MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING OF SEPTEMBER 14, 2017

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, September 14, 2017 in in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Duncombe, Economides, Garabedian, Harvey, Hoffman, Irving, Jacobs, Kamer, Lapiner, Ling, Logan, Longuenesse, Maniatakos, Merritt, Mincer, Rajagopal, Shapley, Smoke, Tranchina, Uleman, Waltzman, Watson, Weinberg, Wisniewski, Zagzag, and Zamir; Active Alternate Manuel; Alternate Senators Alter, Dasanayake, Ompad (for Parekh), Ralph (for Fenton), Schlick, Reiss, and Tannenbaum.

APPROVAL OF THE MINUTES OF THE MEETING HELD MAY 4, 2017

Upon a motion duly made and seconded, the minutes of the May 4, 2017 meeting were approved unanimously.

INTRODUCTIONS

Council members introduced themselves by name and school.

REPORT FROM THE CHAIRPERSON: WEN LING

Committees

Chairperson Ling reported the Executive Committee (EC) met over the summer to assign Council members to the Council, University Senate, and University Committees. She suggested that representatives on Committees be asked to submit a one-page written report prior to Council meetings. She noted it is important for the Council to be informed of current committee activities and agendas. In the case of Senate and University Committees, it is also important for the Council to be aware of topics under discussion in order to provide input before final decisions are reached. Council members agreed to provide reports prior to and at Council meetings.

Discussion at Meetings

Chairperson Ling noted in order to provide adequate time for discussion and voting on all agenda items, Robert’s Rules of Order will be employed as necessary regarding debate, time limits, etc. to assure sufficient attention for all matters before the Council.

Executive Committee (EC) Meetings

Chairperson Ling reported the EC scheduled three meetings with the Provost and two meetings with the President in the fall semester.

Agenda items

Chairperson Ling reported the University Administration will make reports on the following issues that will impact faculty: 1) the Tuition Remission and Portable Tuition Task Force will come to the Council to
present their preliminary recommendation to the university administration and 2) there will be a report on retirement funds. Currently there are two record keepers: TIAA-CREF and Vanguard. The university is moving towards having only one record keeper, which will save administrative expenses. The NYU Retirement Committee will come to the Council in October to present their management of the one record keeper.

T-FSC COMMITTEE REPORTS

Faculty Benefits & Housing: Co-Chairs Magued Iskander & Angela Kamer

Retirement Funds

Chairperson Ling summarized the issues related to retirement funds. First is the record keeper. Second, for each fund that is managed, either by TIAA-CREF or Vanguard, there are three levels of fees involved. There is a question on why the fees charged NYU is not of the lowest level. The third concern is the selection of funds and how they are selected. For instance precious metal funds are no longer available. A Senator commented faculty do not know how this process is handled or administrated. A Senator asked for faculty representation on the Retirement Committee.

Co-Chair Kamer, as asked, listed the members of the Retirement Committee: NYU Senior Director of Global Benefit, Chief Financial Officer, Chief Investment Officer, Provost, Vice President of Human Resources, Senior Director of Benefits, Senior Vice President of Finance, Senior Vice President of Human Resources, and Vice President for Finance.

Ling stated Trish Halley, Assistant Vice President, Global Benefits, will be requested to address these questions at the October meeting.

Senators discussed making a recommendation regarding faculty representation on the Retirement Committee, and if this recommendation should be made prior to the October meeting or after the discussion at the October meeting.

Senator suggested first gathering information from the October meeting and then developing a recommendation. Other Senators suggested having a formal position before the meeting would be beneficial. Another proposal suggested the Executive Committee discuss this in the meeting with the Provost Office.

A Senator made a motion to propose the inclusion of a faculty member with appropriate expertise on the committee that oversees retirement funds. A motion to table this vote to the October meeting was approved by vote of the Council.

A Senator made a motion to take a straw vote on this proposal.

The motion was rejected by vote of 13 senators in favor and 15 senators opposed.

Administration & Technology: Co-Chairs Jim Jacobs & Carol Reiss

Co-Chair Reiss reported the Committee will be developing best practices to protect the privacy of the NYU community when software is adopted for classes.
SPECIAL GUESTS: TRACEY K. GARDNER, KAREN GULINO, AND AWAM AMKPA

Being@NYU: Equity, Diversity, and Inclusion Survey

See attached Document A: Being@NYU Climate Survey.

The following special guests presented on the Climate Survey: Tracy Gardner, Deputy Chief of Staff in the President’s Office, Awam Amkpa, former Vice Chairperson and a member of the Climate Survey Working Group, and Karen Gulino, Associate Vice Provost for Strategy and Katy Fleming’s Chief of Staff and a member of the Climate Survey Working Group.

Gardner introduced the history behind the survey. She noted in November 2015 the University hosted a listening session. The session lasted several hours and students shared stories on experiences in which they felt they were not being welcomed at NYU. Following the session, the university administration made a set of commitments, one of which was to create a statement that affirmatively supports NYU’s commitment to issues of diversity, equity, and inclusion. A group of faculty, students, and administrators drafted a statement that is currently on the university’s website.

It was also communicated at the listening session that many people did not know where to turn if they experienced instances in which they felt they were not welcomed in the community. In consultation with the Task Force, the Bias Response Line was created as a central place where people could report instances. The bias response line is run out of the Office of Equal Opportunity.

The University Senate Executive Committee also created the ad hoc advisory Task Force on Equity, Diversity, and Inclusion. It included faculty, students, and administrators from across NYU, including the global sites. The group worked diligently over the course of 16 months looking at the initiatives that were already underway across the university as well as thinking of undertakings the university might do differently. The group made a final report to the University Senate last April, which included a set of recommendations. One of those was to hire a Chief Diversity Officer. Lisa Coleman was hired to the position and started this fall.

Another recommendation of the Task Force was that the University administer a climate survey. The task force wanted the university to hire an external consultant to help advise on this work. There was a sufficient level of skepticism that if the survey were administered internally that members of the community might not trust the process and the results. In addition the group wanted someone who could devote a sufficient and significant amount of time to doing the survey and an entity that had extensive experience. A subcommittee of the task force vetted several consultants and recommended that the university hire Rankin and Associates. Rankin and Associates has done 178 other surveys of this type at colleges and universities across the nation, including large university systems.

A working group was created to work with Rankin to develop the survey. The working group included about 25 members, including faculty, students, administrators, and a union staff member.

The survey is open to everyone at NYU: all NYU faculty, students, administrators, and staff. It is voluntary and anonymous. It will be open in fall 2017 and is available in multiple formats, including paper.

On average, the survey will take between 15 and 20 minutes. It has both quantitative and qualitative questions. If someone includes longer personal stories they wish to share, then it might take much longer.

The working group spent many hours over the spring and the summer developing the survey and there were 24 focus groups that happened with students, faculty, administrators, and staff across the university.

IRB approval was received for the survey and a consultant from Rankin will come in the spring to share the results with the community.
There is a minimum goal of a 30% response rate both overall as well as within the various groups that the university tracks data for.

The working group is working on multiple fronts to make sure that people know about the survey. This includes coming to meetings, such as the Councils’ meetings. The group has also asked each school dean and administrative unit director to nominate an ambassador who will work with the working group to think about the best ways to promote the survey at the local school or unit level. The group is working with designers to develop a visual identity for the campaign. She noted if Council members have ideas or comments to share they can email the working group.

A Senator asked about tracking for multiple submissions.

Gardner noted the initial answer is that there was no way of knowing if someone took the survey more than once. Anonymity was the key factor, the group received strong feedback that people wanted to make sure that there was no way that their answers would be traceable.

Lisa Coleman and President Hamilton will send an email invitation to everyone in the community inviting them to take the survey. That email will include a link that takes people to an external site where the survey is located. The consultants said they have ways of knowing if it looks like someone is going in and taking the survey multiple times. But the working group has heard sufficient concern about whether people can take the survey more than once, that the group is looking into ways to control for multiple submissions, but to allow people the confidence that the working group or the university is not tracking either who took the survey or what their responses were.

A Senator asked if the results will show the number or proportion of people by unit that fall into specific categories. Galino stated due to the small size of some departments, and the need to preserve anonymity, these categories will only be shown at the school level, not the departmental level.

A Senator asked on the structure of Lisa Coleman’s office, resources, and communications. Gardner reported job descriptions are being put together for her office staff. The office is located at 240 Greene Street. Her email address is Lisa.Coleman@nyu.edu

A Senator asked about the IRB involvement in the project. Gardner responded the consultants will give a report and then at the end of the project NYU institutional research will own the data. If deans have specific questions that they want to answer or specific things that they want to look into about their local schools, they will be able to apply to get the data to answer those questions. The Senator asked about the potential for publication at a later date. He also asked about modifying the consent form to further protect anonymity.

Gardner stated she will look into this and come back with a more comprehensive answer on the IRB piece.

A Senator noted respondents may use public computers so IP addresses might be used more than once. She asked how the survey will screen for this. Gardner responded the group is working with the IT department on this issue.

In response to a question regarding specific questions for different populations, Gardner reported at the beginning of the survey, the respondent can identify primary demographic information, i.e. student, faculty, and school and then the questions will focus on these identifiers. She noted there is no question on the survey that is mandatory.

Gardner encouraged any questions, suggestions, ideas, be emailed to the group at being@nyu.edu and encouraged everyone to take the survey and encourage colleagues to do so as well.
ADJOURNMENT

The meeting adjourned at 2:00 PM.
Being@NYU

A benchmark to measure our progress in advancing equity, diversity, and inclusion
Background

NYU is committed to building a culture that respects and embraces diversity, inclusion, and equity, believing that these values—in all their forms—are, as President Andrew Hamilton said, “not only important to cherish for their own sake, but because they are also vital for advancing knowledge, sparking innovation, and creating sustainable communities. They should be inextricable elements of an NYU education on all of our campuses. A diverse population encounters and appreciates all perspectives of an issue with a wealth of different approaches to confront it. The result is a higher quality of debate, and a more excellent and advanced academic enterprise.”
Overview

▶ Open to NYU students, faculty, administrators, and staff
▶ Fall 2017
▶ Voluntary
▶ Anonymous
▶ Multiple formats
▶ 15 – 20 minutes
▶ Focus on results
Content

► Affiliation and demographics
► Personal experiences and perceptions of the climate in the past year, in relation to the living/learning/working environment
► Institutional actions related to climate
Phases

- Spring 2017: Focus groups
- Spring 2017: Development
- Summer 2017: IRB application
- Fall 2017: Assessment
- Spring 2018: Results
Your support

► Goal = maximum participation rate
► Incentives!
► Please take the assessment, spread the word, and give the working group your ideas about how to promote Being@NYU amongst students, faculty, administrators, and staff.
Thank you

► Suggestions?
► Questions?
► being@nyu.edu