



MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING OF NOVEMBER 19, 2015

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, November 19, 2015 in in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Allgood, Amkpa, Backus, Cappell, Davila, Disotell, Economides, Goodwin, Hoffman, Jacobs, Jelinek, Jones-Rooy (by video-conference), Ling, Mincer, Morning, Porfiri, Rajagopal, Ramey, Smith, Sternhell, Sundaram, Uleman, Van Devanter; Active Alternate Senators Hawkins, Alternate Senators Alter (for Weinberg), Gunsalus, Lane, Reiss (for Appiah) and Tannenbaum. Former Chair Al-Askari attended as a guest.

APPROVAL OF THE MINUTES OF THE MEETING HELD OCTOBER 8, 2015

Upon a motion duly made and seconded, the minutes of the October 8, 2015 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: ALLEN MINCER

Executive Committee (EC) Meeting with Provost

Chairperson Mincer reported the EC had a discussion with the Provost about the Global Network University, particularly on NYU's reaction to the Nardello report. He stated there are three actions in progress: 1) NYU is working with the firm Currie & Brown to identify and reimburse any covered workers who were under paid during the construction of Abu Dhabi. 2) Sometime in the spring, there will be a call for proposals for research on the system in which migrant workers must be paid to be recruited and presumably this will be focusing on areas from which Abu Dhabi migrant workers are most heavily recruited, but there is no firm definition on the scope of the study. 3) Impact Ltd, a recruiting and staffing firm (<http://www.freewebs.com/impactlimited/>), has been hired to independently monitor labor study compliances at NYU Abu Dhabi going forward.

The EC had a discussion with both the Provost and the President about administration transition. Mincer reported the response they received is care has been taken in the past few years to ensure an infrastructure is in place when President Hamilton begins the position to allow movement forward until decisions are made on any changes.

As announced at the University Senate meeting, the Senate Executive Committee has withdrawn their request to the Senate Committee on Organization and Governance (SCOG) regarding reducing the size of the Senate as all Councils seem to resist downsizing and no problems have manifested with the current size.

The formation of a Senate Ad Hoc Committee on work life balance issues was approved at the Senate meeting. The T-FSC may make 4 nominations for this Committee, of which three representatives will be accepted. Mincer requested any Senator interested in serving to contact the EC.

A Senator inquired on the charge of the Committee.

Mincer explained there used to be an office and dedicated staff person in charge of Family Care, but that operation has ceased. Other universities, such as Columbia, have a strong infrastructure and services to employees to help navigate different aspects of work life balance. All Councils agree it is important for NYU to have a better infrastructure in this area, particular for recruitment and retention efforts.

Mincer reported on the creation of a Senate Ad Hoc Advisory Task Force on Diversity and Inclusion. He requested any Senator interested in serving to contact the EC.

Mincer reported the Board of Trustees passed a name change from the Full Time Non-Tenure Track/Contract Faculty Senators Council to the Full-Time Continuing Contract Faculty Senators Council. The Council will keep the acronym C-FSC.

Mincer reported Coles officially closes on Friday, January 22. A Senator asked when construction will begin. Mincer responded there has been no formal announcement on construction. He noted construction will not begin until the various abatement procedures (i.e. window replacements, etc.) are in place and until there is a replacement for sport activities. Coles closing means there is now an infrastructure in place for the athletic needs and the window replacements are moving forward.

A Senator inquired on the specific mandates for the diversity and inclusion Committee. Mincer responded that the charge is still under review. He noted it will have representation from all Councils, but not limited to Council representatives, and the topics discussed will be broad.

ANNOUNCEMENT OF THE LIST OF CANDIDATES FOR T-FSC CHAIRPERSON 2016-2017

Vice Chairperson Amkpa asked the Nominating Committee to present the list of candidates for the Chairperson, 2016-2017. Senator Jacobs announced Allen Mincer of the Faculty of Arts and Science is the one candidate. He stated the Committee is grateful to Mincer for accepting the nomination and for his willingness to serve a second year. Amkpa asked for any nominations from the floor. There were no additional nominations from the floor.

T-FSC COMMITTEE REPORTS

Governance: Committee Co-Chairs Awam Amkpa & Jim Uleman

Resolution to change T-FSC Rules

See attached Document A: Resolution to Change T-FSC Rules.

Senator Uleman presented the Committee's proposed resolution. He stated it was decided last year to allow Senators in their third year to be elected to serve on the Executive Committee, even though they might not be reelected by the school that they are representing.

He stated he raised this in the Faculty of Arts & Science (FAS) and received push back. There was concern that if a Senator was elected for another term on the EC, but was not reelected by their school, this would reduce the number of senators the School could elect.

The Governance Committee proposes if a Senator in his/her third year is elected to the Executive Committee but not re-elected by his/her school, they would serve an additional year, but it would not reduce the number of Senators elected by the School. They would be added as an additional Senator without depriving the affected school(s) of its right to elect its own representative(s). The Governance Committee proposes to resolve this conflict of interests by letting the size of the T-FSC expand in any year by the number of EC carryovers, up to three, while holding the T-FSC's representation on the

University Senate at 36 members. In the unlikely event that more than 36 T-FSC members intend to go to a Senate meeting, attendance would be limited to the first 36 who indicate such intentions.

A Senator asked if someone is elected to the EC but not re-elected by their school, can they be able to run again the following year. Uleman stated they would not, since they are appointed for one year terms so his/her term as Senator would end.

A Senator stated if this resolution passes, it would need to also be accepted by the Board of Trustees, because it will change the bylaws.

He reported section 65.B. of the University Bylaws, states the "Tenured/Tenure-Track Senators Council will consist of not more than thirty-six members (thirty-eight in the academic year ending in 2015, and thirty-seven in the academic year ending in 2016) of the Tenure/Tenured-Track Faculty elected by the voting members of the faculties of the University in the manner prescribed by the rules adopted by the Council for its own governance and consistent with these bylaws and with the two current representatives who were appointed at large being permitted to complete their terms, which end respectively at the end of 2015, 2016 academic years."

He also reported section 65.C. of the University Bylaws, states the "thirty-six elected representatives will be selected as follows: one from the Division of Libraries, six from the School of Medicine, and twenty-nine proportioned among the colleges and schools of Abu Dhabi and Shanghai campuses on the method of equal proportions on the proviso that each college and school in each of the portal campuses will be entitled to at least one elected senator."

A Senator suggested amending the resolution to include an additional seat for a representative to be elected from the tenured/ tenure-track faculty of the College of Global Public Health. She also asked to include the representatives from the individual colleges that are part of the faculty of health, which includes the now separate College of Dentistry and College of Nursing.

A Senator, who serves as a member of the Senate Committee on Organization and Governance (SCOG), stated the next meeting of the Committee will deal with how to format representation for the new faculty of health and the three schools under it.

Uleman requested focusing on the resolution on the table. He commented the issue of the number of Senators based on school's faculty size should be re-visited, but at a later date.

A Senator stated the proposed resolution could change the number of senators from a particular school for one year. For instance the number of Senators from the Law School would go from 2 to 3 Senators. He commented the Council has come down to close votes and he feels uneasy about creating over-representation in one school for a year.

A Senator stated his disagreement with the resolution. He commented if the Council was to change Senators' terms from 3 to 4 years he does not believe the school that elected that Senator would have an objection. It is the same number of representatives. He does not understand the claim their school is not represented. He stated the problem he envisions is that a school could have an extra seat representing them, which will change the balance within this body. He stated it could be cause for motivation for people not to vote for such a person to be a Chair because it would be voting for a school to receive extra representation. He also stated the notion of first come, first serve at Senate meetings causes complications and he does not see the advantage.

A Senator commented the Council should not have the right to tell schools who they can and cannot elect and when they can and cannot hold elections. A Senator replied the Council does tell them when to hold elections and the University Secretary informs schools how many seats they have.

A Senator suggested setting it up in such a way that the votes occur before the election.

A Senator stated the Executive Committee elections are much earlier in the year than the school elections.

Senators discussed the amendment regarding adding the schools of the Faculty of Health.

A Senator commented he does not believe it makes sense to vote on language still under review by SCOG.

A Senator suggested overcoming the objections by making this seat a non-voting seat. It was suggested to allow votes within the Executive Committee.

It was decided by general consensus to postpone the motion until more information is received from SCOG regarding representation of Dentistry, Nursing and Global Public Health (i.e., the three Faculty of Health colleges).

Inclusion, Equity, & Diversity: Committee Co-Chairs Sinan Antoon & Ann Morning

Senator Morning stated the issue of racial diversity in U.S. higher education has been front page news particularly during the last few weeks, citing incidents at the University of Michigan, Yale, and Georgetown. She reported a University-wide forum on diversity was held the previous day in Coles gym. She stated that the forum was tremendously well attended, noting President Sexton, deans, vice provosts were in attendance. It was organized to be a listening session and students lined up to share their concerns, problems faced on campus, and to offer their perceptions of the campus climate. It was scheduled to last for two hours but lasted for three hours. She commented there was a steady stream of grievances that students brought to the table.

A university group called the Brown and Black Coalition circulated a list of demands, which called on the NYU administration to do things such as provide greater funding for diversity programs.

She stated many of the grievances students raised focused solely on the faculty. In particular, students expressed their disappointment with the racial makeup of NYU's faculty. The current makeup of the tenure, tenure-track faculty at NYU is 80% white, 10% Asian, and approximately 5% black or Latino.

This skewed demographic faculty representation has two consequences that students brought to the floor. One was a real sense of the absence of role models and a disappointment that there were not more faculty members who looked like them and could help them envision futures as faculty themselves. The other implication that they spoke about were micro-aggressions. Students reported ways they have been singled out by faculty in the classroom, often based on uncharitable remarks regarding their religion or presumptions about their background and experiences.

Senator Morning discussed the activities of the Committee on Inclusion, Equity, and Diversity. A committee on diversity could devote itself to many dimensions and axes of diversity. For practical reasons, being a relatively small six person Committee, the Committee has decided to narrow the focus to issues of gender and racial diversity of NYU's faculty. She stated there are many areas the Committee could look at, but for very practical reasons the Committee is keeping the focus narrow. The Committee set four goals for this year. The first has already been accomplished, which was to send a letter to the Search Committee for NYU's new Provost stressing the importance of bringing in a diverse pool of candidates for the Provost position and to look carefully at the candidates for evidence of a track record of serious efforts to address issues of diversity on their campus. The Committee is not so much concerned with or demanding that the Provost fit a particular demographic, but the Committee wishes him/her to be an experienced administrator and academic leader who has clearly shown awareness of the challenges that an institution like NYU might face in trying to diversify its faculty.

The second goal is underway. The Committee began an inquiry into diversity initiatives here at NYU, which includes University wide programs such as the Office of Equal Opportunity and the Vice Provost for Faculty, Arts, Humanities and Diversity. The Committee also reached out to all of NYU's schools and

colleges to interview people about the policies or practices in place to address issues of equity and diversity of the faculty.

She commented overall the news is sobering. There is very little in the way of actual concrete structured policies that have as their aim increasing the racial or gender representation of NYU's faculty. Many of the people the Committee spoke with seem to believe that there is a kind of general goodwill in the air that means that the University thinks about diversity, but there is actually very little in the way of structure or policy.

Morning stated the next steps are to move beyond the NYU campus and research best practices at other institutions. The Committee's final goal for the year is the culmination of all these. The Committee would like to draft a report that contains concrete suggestions and recommendations for policies that the Committee thinks would be productive in the NYU context for helping achieve a more racially representative faculty and also well-balanced in terms of gender.

She encouraged Senators to communicate with the Committee on any initiatives in their respective schools or colleges regarding the diversification of the faculty.

A Senator commented on the radical change in the racial and international make-up of the student body over the past decade. He inquired on gaining access to data on demographics.

Morning stated the Personnel Policies and Tenure Modifications Committee, released a report on faculty and student diversity at the end of the 2013-2014 academic year with this information. She commented the issue of the changing demographics of the student body makes the demographics of the faculty body even more pressing of an issue. Also, the increasingly global nature of the University is an important factor. She stated generally in the United States' statistics on the racial makeup of institutions like universities, actually bracket out non-resident aliens, so basically they are separating the American population from others. So in looking at the statistics of just the U.S. citizens of the population, there is a real racial disparity in the make up or lack of representation.

A Senator first thanked the Committee for its work. She echoed the issue concerning cultural differences, stating a person of a certain race from one part of the world may have an extremely different set of cultural values than a person of the same race from a different part of the world. Those kinds of issues are obvious at NYU Abu Dhabi with 750 students from over 100 countries, but less so in the American context. She stated the demographics of students are changing around the entire country, not just at NYU. She commented changing the demographics of the tenured faculty is a slow transition because tenured faculty are at NYU for a long time. She commented on the micro-aggressions stating it is inappropriate for professors to be so insensitive to their students and on the other hand with this huge diversity of different cultural values, it's easy to have these kinds of conflicts that are completely unintended. The University should promote a dialogue in a safe environment so issues may be addressed and University members learn how to navigate these topics without things coming to extreme points. She stated she is personally concerned with the extremism that she perceives. She stated she thinks we need to learn to address these misunderstandings in a different way together as a community for a more productive dialogue.

Morning stated the students suggested strategies that speak to these comments. Students would like to see some kind of diversity training offered on campus and perhaps made mandatory. As a student you cannot register for classes unless you take online modules on alcohol awareness, sexual assault, and other issues, but there is nothing comparable with respect to diversity. The students also thought that faculty would benefit from this sort of training. Secondly, they asked for a safe space on campus to voice concerns. For example if a student finds a comment offensive, they should have a space to voice this complaint. There is a desire to seek out safe spaces for conversation, but it is not clear what those spaces would be here at NYU.

A Senator stated he thinks it would be valuable to consider engaging all segments of our community in simulations which are much more effective than an online training. He suggested a type of training that

focuses on creating an artificial situation that places people in a group setting and then has them explore the dynamics involved in that group.

A Senator commented the University has fallen short on diversity in student admissions, retention, and alumni relations. NYU is in one of the most diverse neighborhoods in the country, but it does not have a typical representation of students. The University has to respond to the dynamics of this society and the social diversity of scholarship has to matter. He believes the students brought this to attention and he thinks the Committee and the Council has to take it very seriously and lead the administration on the matter and hold the administration responsible for enforcing the processes that make the University a truly inclusive one. He stated the students did the polite thing by coming to a gathering like yesterday, but could have easily taken over buildings as is happening all over. He commented yesterday should underscore the urgency with which the faculty must take the matter seriously not in its cosmetic interpretation, but actually in its deeply socially discursive implications.

A Senator stated one issue she finds to be pertinent is the issue of diversity and the experience of racism in a global network University. She reported students were not looking for the University to protect them from the differences they encounter when traveling abroad, but the need for staff to help them navigate the experience and prepare them for what to expect. She stated it was an important point for faculty in those sites as well as at Washington Square.

A Senator thanked the Committee. He commented in the session he sensed a lot of rage. He commented rage does not come just from micro-aggressions, but from a history of being disrespected, ignored, and disregarded. The students said they have told the University, but the University had done nothing. He stated he believes the University has a lot of work to do across the board and encourages the Committee and the Council to think about diversity and what it means, and the importance of demographics, atmosphere, environment, and the contemporary impact of that history.

A Senator mentioned current safe places on campus where students can express their cultural needs, for instance the Institute of African American Affairs. He stated there is a mechanism for students to voice their complaints through the judicial board. He also commented on the pressure placed on faculty of color to be role models.

Morning followed up on these comments. She stated the kinds of identity based organization spaces he mentioned she thinks are no substitute for the kind of equity and respect for diverse opinions that the students have the right to expect in the classroom.

She responded to his comment on the need to hire based on merit, she stated this is the eye of the storm of many debates around diversity. She stated the University has hired overwhelmingly from the male half of the population and from the white segment of the population. What that means today is basically a faculty hired from the 30% of the U.S. population that is represented by white men. She stated she does not see why having a more racially diverse faculty would somehow be inconsistent with the shared desire for a merit driven process.

In terms of the Judicial Board, she stated if this is the place to pursue concerns or charges around micro-aggressions, students need to be made aware of this. She does not believe it is clear this is the forum to communicate these types of concerns.

In response to his comments on the pressure put on people of color to do the extra work of serving as role models and mentors for junior faculty and students of color, she stated the University should make greater resources available, as opposed to only relying on those already consumed with research and teaching missions to do that extra labor.

A Senator commented on the energy in the room around these issues and encouraged the Committee to marshal this energy.

A Senator suggested the Council encourage the University to put more money into programs such as the Institute of African American Affairs.

A Senator commented faculty have to stay committed to an open forum of ideas. He stated he is concerned that issues that should be part of a robust debate, cannot be effectively discussed. He commented students and faculty at times self-censor in this atmosphere. He commented if a student says something conservative in class, they get reprimanded after class. Faculty should keep in mind the tradition of academic freedom and protect a forum where people can openly and comfortably discuss all sides of issues.

Morning responded the forum yesterday was a positive sign for developing a new space for talking about difficult topics that people are anxious about expressing. She stated she does not see conversations about diversity needing to be antithetical to free and frank conversations.

Personnel Policies & Tenure Modifications (PPTM): Committee Co-Chairs Warren Jelinek & Nancy Van Devanter

Non-disparagement clause in faculty retirement contracts

See attached Document B: Non-disparagement, Provost request.

Senator Jelinek reported the Committee received for review and comment, the policies on appointment, review, reappointment, promotion, from Wagner, Stern, Gallatin, and CUSP. He mentioned schools are in the process of revising their policies regarding continuing contract faculty. The Provost has asked the T-FSC and the Full-Time Continuing Contract Faculty Council to try to arrive at a joint recommendation. The process is each Council's Committee will develop its own policies and then meet as a joint Committee to discuss final recommendations. This has been completed for Tisch and the Liberal Studies Program. For Wagner and Stern, the PPTM has completed its document on the recommendations. The C-FSC Committee is working on their recommendations. The PPTM Committee is working on a draft for Gallatin and the beginnings of a draft for CUSP.

Jelinek reported it was brought to the PPTM Committee's attention that NYU included in the retirement contract of an NYU faculty member a non-disparagement clause stipulating that the retiring faculty member agrees not to make statements that could be construed as critical of NYU.

In terms of academic freedom, this would mean that as soon as a faculty member is not employed by the University, the University would remove academic freedom rights with respect to the faculty member's experience at the University. The first goal is to determine whether such a non-disparagement clause is included in these retirement contracts. See attached Document B.

Chairperson Mincer suggested the EC first reach out the Provost to ask if his office is the correct place to send this inquiry.

Senator Van Devanter stated the Committee thought it important to have a paper trail rather than an informal conversation.

A Senator asked how a non-disparagement agreement is enforceable. Jelinek responded they can be enforced by a lawsuit.

At the conclusion of the discussion, the resolution to send the following letter was approved by vote of the Council:

Dear Provost McLaughlin,

It was brought to the attention of the Executive Committee of the Tenure Faculty Senators Council that NYU included in the retirement contract of an NYU faculty member a non-disparagement clause stipulating that the retiring faculty member agrees not to make statements that could be construed as critical of NYU.

We would like to inquire whether it is routine NYU practice to include such a non-disparagement agreement in faculty retirement contracts. We, therefore, wish to ask you the following questions and make a request:

Does NYU include in faculty retirement contracts a non-disparagement clause stipulating that faculty retirees agree not to make statements that could be construed as critical of NYU?

If such a non-disparagement clause is included in faculty retirement contracts, is it routinely included in all faculty retirement contracts?

If such a non-disparagement clause is included in faculty retirement contracts and the faculty retiree objects to its inclusion, does NYU agree to remove it from the retirement contract?

If such a non-disparagement clause is included in faculty retirement contracts, we are requesting a copy of that non-disparagement clause.

If you are not the appropriate person to whom to address these questions, can you tell us who is the appropriate person?

We thank you, and look forward to your reply.

ADJOURNMENT

The meeting adjourned at 2:00 PM.

Resolution from the T-FSC Governance Committee, October, 2015

In December, 2014, the T-FSC amended its Rules of Procedure to provide more continuity in the EC (the Executive Committee: Chair, Vice-Chair, and Secretary). This is described in Article III. 2. (e), which provides for extending the term of any officer elected in his/her third year by another year and postponing the election for that school's corresponding seat by one year (see below). However, this provision deprives the affected school(s) of its right to elect its own representative(s). The Governance Committee proposes to resolve this conflict of interests by letting the size of the T-FSC expand in any year by the number of EC carryovers, up to three, while holding the T-FSC's representation on the University Senate at 36 members. In the unlikely event that more than 36 T-FSC members intend to go to a Senate meeting, attendance would be limited to the first 36 who indicate such intentions.

1. Therefore, we unanimously propose the following additions [in brackets] and deletions, struck out, in the Rules of Procedure.

2. In addition, it is time to eliminate provisions for "representatives at large," and to re-name the FSC the Tenure Faculty Senate Council (T-FSC). Therefore, substitute "Tenure Faculty Senate Council" for each mention of the "Faculty Senate Council" or a variation thereof, and T-FSC for FSC in the Rules of Procedure.

Article I. 1. (a) and (b):

(a) Number. The [Tenure] Faculty Senators Council shall consist of not more than thirty-six members [, not counting any carryover members of the Executive Council who are not re-elected by their schools; see Article III. 2. (e) below]. These ~~shall be thirty-three~~ professorial representatives; [shall be] elected by the voting members of the several faculties of the University in the manner prescribed by the rules adopted by the Council for its own governance and consistent with the bylaws of the University Senate, ~~and not more than three additional professorial representatives appointed at large for three year terms by the Executive Committee of the Senate with the advice and consent of the elected professorial members of the Faculty Senators Council.~~

(b) Distribution. The ~~thirty-three~~ [six]elected professorial representatives shall be selected as follows: six from the School of Medicine and ~~twenty-seven~~ [thirty] apportioned among the schools by the method of equal proportions with the proviso that each school shall be entitled to at least one elected faculty Senator. [The most recent additions are representatives from the NYU Tandon School of Engineering, NYU Abu Dhabi, and NYU Shanghai.] Each year, the University Secretary shall provide to the [Tenure] Faculty Senators Council and the secretary of the faculty of each school the number of faculty members assigned to each school for the purpose of Senate elections and shall at the same time indicate the number of Senators to which each school is entitled.

Article I. 2. (a):

Term of Office. Each representative shall serve for a term of three years, from September 1 of the first year until August 31 of the third year, inclusive. The membership of the [Tenure] Faculty Senators Council shall be divided into three groups, serving in staggered three-year terms, in order to provide continuity. In no event shall the terms of a single faculty end in the same year, except when a school has only one Senator. One third of the representatives shall be chosen each year. The term of office of one class shall expire August 31 each year, and the names of the new representatives shall be presented and their offices confirmed at the first meeting of each academic year.

Article III. 2. (e):

[T-]FSC members in any year of their term are eligible for election to the position of Chair, Vice Chair, or Secretary. If the Chair-elect or Vice Chair-elect or Secretary-elect is in final year of his/her Senatorial term, then his/her term will automatically be extended by one year ~~and the school election normally scheduled for that Senator's seat will be postponed for one year.~~ [If such a member is then not re-elected to a new term by his/her school, s/he shall be designated a "carryover EC senator" and not counted against the limit of 36 T-FSC senators in the University Senate. Attendance at any University Senate meeting as a T-FSC senator shall be limited to the first 36 who indicate to the Senate Secretary an intention to attend that meeting.] In no event, however, may a Senator's term be extended by more than two years under this provision.

The PPTM Committee was assigned the task of considering a non-disparagement clause that is reportedly included by the University in faculty retirement agreements.

The Committee agreed that the first priority should be to ask whether such a non-disparagement clause is, indeed, included in retirement contracts, and depending on the response, the Committee will then deliberate a possible subsequent course of action.

Accordingly, the Committee has written the following text of a request to the Provost inquiring about the inclusion of such a non-disparagement clause in faculty retirement contracts:

Dear Provost McLaughlin,

It was brought to the attention of the Executive Committee of the Tenure Faculty Senators Council that NYU included in the retirement contract of an NYU faculty member a non-disparagement clause stipulating that the retiring faculty member agrees not to make statements that could be construed as critical of NYU.

We would like to inquire whether it is routine NYU practice to include such a non-disparagement agreement in faculty retirement contracts. We, therefore, wish to ask you the following questions and make a request:

Does NYU include in faculty retirement contracts a non-disparagement clause stipulating that faculty retirees agree not to make statements that could be construed as critical of NYU?

If such a non-disparagement clause is included in faculty retirement contracts, is it routinely included in all faculty retirement contracts?

If such a non-disparagement clause is included in faculty retirement contracts and the faculty retiree objects to its inclusion, does NYU agree to remove it from the retirement contract?

If such a non-disparagement clause is included in faculty retirement contracts, we are requesting a copy of that non-disparagement clause.

If you are not the appropriate person to whom to address these questions, can you tell us who is the appropriate person?

We thank you, and look forward to your reply.

Sincerely,