MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING ON FEBRUARY 6, 2020

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, February 6, 2020 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Barker, Battista, Cappell, De Leon, Duncombe, Economides, Fenton, Frankl, Geppert, Gyorgy, Irving, Kamer, Klein, Lapiner, Ling, Makarov, Merritt, Mincer, Nonken, Ompad, Schlick, Smoke, Sternhell, and Waltzman; Active Alternates Alter, Dorsen, and Reiss; Alternate Senator Hartman; and Observer Miao.

APPROVAL OF THE MINUTES

Upon a motion duly made and seconded, the minutes of the December 12, 2019 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: NICK ECONOMIDES

Coronavirus

Chairperson Economides reported the University delayed the start of spring classes in NYU Shanghai until February 17. NYU Shanghai will begin its spring term on this date, with classes meeting remotely using technology and with some NYU Shanghai students enrolling in global sites. Students may also choose to receive a refund for the semester. He noted the University will continue to communicate any changes as the CDC guidelines are updated. Information on the Wuhan fundraising efforts by NYU Shanghai and the Student Senators Council will be sent to the T-FSC.

Updates to NYU Abu Dhabi Affiliated Faculty Program

See attached Document C.

Economides reported on the updates to NYU Abu Dhabi arrangements for Affiliated Faculty at NYU AD, beginning in the 2020/21 academic year. Affiliated Faculty supplements to individual salary are as follows: in AY20-21: 25% supplement to base salary for semester or year, and in AY21-22 and going forward: 10% supplement to base salary for semester or year. As in the past, J-term compensation is handled separately, and there are no supplements to base salary for J-term teaching. Support for departments sending Affiliated Faculty is as follows: in AY20-21 and going forward: 10% of the Affiliated Faculty member’s salary for the semester or the year, depending on the duration of the appointment at NYUAD, will be paid to the department.

CALL FOR NOMINATIONS

Nominating Committee Chair Mincer, on behalf of the Committee, called for nominations for the position of T-FSC Vice Chairperson and Secretary, 2020-2021. He asked Senators to send nominations, including self-nominations, to Karyn Ridder by Monday, February 17. The list of candidates will be announced at the March 5 meeting, and voting will occur at the April 2 meeting.
SPECIAL PRESENTATION: OFFICE OF EQUAL OPPORTUNITY (OEO)

Microaggressions and Race/Color Discrimination in the Workplace

See attached Document B.

Committee Chair of Inclusion, Equity, and Diversity Merritt stated the presentation builds on the T-FSC resolution of spring 2019 on education against racism at NYU. While there is no required training on racism for faculty, there are many educational modules offered by the OEO. Today’s presentation is a sample of training sessions to increase awareness, sensitivity, and knowledge among NYU faculty.

The Council welcomed presenters: Mary Signor, Assistant Vice President OEO & Title IX Coordinator and Oliver G. Davis, Diversity & Inclusion Case Manager. They were also joined by Cynthia Fowler, program manager. Signor stated today’s presentation is on racial microaggressions in regards to race and color discrimination in the workplace. She recognized that microaggressions and discrimination can occur based on other protected characteristics such as gender, disability, religion, etc. but today’s presentation focuses on racial microaggressions.

She noted the presentation will share definitions, examples, and provide a brief overview of the Office of Equal Opportunity (OEO) and the Office’s process of reviewing and assessing incidents when they are reported to the OEO, including allegations of bias, racial microaggressions and race, and color discrimination. She noted the hypotheticals in today's presentation are examples and do not represent any real cases at NYU. The presentation is provided for informational purposes and is not to be construed as legal advice.

Signor stated NYU's Non-Discrimination and Anti-Harassment Policy falls under the jurisdiction of the OEO. The policy protects individuals from discrimination, harassment, and retaliation based on certain characteristics. It reflects the requirements of various federal, state and local laws which govern these matters. NYU's Policy Definition of retaliation is any adverse action taken against an individual because they participated in protected conduct, such as making a complaint to the OEO or participating in an OEO investigation. NYU's Policy Definition of discrimination is defined as adverse treatment of any employee based on actual or perceived membership in a protected class or category of persons, rather than on the basis of individual merit with respect to the terms, conditions, or privileges of employment (e.g. hiring, firing, promoting, disciplining, scheduling, training, evaluating, benefits, or compensation). NYU's policy definition of harassment is a form of discrimination and is defined as unwelcome verbal/physical conduct or differential treatment of an employee based on membership/perceived membership in a protected class or other prohibited basis. If this is not based on a protected class, the matter will be referred to the Office of Human Resources. Example of prohibited conduct include offensive or degrading remarks, verbal abuse, or other hostile behavior such as insulting, teasing, mocking, degrading or ridiculing another person or group, racial slurs, derogatory remarks about one’s accent, or display of racially offensive symbols, displays, electronic or otherwise, of derogatory, demeaning or hostile materials, and unwelcome or inappropriate comments, questions, jokes, epithets or demands.

A microaggression is a subtle, but offensive comment or action that is often unintentional or unconsciously reinforces a stereotype. For example, under theme of color blindness statements, the following statements “When I look at you, I don’t see color” or “there is only one race, the human race” are microaggressions. The message is a denial of a person of color's racial and/or ethnic experiences.
Signor stated in 2019 there were 23,976 claims of race discrimination charges filed before the Equal Employment Opportunity Commission (EEOC). It is the number 3 charge filed, after disability and retaliation.

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she/they is/are of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin color complexion.

Signor presented the following example:

*Example:*

Keon interviews for a position at the University. He self-identifies as Native Hawaiian. The search committee is not aware of Keon’s race. Keon does not receive an offer but later learns that the position was filled by a White applicant with lesser qualifications. Keon files a complaint with the University’s Office of Equal Opportunity (OEO). During the OEO investigation, the investigators hear comments from the hiring manager as follows: “we were looking for a clean-cut image” and “we need someone with the appropriate soft skills.”

Signor noted the OEO would investigate for more information. For instance, they would ask to see the job description and review the qualifications. They also would look into who else was being interviewed, who besides the hiring manager was involved in the hiring decision, and if this is a pattern within the department.

Signor presented a second example:

*Example*

The University’s business unit terminates a new Asian employee on the ground that they perform their work too slowly and make too many mistakes. The investigation reveals that although White employees who perform at a substandard level are coached toward increasingly good performance, new employees of color get less constructive feedback and training. Therefore, they tend to repeat mistakes and make new ones that could have been avoided. Further, witnesses overheard the supervisor making a comment like “I thought all Asians were supposed to be smart.”

Signor noted the OEO would again investigate for more information. For instance, they would investigate if particular individuals within the department are receiving more training over newly hired employees.

*Example*

Daniel is the only African American in his department. Until recently he has received uniformly stellar performance ratings. Things began to change, however, when he was assigned to work for a new supervisor. While Daniel had long been rated one of the best employees in the department, the new supervisor began rating Daniel as below average, which has affected Daniel’s annual merit increases. A review of the performance evaluations of Daniel and others in his unit reveals that while Daniel’s overall performance rating has dropped markedly, the ratings of his counterparts have gone up.
Signor noted, as with the other examples, there is insufficient information and the OEO would investigate further.

Signor detailed the parameters of the OEO assessment for an incident. They review context, if additional information is required, the who, what, where, when, how, if it is a single incident or severe and pervasive, if it involves a repeat offender, the relationship between the parties, and corroboration by witnesses. She highlighted that the focus is on the impact, not the intent and OEO’s role is to be objective and neutral fact-finders.

Signor detailed the effect of microaggressions, discrimination, and harassment including lost productivity, low morale, and claims of a hostile work environment.

She discussed ways to improve, in particular to be cognizant of one’s own unconscious biases, focus on impact, not intent, lean into discomfort and consider new perspectives, recognize where you have privilege, model inclusive language, and speak up.

Signor stated all employees have a responsibility to understand and further NYU’s commitment to equal treatment and opportunity for all employees. Managers and supervisors have a heightened obligation not to engage in discrimination, harassment, or retaliation and have an affirmative duty to report. She stressed the importance of reporting and allowing OEO to handles these reported incidents.

She noted individuals who commit acts of discrimination, harassment or retaliation may face disciplinary action. Disciplinary action may include: reprimand/verbal counseling, mandatory training, censure, removal of privileges, letters of warning, suspension, or dismissal.

Signor listed the ways to file an internal complaint with the OEO: 1) Secure Online Complaint Form: nyu.edu/oe; 2) email: equal.opportunity@nyu.edu; 3) phone: (212) 998-2370; or 4) in-person: 726 Broadway, 7th Floor, New York, NY 10003.

Other ways to report including via a Human Resources Officer (HRO) of the relevant School or Administrative Department; any supervisor; or the Dean of the appropriate School or Faculty or the Dean’s designee.

Oliver Davis, the University’s Bias Response Line Coordinator, stated the line was launched in 2016 and supports the Office of Equal Opportunities function of investigating complaints under the non-discrimination anti-harassment policy, as well as sexual misconduct policy. Since the Bias Response Line launch, it has received 463 cases and of those 463 cases, 164 have been based on race, color and ethnicity. He listed the ways to report: 1) phone: 212-998-2277; 2) email: bias.response@nyu.edu; or 3) nyu.edu/biasresponse.

He noted the Bias Response website offers additional information about the scope and function of the Bias Response Line. He noted he reviews all of the reports to determine whether or not they should be investigated under the policy. About 10 to 15% of cases received to the response line are investigated by the OEO.

In response to questions from a School of Medicine (SOM) Senator, Signor responded the SOM has their own Title IX Coordinator (Molree Williams-Lender; 212-404-3871; One Park Avenue, 4th Floor, New York, NY 10016; molree.williams-lender@nyulangone.org) and issues regarding interactions with patients would be brought to Human Resources.

A Senator inquired on incidences where one observes a third party engaging in potential harassing, etc. behavior. Signor responded they encourage these incidents to be reported to OEO for follow-up. She detailed the example of Party A observing Party B engaging in a microaggression or discriminatory behavior against Party C. OEO would reach out to Party C and inform them the matter was brought to the
attention of OEO and ask if they would like to connect with OEO on the incident. She noted, depending on the nature of the incident, Party B would also be contacted.

In response to a Senator’s question, Signor confirmed that if OEO finds an incident to be a violation of the policy, they send the case to the appropriate office for next actions. Cases involving a faculty member are sent to the Provost Office and cases involving non-faculty members are sent to Human Resources.

**T-FSC COMMITTEE REPORTS**

*See attached Document A.*

**Educational Policies & Faculty Student Relations**

In addition to the items in the written report, Committee Co-Chair Irving suggested the Committee could work with the students on the Wuhan fundraiser.

**Personnel Policies & Tenure Modifications**

Committee Co-Chair Lapiner reported the Committee is currently reviewing: 1) the Continuing Contract Faculty as Principal Investigators of Sponsored Projects and Programs; 2) Courant Institute of Mathematical Sciences Appointment, Reappointment and Promotion of Full Time Policy on Continuing Contract Faculty; and 3) School of Professional Studies Policy on Appointment, Reappointment and Promotion of Full Time Continuing Contract Faculty.

**UNIVERSITY SENATE COMMITTEE REPORTS**

**Academic Affairs**

Committee Member Lapiner reported the Committee is reviewing proposals for the three-year academic calendar. They are examining a balance of factors including state obligations for contact hours, travel needs of out-of-state and international students, starting before or after Labor Day, taking into account religious holidays, etc.

**Public Affairs**

The Committee will be meeting with the Vice President for Health and Government Affairs on the coronavirus. There will also be a report on Public Safety.

**NEW BUSINESS**

**Faculty Grievances**

Senator Mincer raised the topic of faculty grievances. He noted currently in the Faculty Handbook, if there is a grievance by a faculty member at the school level, it stipulates only in the case of tenure decisions does it go to the T-FSC for input. He noted this excludes non-tenure related decisions such as those regarding salary, teaching assignments, etc. Mincer considered if the T-FSC might want to ask for the opportunity to review these cases, as they found necessary. The Personnel Policies and Tenure Modifications Committee will review this proposal.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
T-FSC Educational Policies and Faculty Student Relations Committee
Minutes

The Committee held its final meeting of the Fall semester on
Dec 12, 2019 at 2pm.

In attendance: Alex Jassen, David K Irving, and Alan Mincer

The first portion of the meeting was dedicated to a
discussion with Gigi Dopico, Vice Provost for Undergraduate
Academic Affairs, and J. Ryan Poynter, Associate Vice
Provost for Undergraduate Academic Affairs.

We discussed the ongoing efforts to make student course
evaluations more effective and the challenges associated
with using these evaluations for assessment of the
instructor. Gigi and Ryan shared with the committee the
main points of two previous meetings of the Ad Hoc
Committee on Student Course Evaluations. The ad hoc
commitee is examining issues such as response rates and
implicit bias and exploring effective models utilized at
other institutions. Full details on these meetings (with
link to research and data) can be found here: November
agenda and December agenda. Of particular note, Professor
Ben Schmidt of NYU’s History Department has developed a
digital tool to measure Gender bias in course evaluations

The second part of our meeting was an interview with David
Vogelsang, Executive Director, The Center for Student Life.

We discussed the changing psychological landscape of the
University and how students are interacting with the
faculty. While NYU is concerned and making every effort
possible not to let any student fall between the cracks,
faculty are clearly in the best position to indentify
students who are struggling. David’s view is to help
faculty with as much training as necessary to know when and
how to guide students to get the assistance they may need.

David provided a document (see attached) identifying the
myriad formal faculty affiliations with student affairs.

The committee considered possible agenda topics for the
spring ’20 semester. The provost, in a meeting with the T-
FSC Executive Committee, suggested the EP Committee might
discuss the academic identity of NYU, an issue in which she has been interested.

David K Irving
Alex Jassen
FACULTY ENGAGING STUDENTS THROUGH A
FORMAL AFFILIATION WITH STUDENT AFFAIRS

* 34 Faculty Fellows in Residence help us to create intimate "learning communities" for students in the residence halls. By bringing cultural and intellectual experiences more directly into student life in a lively and more informal fashion, the program offers students the benefits of "small college" life within the larger contexts of both the University and the city of New York.

* 40 Faculty Affiliates work as leaders and mentors within "Explorations" communities; in which students elect to live on floors dedicated to specific thematic topics. Some examples of Explorations communities are "Science and Technology," "Food for Thought," "Serve the City," and "Big Apple, Big Screen."

* 9 Writing Affiliates from the Expository Writing Program (EWP) are associated with FYRE halls. The Writing Affiliates create programs and events designed to address the challenges of first-year writing courses, such as peer-review essay-drafting workshops, workshops for international students, and one-on-one writing conferences in the halls.

* 7 faculty members serve on NYU's Intercollegiate Athletics Advisory Committee, along with representatives from the Provost's Office and School leadership, and provide guidance on issues related to varsity athletics.

* 2 faculty members serve as advisors to individual club sports (fencing and taekwondo).

* 34 faculty members serve on the Wasserman Center Advisory Board. New this year, the Wasserman Center launched the Career Advising Network, an initiative designed to provide students with holistic post-graduation and career guidance in partnership with faculty and staff members in departments around the university. In Fall 2019, the inaugural semester of this program, 31 faculty members joined the Network and received the Career Advising training.

* 3 faculty members serve as advisors in the Multifaith and Spiritual Leadership minor, a partnership between Spiritual Life and the School of Social Work. 1 of these faculty members also serves as the liaison for the EdD Summer Institute.

* 10 faculty members are members of the Standards Committee which oversees an annual review of student conduct policies, and of those, 6 faculty members have completed additional training to serve panelists on student conduct hearings.

* A faculty member from Meyers serves as the co-chair of the Student Health Advisory Board.

* In total, we have 130+ faculty who directly engage students through a formal affiliation with a Student Affairs unit.
Microaggressions and Race/Color Discrimination in the Workplace

Presented by:
NYU Office of Equal Opportunity (OEO)
February 6, 2020
Important Notes

This presentation is provided for informational purposes only and is *not* to be construed as legal advice.

All examples are hypothetical.
TODAY’S TOPICS

I. NYU’s Non-Discrimination and Anti-Harassment Policy
II. Microaggressions
III. Race/Color Discrimination
IV. Consequences in the Workplace
V. Strategies for Addressing Conflicts
VI. When, Where and How to Report
VII. Questions and Answers (Q&A)
Non-Discrimination and Anti-Harassment Policy
NYU’s Non-Discrimination and Anti-Harassment Policy

- Protects individuals from discrimination, harassment, and retaliation based on certain characteristics

- Reflects the requirements of various federal, state and local laws which govern these matters
  - Title VII of the Civil Rights Act of 1964 which prohibits employment discrimination based on race, color, religion, sex, and national origin
  - New York Human Rights Law (NYHRL)
  - NYC Human Rights Law
FEDERAL LAW
• Race
• Color
• Religion
• Sex
• National Origin
• Disability
• Age (40 yrs+)
• Genetic information
• Pregnancy

NEW YORK STATE
• Age (18 yrs+)
• Traits associated with race/religion
• Creed
• Gender identity/expression
• Sexual orientation
• Arrest or Conviction Record
• Domestic Violence Victim Status
• Marital Status
• Military Status

NEW YORK CITY
• Caregiver Status
• Credit History
• Citizenship Status
• Partnership Status
• Salary History
• Unemployment Status
• Victim of Stalking and Sex Offense Status
• Sexual/Reproductive Health Decisions

& RETALIATION
NYU’s Policy Definition

RETALIATION

Retaliation is **ANY ADVERSE ACTION** taken against an individual because they participated in **PROTECTED CONDUCT**, such as making a complaint to the OEO or participating in an OEO investigation.

Any employee who engages in retaliation will be subject to disciplinary action under NYU Policy.
NYU’s Policy Definition

DISCRIMINATION

noun; defined as

Adverse treatment of any employee based on actual or perceived membership in a protected class or category of persons, rather than on the basis of individual merit with respect to the terms, conditions, or privileges of employment (e.g. hiring, firing, promoting, disciplining, scheduling, training, evaluating, benefits, or compensation).
noun; Harassment is a form of discrimination and is defined as
• unwelcome verbal/physical conduct or differential treatment of an employee;
• based on membership/perceived membership in a protected class or other prohibited basis
EXAMPLES OF PROHIBITED CONDUCT

• Offensive or degrading remarks, verbal abuse, or other hostile behavior such as insulting, teasing, mocking, degrading or ridiculing another person or group.

• Racial slurs, derogatory remarks about one’s accent, or display of racially offensive symbols.

• Displays, electronic or otherwise, of derogatory, demeaning or hostile materials.

• Unwelcome or inappropriate comments, questions, jokes, epithets or demands.
Microaggressions
WHAT EXACTLY IS A MICROAGGRESSION?

\textit{micro-ag-gres-sion}  \\
/ˌmɪkrəˈɡreShən/  \\
\textit{noun; defined as}  \\
A subtle but offensive comment or action that is often unintentional or unconsciously reinforces a stereotype.
<table>
<thead>
<tr>
<th><strong>Theme</strong></th>
<th><strong>Microaggression</strong></th>
<th><strong>Message</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Alien in own land</strong></td>
<td>“Where are you from”  “You speak good English”  “Where were you born?”</td>
<td>You are not American.  You are a Foreigner.</td>
</tr>
<tr>
<td>When Asian Americans and Latino Americans are assumed to be foreign-born.</td>
<td>“When I look at you, I don’t see color.”  “There is only one race, the human race.”</td>
<td>Denying a person of color’s racial / ethnic experiences.  Assimilate / acculturate to the dominant culture.</td>
</tr>
<tr>
<td><strong>Color Blindness Statements</strong></td>
<td>that indicate that a White person does not want to acknowledge race.</td>
<td></td>
</tr>
</tbody>
</table>

Theme

Ascription of Intelligence
Assigning intelligence to a person of color on the basis of their race.

Myth of Meritocracy
Statements which assert that race does not play a role in life successes.

Microaggression

“You are so articulate.”
Asking an Asian person to help with a Math or Science problem.

“I believe the most qualified person should get the job.”
“Everyone can succeed in this society, if they work hard enough.”

Message

People of color are generally not as intelligent as Whites. All Asians are intelligent and good in Math and Science.

People of color are given extra unfair benefits because of their race. People of color are lazy and/or incompetent and need to work harder.

Race / Color Discrimination
RACE DISCRIMINATION involves treating someone (an applicant or employee) unfavorably because he/she/they is/are of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features.

COLOR DISCRIMINATION involves treating someone unfavorably because of skin color complexion.

Please note that Title VII does not contain a definition of race or color, nor has the US Equal Employment Opportunity Commission (EEOC) adopted one. The above explanation reflects guidance provided by the EEOC.
RACE / COLOR DISCRIMINATION

RACE DISCRIMINATION generally encompasses:

- Ancestry – can overlap with national origin
- Physical Characteristics – color, hair, facial features
- Race-Linked Illness – sickle cell anemia primarily affects persons of African descent
- Culture – name or grooming practices / accent / manner of speech
- Perception – belief a person is a member of a particular racial group
- Association – an individual maintains friendships with a certain race
- “Reverse” Race Discrimination – protects race discrimination against all persons, including Caucasians.
Example

Keon interviews for a position at the University. He self-identifies as Native Hawaiian. The search committee is not aware of Keon’s race. Keon does not receive an offer but later learns that the position was filled by a White applicant with lesser qualifications. Keon files a complaint with the University’s Office of Equal Opportunity (OEO). During the OEO investigation, the investigators hear comments from the hiring manager as follows: “we were looking for a clean cut image” and “we need someone with the appropriate soft skills.”

Is this racial stereotyping, bias, or a microaggression? Is this a policy violation?
Example

The University’s business unit terminates a new Asian employee on the ground that they perform their work too slowly and make too many mistakes. The investigation reveals that although White employees who perform at a substandard level are coached toward increasingly good performance, new employees of color get less constructive feedback and training. Therefore, they tend to repeat mistakes and make new ones that could have been avoided. Further, witnesses overheard the supervisor making a comment like “I thought all Asians were supposed to be smart.”

Is this racial discrimination or a microaggression?
Is this a policy violation?
Example

Daniel is the only African American in his department. Until recently he has received uniformly stellar performance ratings. Things began to change, however, when he was assigned to work for a new supervisor. While Daniel had long been rated one of the best employees in the department, the new supervisor began rating Daniel as below average, which has affected Daniel’s annual merit increases. A review of the performance evaluations of Daniel and others in his unit reveals that while Daniel’s overall performance rating has dropped markedly, the ratings of his counterparts have gone up.

Is this racial or color discrimination?
Is this a policy violation?
ASSESSMENT

- Context Matters / Additional Information Required
- Who, What, Where, When, and How
- Single Incident or Severe and Pervasive
- Repeat Offender
- Relationship Between the Parties
- Corroboration by Witnesses
- Impact (not intent)
- OEO Role – to be Objective and Neutral Fact-Finders
- NYU’s “policy is not intended to be a civility code . . .”
Consequences in the Workplace
THE EFFECT OF MICROAGGRESSIONS, DISCRIMINATION & HARASSMENT

• **LOST PRODUCTIVITY:** The “soft bigotry” of microaggressions has real costs that affect an office’s budget.

• **LOW MORALE:** Microaggressions can result in employees missing work, a higher employee turnover rate, and employees working just hard enough not to get fired.

• **CLAIMS OF HOSTILE WORK ENVIRONMENT:** In some cases, microaggressions can add up to a big employment discrimination lawsuit by contributing to a hostile work environment.

Snider, Brett, “Are Microaggressions Costing Your Business?”
HOSTILE ENVIRONMENT

Harassing conduct that has the purpose or effect of unreasonably interfering with an employee’s work performance, or creates an intimidating, offensive or objectionable working environment.

“INTENT” vs. “IMPACT”
Strategies for Addressing Conflicts
HOW DO WE DO BETTER?

1. Be cognizant of your unconscious biases
2. Focus on your impact, not your intent
3. Lean into discomfort and consider new perspectives
4. Recognize where you have privilege
5. Model inclusive language
6. Speak up
When, Where and How to Report
EMPLOYEE RESPONSIBILITIES

• All employees have a responsibility to understand and further NYU’s commitment to equal treatment and opportunity for all employees.

• Managers and supervisors have a heightened obligation not to engage in discrimination, harassment, or retaliation and have an affirmative duty to report.
Individuals who commit acts of discrimination, harassment or retaliation may face disciplinary action.

Disciplinary action may include: reprimand/verbal counseling, mandatory training, censure, removal of privileges, letters of warning, suspension, or dismissal.
FILING AN INTERNAL COMPLAINT
WITH THE OFFICE OF EQUAL OPPORTUNITY (OEO)

Secure Online Complaint Form: nyu.edu/eo

equal.opportunity@nyu.edu

(212) 998-2370

In-Person:
726 Broadway, 7th Floor,
New York, NY 10003
OTHER PLACES TO REPORT AN INTERNAL COMPLAINT

• Human Resources Officer (HRO) of the relevant School or Administrative Department;

• any supervisor; or,

• the Dean of the appropriate School or Faculty or the Dean’s designee.
NYU is committed to fostering a diverse, equitable, and inclusive environment. Contact the NYU Bias Response Line to report an experience of bias, discrimination, or harassment. Experienced administrators will work with you to identify next steps. Learn more at nyu.edu/biasresponse.

3 WAYS TO REPORT AN INCIDENT

1. 212-998-2277
2. bias.response@nyu.edu
3. nyu.edu/biasresponse
Q&A
January 27, 2020

To: Deans and Directors
   T-FSC Executive Committee
   C-FSC Executive Committee

From: Kristen Day, Vice Provost

Subject: Updates to NYU Abu Dhabi Affiliated Faculty program

I write to inform you of updates to NYU Abu Dhabi arrangements for Affiliated Faculty at NYU AD, beginning in the 2020/21 academic year.

Affiliated Faculty supplements to individual salary are as follows:
   In AY20-21: 25% supplement to base salary for semester or year
   In AY21-22 and going forward: 10% supplement to base salary for semester or year
   As in the past, J-term compensation is handled separately, and there are no supplements to base salary for J-term teaching.

Support for departments sending Affiliated Faculty is as follows.
   In AY20-21 and going forward: 10% of the Affiliated Faculty member’s salary for the semester or the year, depending on the duration of the appointment at NYUAD, will be paid to the department.

The rationale for these changes is that NYUAD is maturing at 10 years. With the NYUAD faculty community now a substantial and vibrant mix of standing, affiliated, and visiting faculty, those who participate in the Abu Dhabi community as Affiliated Faculty truly enjoy their engagement at NYUAD and appreciate living temporarily in Abu Dhabi. Affiliated Faculty welcome the benefits of the facilities and location of the new campus and avail themselves of the exciting research and teaching opportunities that come with spending time at NYUAD.

Leadership and faculty at NYUAD greatly appreciate the many contributions Affiliated Faculty make to the development of the campus, and they are eager to continue to make those opportunities available to Affiliated Faculty. The program now allows Affiliated Faculty to visit NYUAD for reasons in addition to teaching, which may include faculty mentorship, research collaboration, center development, capstone advising, and new program development. This flexibility reflects the multi-faceted needs of NYUAD and is meant to make the presence of NYU faculty sustainable and beneficial to NYUAD for the long term.

Departments will of course still be compensated for sending Affiliated Faculty so that they may arrange replacement teaching or support research opportunities related to their partnerships with
NYUAD. The proposed arrangements also move towards greater parity between arrangements offered by NYUAD and NYUSH.

The NYUAD faculty has grown significantly over the past 10 years. Deep gratitude is due to the NYU faculty and departments for all they have done to help build NYUAD programs and faculty. This ongoing collaboration has been rewarding for all involved, and these strong bonds will continue to be beneficial in New York, in Abu Dhabi, and across our global university.

NYUAD will continue to contribute greatly to the intellectual life of NYU in New York as well, through its 80 global PhD fellowships in the sciences and engineering and through new graduate programs to come; through the many research centers that have PIs from New York as well as Abu Dhabi; and through the rich series of lectures, workshops, and conferences held under the auspices of the NYUAD Institute and the academic programs across NYUAD’s divisions of Arts and Humanities, Science, Engineering, and Social Science. At 19 Washington Square North – NYU Abu Dhabi’s home in New York City – intellectual exchange and partnership are fostered through public programs, curricular workshops, exhibitions, and seminars for students and faculty. Since last fall, this beautiful facility is also newly animated by the 19 Washington Square North Faculty Fellows program.

NYUAD has communicated information about changes to the Affiliate Program in multiple ways, including through this website and the attached document.

I would ask for your help to share this information with FSC members as appropriate. For any questions or comments please contact Associate Vice Chancellor for Global Network Faculty Planning Zvi Ben-Dor Benite (zbd1@nyu.edu).