following day. The members of the Board’s Executive Committee who attended the meeting included: William Berkley, Phyllis Putter Barasch, Evan Chesler, Steve Cohen, Gale Drukier, Marty Lipton, Howard Meyers, David Oxman, Brett Rochkind, Chandrika Tandon, Anthony Welters, and Leonard Wilf. Mark Leslie, Kelly Kennedy Mack, and Shelby White were on the phone.

Mr. Berkley acknowledged the presence of members of the Senate Executive Committee and stated that the major concern of the Board was the cost of higher education in the United States in general and specifically at NYU. Berkley stated the cost of running NYU increases each year, tuition is going to reach a ceiling and thus cannot be increased any more, and solutions include fund raising and spending money.
more efficiently. He then asked participants for ideas. Marty Dorph was asked directly to address the cost issue. Ling reported she commented on the importance of retaining young faculty from the perspective of balancing work-life and providing more flexibility for older faculty to retire.

A Senator commented on the importance of joint committee meetings with the corresponding BOT Committee, specifically the Finance Committees.

**Faculty Housing Workgroup**

Ling reported she participated in the faculty housing workgroup as the T-FSC representative on November 20. The group was organized by Marty Dorph. Members of the group acknowledged the shortage of large two-three bedroom apartments and the long wait list, sometimes over 4 years, for a young faculty member with a child to move from a one-bedroom to a larger apartment. The University is exploring renting apartments in Stuyvesant Town for temporary relief. The workgroup is collecting information on tenant characteristics and turnover of large apartments. A report will be forthcoming from the group later in the spring semester.

Senators expressed issues with the increases to rent, the amount of the loan program, efforts to downsize, and the selection of studios for retirees.

**Faculty Tenure Committee**

Ling reported she was recently informed by the Provost’s office of the need to reconvene the Faculty Tenure Committee to discuss a Dean’s request to terminate the tenure of a tenured faculty member. The T-FSC had convened a Faculty Tenure Committee in summer 2018 to review a separate request. Ling will contact committee members to reconvene the Faculty Tenure Committee.

**ELECTION BY SECRET BALLOT OF T-FSC CHAIRPERSON 2019-2020**

*See attached Document A.*

Chairperson Ling stated the Chairperson must be elected by a 51% majority of the Council membership, which is 20 votes. If none of the three candidates receive a majority vote, there will be a re-vote.

The election of T-FSC Chairperson for 2019-2020 took place by secret ballot from the following slate of candidates presented by the Nominating Committee: 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.

Senator Kamer from the Nominating Committee and Manager of Faculty Governance Karyn Ridder supervised the counting of the ballots, including all absentee ballots. Ling reported that no candidate received a majority vote. She stated Roberts Rules allows the Council to temporarily suspend the rules to change the definition of a majority vote to the majority of those voting, which would include absentee ballots.

The Council approved suspending the rules by unanimous vote.

Senator Kamer from the Nominating Committee and Manager of Faculty Governance Karyn Ridder supervised the counting of the second round of ballots, including all absentee ballots.

Kamer reported the results of the election: Nick Economides of the Stern School of Business will serve as T-FSC Chairperson for academic year 2019-2020.

Ling noted the next election will be for Vice Chairperson and Secretary and asked that any nominations, including self-nominations, be sent to the Nominating Committee.
SPECIAL PRESENTATION: PROVOST KATHERINE FLEMING

Chairperson Ling welcomed Provost Katherine Fleming. The two discussion topics the Council submitted ahead of the meeting included: 1) initiatives at the faculty work-life front, and 2) the mechanism to distribute university wide communication to faculty, including School of Medicine and Tandon.

Fleming reported on the creation of the Office of Work Life, led by Executive Director Grace Cosachov Protos. She announced the Office’s focus on retirement and aging, specifically finances in retirement. A position has been posted for Program Director for Retirement and Aging, who will be tasked to pull together the different resources at the University that exist regarding retirement and also to create new resources. The Office is also focused on collaborating with HR on retiree off-boarding. This includes discussion on how faculty can remain active members in the community.

Fleming reported on NYU’s Aging Incubator, which is a university-wide initiative bringing together all those involved in the study of aging and its impacts.

Fleming stated she approved continuing contract faculty being eligible for emeritus and emerita titles.

She noted the enhanced programing to support faculty with children under the age of 5, including the childcare scholarship and the creation of a childcare registry, which will be piloted early next semester. The Office is also preparing a list of backup childcare providers. In addition, in February they are hosting various childcare events for faculty and administrators.

She stated the T-FSC Executive Committee and C-FSC Steering Committee communicated that faculty are unclear on what resources are available regarding faculty mental health and the procedures to follow in the case of mental health concerns. She noted the plan to consolidate the information on these resources and create a centralized place to access. In the spring semester they will be organizing a faculty mental health panel to collect concerns in this area.

Fleming reported the C-FSC has voiced the concerns of the continuing contract faculty regarding evening class scheduling for those faculty with children at home.

She also mentioned the suggested guidelines for email etiquette, including weekend/off-hour emails and unnecessary cc’ing.

She encouraged everyone who wishes to provide input to contact or visit the Office, commenting it was a space designed for people to easily access.

A Senator asked about the affiliated childcare centers and if there is preference given to NYU faculty. Fleming responded there is a policy on a certain number of spots being held for NYU families at University Plaza Nursery School (UPNS). NYU is working on negotiating a similar policy with other centers in the area.

In response to a request to extend the programming events to Brooklyn, Fleming stated there are plans to host events in Brooklyn.

A Senator asked on assistance in navigating the New York public school admissions process. Fleming stated there is not a plan to offer this assistance, noting the complexity and time-consuming nature of the process. A Senator discussed informal ways parents and/or the Office could provide general advice and information. The idea will be suggested to the Office of Work Life.

A Senator asked about the current portable tuition benefit. Fleming reported that last year a taskforce examined the possibility of reducing the tuition remission at NYU and increasing the portable tuition benefit. In summary, the group found that more people were interested in maintaining the 90% NYU discounted rate than having a higher portable benefit.
In response to a Senator’s question on why NYU does not offer a 100% discount, Fleming reported that comparable institutions that offer a 100% discount of the home institution do not offer a portable tuition benefit. The way for NYU to increase the portable benefit funding is to decrease the NYU discount.

**Communication to Faculty**

A School of Medicine Senator inquired on the University-wide communication to all faculty including School of Medicine and Tandon. Fleming explained the University selects which constituents receive emails based on the nature of the communication and who it applies.

The Senator also asked about the @nyulangone.org versus the nyu.edu email addresses. She reported there is certain software, google applications, etc. you cannot access with a @nyulangone.org versus a @nyu.edu address. It was clarified there is a firewall at the SOM IT because of patient privacy, etc. therefore the Langone emails cannot gain access to certain applications.

**T-FSC COMMITTEE REPORTS**

**Global Network University**

Co-Chair Cappell reported the Committee expressed concerns regarding the British Ph.D. student who was arrested in the UAE. The incident raised issues on the nature of NYU’s relationship with the UAE, its responsibilities, and the way academics are handled in both the UAE and in China. The Committee will meet to discuss and review if they wish to write a statement. Senators from these campuses are members of the Committee and will take part in the discussion.

Senators from AD noted faculty in AD are looking into this issue and there is Committee created by Martin Klimke that is examining a more standard series of discussion on GNU issues.

**UNIVERSITY COMMITTEE REPORTS**

*See attached Document B.*

There was no discussion or questions on the following submitted reports: **University Judicial Board**

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
Dear Colleagues:

I am honored to be a nominee for the position of T-FSC Chair.

I am a professor of economics at the Stern School of Business specializing in high technology industries, antitrust, public policy, and privacy issues.

I have served at T-FSC on and off for over 15 years. I have been vice chair for the last two years and co-head of the Finance Committee for a number of years. I have also served in the Tenure Modification Committee, the Housing Committee, and the University Judicial Board. Earlier, I served at the Stern Faculty Council.

The “shared governance” regime at NYU has afforded a special role to tenured faculty to shape the university’s direction. Sometimes we (T-FSC) were able to play our role effectively, other times we failed. In my opinion, the key factor of success was how effective and efficient our leadership was in the Executive Committee and the other T-FSC committees. Time at the full Council meetings is very limited and should be used wisely to deal mainly with issues that cannot be resolved in committees.

NYU, very heavily tuition-based, faces significant financial challenges in the next five years. In the last three years, it has become clear that future tuition increases will be limited. Nevertheless, NYU has embarked on an ambitious investment and building program that will require extensive multi-billion borrowing in an era of upward-trending interest rates. Very tight supervision of finances and increased transparency will be necessary. In this environment, it will be crucial to preserve and enhance the key role of NYU tenured and tenure track faculty in cutting-edge research and teaching as a top priority, and reduce other spending. I hope that the T-FSC will emphasize this, whether I am elected or not.

I am encouraged by the first opportunity in many years of closer interaction between T-FSC and the University Trustees. I believe that mutual trust can grow leading eventually to full participation of one or more T-FSC members in the Board.

Best regards,

Nick

Nicholas Economides
Stern School of Business
www.stern.nyu.edu/networks/
T-FSC Nomination for Chair
David K Irving

I would be honored to serve as Chair of our Council.

New York University’s mission is to be a top quality international center of scholarship, teaching and research. Implicit in the position of a tenured professor at NYU is stewardship of that mission.

Shared governance is key for sustaining the University’s mission. Partnering with the administration and embracing the diverse expertise of the faculty should be advocated.

As senator from the Tisch School of the Arts I am currently co chair of the Educational Policy Committee and co chair of the University Judicial Committee, both of which have given me valuable insight and exposure to the workings of the University at large.

Having chaired three departments here at NYU, including a two-year stint in Singapore, working with the entire spectrum of participants – administrators, faculty, and students – I am familiar and comfortable with a chairmanship role. Upon my return from Tisch Asia, I wrote three novels titled *Sleep 101, Sleep 201* and *Sleep 301*, about how an American University partners with a school in China.

Based on my book *Elements of College Teaching* I have lectured on teaching effectiveness at many of our study away sites including Shanghai, Prague, Johannesburg, Havana and Florence.

As a film director, working all sides of the aisles has become second nature.

These experiences have informed the collegial temperament that I would bring in service to the work of our Council and our members with your support.
Fellow Colleagues and Senators:

I am delighted to have been nominated to serve as T-FSC Chairperson. I am an Associate Professor at NYU Silver School of Social Work and a Faculty Fellow at the school’s McSilver Institute for Poverty Policy and Research. I have extensive experience as a practitioner in the private and public child welfare systems, and as a researcher with interests including child maltreatment prevention; maltreatment type definitional issues; neighborhood structural impact on parenting; and experiences of those served by public child welfare systems. I have served on the Tenure/Tenure-Track Faculty Senate for over two years, currently as co-chair of the Governance committee and co-chair of the Inclusion, Equity and Diversity committee, and I previously served as a member of the Housing and Benefits committee.

In light of an ever-changing and volatile political and economic environment, our university is vulnerable to a host of consequences threatening our flexibility in providing rigorous academic programs within our national and global reach. I believe the T-FSC Executive Committee in concert with our more focused committees is uniquely positioned to represent our faculty at large in the spirit of shared governance in ways that honor our collective commitment to innovative and rigorous research, excellence in education and pedagogy, and leadership in mitigating inequities and inequality in higher educational settings. There are many moving pieces that complicate our best intentions and I believe faculty senate representatives are best suited to advocate for balance and transparency while maintaining our overall mission for academic and humanistic excellence as first priorities. Given, NYU’s commendable national and global reach, as a prospective Chairperson, I propose three points of proactive focus: advocacy regarding immigration issues and our DACA students; social justice initiatives in higher education spaces; and the protection of portable academic freedom.

I would welcome the opportunity to represent my colleagues in the leadership capacity of Chairperson of the T-FSC. I very much appreciate your consideration of my candidacy.

Respectfully,
Darcey Merritt, MSW, Ph.D.
Silver School of Social Work
T-FSC Report

The University Judicial Committee is undergoing some changes.

The nature of the Judicial Board was altered last spring when the Senate approved the revised Student Conduct Policy with the stipulation that the Judicial Committee annually review the implementation and subsequent results of the policy and to then make a report to the Senate.

Traditionally members of the Judicial Committee acted as a jury pool to be called upon for panels brought to the Office of Student Conduct and Community Standards, usually one member from each of the four Councils. In light of the new charge from the Senate, and the fact that there are several outdated University policies associated with Conduct and Community Standards that require revisions, the Judicial Committee needs to act both as a jury pool and a standing committee to address policy amendments.

Respectfully submitted by,

David K. Irving, Co Chair, University Judicial Committee
November 28, 2018

T-FSC University Judicial Committee Members

Rochelle Dreyfuss
Gwendolyn Quinn
Andrew Romig
Arthur Tannenbaum
Shamoon Zamir