

# FACULTY SENATORS COUNCIL

## Newsletter

September 2005

### *From the Incoming Chairperson*

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This academic year, the NYU Senate will be reviewing the University's governance structure and may recommend major revisions to the University Bylaws. Why is this important to you? There is a growing trend among many universities nationwide to move away from the traditional way in which the academy has operated toward a corporate model. In these models, the faculty voice becomes less and less influential. Decisions are made by administrators who believe that a top-down approach to decision-making is most efficient and cost-effective. Faculty input is reduced, regarded as a time-consuming distraction that complicates making "straightforward administrative decisions." In fact, the roles and responsibilities of faculty in governance become symbolic, trivializing the academic obligation of faculty to be responsible for academic decisions.

NYU's Faculty Senators will be active participants in this year's discussion with other University leaders about NYU's governance. We continue to value the concept of shared-governance and collegial decision-making. With respect to academic matters, however, we strongly believe that faculty should determine what academic decisions are taken. It is the faculty's responsibility to ensure the academic integrity of the curriculum and the quality of the educational programs. The discussions about governance that will take place in 2005-2006 are very important, so I hope that

each of you will take time to communicate your beliefs about governance to your Senators at the forums sponsored by the Faculty Senators Council (FSC) and throughout the academic year.

In addition to this focus on the overall purpose and structure of governance, the

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### *From the Outgoing Chairperson*

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Last academic year was a very interesting one for us, the faculty here at NYU, marked by some notable issues.

There was the possibility of a close association with the Polytechnic University. It had the potential of enhancing academic life at the Square in an essential way because the addition of some engineering would have enriched the science departments. It did not happen. The devil, as they say, was in the details.

One major change announced in 2004-2005 will result in the significant increase in the size of the Faculty of Arts and Science (FAS) faculty under the Partners Plan. This plan is expected to add about one hundred twenty-five new faculty to FAS during the next five years. Although primarily housed in FAS, most, if not all, of the new faculty are expected to interact with other Schools. The gain of FAS should be a gain for the whole University.

The University tried to assist current faculty in buying their own homes. The possibility of apartments in Jersey City appar-

*(continued on page 4)*

*Greetings  
to our Faculty  
Colleagues...*



*Jim Hinojosa, Srinivasa Varadhan*



# Committee Updates

## Administrative Issues

The Administrative Issues Committee (AIC) examines non-academic matters that affect the work life of faculty members, such as library services, campus media, technological support, classroom design, course support software, etc. In pursuing its agenda, the AIC meets with administrators in charge of various areas, identifying issues of concern to faculty, representing faculty sentiment about issues, and advocating for faculty input in all matters that impinge upon the work life of faculty.

An ongoing responsibility of the AIC is to get information about plans and works in progress in various parts of the University that affect the lives of faculty in order to provide early and meaningful faculty input into those efforts.

The AIC has provided faculty representation to two important administrative committees: one concerning the use of Social Security numbers and the development of a personal identification policy at NYU; and the other concerning the desirability and feasibility of merging the University ID card with a banking card. The work of both committees is still underway.

In 2004-2005, the AIC followed up on inquiries about two discontinued resources, upon which faculty had come to rely: the NYU Bookstore academic year calendar and the NYU telephone directory.

- 1) The NYU Monthly Appointment Calendar, distributed for many years at no cost to NYU faculty and staff by the NYU Bookstore and treasured by many, has been sorely missed.

The AIC was able to obtain an agreement that the calendar will be issued again for the 2005-6 academic year and made available at a nominal cost.

- 2) The hard-copy version of the NYU telephone directory was also not published, and many faculty and staff (and even senior administrators) are holding onto the last copy they have for dear life.

Discussion with the administration was begun in 2004-2005 and the AIC will continue to work with the administration this academic year to consider rein-

stating the phonebook or improving the functionality of the on-line version.

## Housing

It is expected that planned increases in the size of NYU's faculty will generate additional demand for University housing. Unfortunately, the existing stock of housing is already fully utilized and the interest in larger apartments significantly exceeds the available supply.

At last year's FSC Faculty Forum on Housing, Senior Vice President Bob Berne and Executive Director and Associate Provost for Faculty Housing Carolyn Sargent reported that the University is exploring a wide range of solutions aimed at providing housing for the University's faculty. Three types of solution strategies are under consideration: (1) using existing stock more efficiently; (2) increasing the stock of University housing; (3) facilitating faculty ownership of housing in the private market.

- 1) Efforts to improve the utilization and to increase housing stock are being pursued with greater vigor. As an example, while University policy has generally required that faculty apartments are only to be provided for primary residences – that is, faculty with primary residences elsewhere should not have University apartments – attention will be paid to enforcement going forward.
- 2) The University is also investigating opportunities to purchase new housing in the area, but this has not been successful to date.
- 3) Most interesting are the plans to facilitate faculty purchase of housing on the private market. Although the details are still being worked out, the basic idea will be to provide no or low interest loans to faculty who are currently in University housing, with the loan to be repaid upon sale of the unit or the separation of the faculty member from the University.

The University is holding an auction for the loans to allocate the available funds among the current residents of University housing. Housing units have been assigned

a maximum loan amount based on apartment size. Residents of these units, competing with other residents in their category, are allowed to bid for an amount up to, but not exceeding, the maximum. Low bidders within categories will “win” the loans and be given until January 2007 to buy their own place and move out of University housing. Each bidder will deposit \$500 (that will be returned at the conclusion of the auction) to ensure that only individuals with serious interest participate. Information about the auction and bid forms, including the process by which “winning” bids will be determined, will be mailed to all eligible tenants in late September. Clearly, this is a new approach and it will be interesting to see how it works.

With respect to current housing, the University is continuing its program of renovating vacant apartments for new tenants and has initiated a program to renovate lobbies in University-owned residences.

The FSC Housing Committee will continue to advocate for faculty housing and will make every effort to keep you informed on any progress that is made.

## Personnel and Affirmative Action

Over the past year, the FSC's Personnel and Affirmative Action Committee has enjoyed a strong and active collaborative association with Professor Sharon L. Weinberg, Vice Provost of Faculty Affairs, in several areas.

First, the members have been involved with the process of customizing the recently adopted on-line Anti-Harassment Training Program developed by Brightline for NYU faculty. With customization efforts near completion, the Committee expects to review the program in the Fall.

Second, the Personnel and Affirmative Action Committee assisted in the development of procedures and the creation of forms for implementing the new Workload Relief Policy for primary caregivers of infants. According to Vice Provost Weinberg, training sessions on the policy with Human Resources personnel already have been conducted, and several faculty already have applied for such relief. In addition to Human Resources personnel, specific faculty at individual schools will be designated

# Committee Updates

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to further inform faculty on the policy. As is our custom, the Committee will continue to monitor policy use at the University.

Members of the Personnel and Affirmative Action Committee, the Deans Council, and Vice Provost Weinberg have begun to discuss plans for a forum, to be held in Spring 2006, to build awareness and understanding of sources of potential and often unconscious bias (gender and diversity) as they are known to exist through research, in a variety of forms and settings. The forum, the fourth in a series organized by the Faculty Senators Council and University Administration since December 1998, would be either on a national or local level and would address such bias as delineated and explicated in research studies. A call for presentations by NYU faculty and deans as well as by faculty and deans from other notable institutions will be forthcoming. While primarily addressing issues of unconscious bias, other topics that deal with ways for managing such bias also will be addressed, including the role of mentoring for women and underrepresented faculty, extending the probationary time for tenure decisions for both men and women, and a consideration of daycare needs for both men and women. The suggested format would entail presentations in the morning and guided discussions on specific topics in the afternoon.

Finally, in addition to continuing its commitments established over the past year, the Committee will be taking an active role in the recently announced Child Care Task Force.

## Tenure Modifications

During the past academic year, 2004-2005, the FSC's Tenure Modifications Committee considered and provided recommendations on the following proposals:

- 1) The adoption of University-wide guidelines for promotion and tenure which will be the basic template for every School in the University;
- 2) The creation of two new non-tenure track academic positions at the Tisch School of the Arts (TSOA): TSOA Arts Professor and Instructor.

The Committee is currently reviewing the following items:

- 1) Proposals for promotion and tenure from Stern, FAS, Gallatin, College of Dentistry and its College of Nursing, Steinhardt, Courant, IFA, Division of Libraries, Wagner, and SSW to determine the conformity of these proposals with the University-wide guidelines;
- 2) A proposal by the College of Dentistry and its College of Nursing to: a) increase the probationary period for tenure from 6 to 10 years; and b) create four new academic tracks (two non-tenure tracks and two tenure tracks); and
- 3) A proposal from the Wagner School to increase the probationary period for tenure from 6 to 10 years.

The Tenure Modifications Committee will make its recommendations to the full Faculty Senators Council when the above-mentioned reviews are concluded.

The FSC's Tenure Modifications Committee (TMC) considers matters relevant to academic tenure, including proposed amendments to NYU tenure policy. In addition, the Committee reviews issues involving existing and new positions of non-tenure track professional and teaching appointments.

In this process, proposals are referred by the Administration to the Faculty Senators Council (FSC) for input; the FSC Executive Council assigns these proposals to the TMC for its analysis, review, and recommendations. The Committee conducts background reviews, and interviews concerned parties. The TMC expects that all proposals affecting tenure have been adequately and reviewed by the relevant School's internal faculty council or, if there is no council, by an appropriate faculty advisory body, and, before issuing its findings, reviews the reports from internal governance groups. Each report of the Tenure Modifications Committee is presented to the full membership of the Faculty Senators Council for consideration. The final recommendations of the Council are then submitted to the President and the Provost.

The Committee considers tenure as essential to the development, recruitment, and retention of the highest caliber of faculty. Therefore, the Tenure Modifications Committee is committed to preserving the integrity of academic tenure at NYU and, to the extent possible, maintaining a standard of uniformity in the application of tenure

## Did you know?

### New Appointments In The Office Of The Provost

*The members of the Faculty Senators Council thank Vice Provost for Faculty Affairs Sharon Weinberg for her assistance to the Council and her responsiveness to faculty concerns and interests. Sharon will return to teaching in January 2006. We welcome her back to the professorate at the Steinhardt School of Education.*

The Provost has announced the following appointments:

- Vice Provost for Academic Affairs: Jane Tylus
- Vice Provost for Faculty Affairs: Francis White

### FSAP

Effective August 1, 2005, the University's Faculty/Staff Assistance Program (FSAP) will be provided through an independent counseling service, Corporate Counseling Associates (CCA).

For more details, see the July 12, 2005 communication from Assistant Vice President for Human Resources Karen Bradley or call 1-800-833-8707.

### We've Moved !!!

The office for the Faculty Senators Council (FSC) has moved from the 6th floor of 269 Mercer Street to space on the 4th floor of 194 Mercer Street (across from the Coles Sports and Recreation Center). You can still reach us 212-998-2230, 212-995-4575 (fax) or check our website at [www.nyu.edu/facgov](http://www.nyu.edu/facgov).

rules within the University. In doing so, the Committee is mindful of the diverse nature and special needs of each School. The TMC recognizes that non-tenure track full-time faculty are needed in some Schools to supplement tenure-track faculty. The Committee expects that the academic excellence of the appointees is maintained through review by appropriate advisory bodies in accordance with the procedures described in the *NYU Faculty Handbook* and strives to ensure that, except for matters related to tenure, such non-tenure track full-time faculty are accorded fair and just treatment.

## Faculty Campaign to be Launched in 2006

NYU is currently in the midst of a major \$2.5 billion fundraising campaign, which was launched in January 2001, and initially reached out to alumni, parents and friends. In 2006, the University is preparing to extend the campaign to faculty. You will be hearing more about the formation of a leadership committee and a campaign kick-off event in the fall.

The generosity of our faculty can have a positive impact on the University by inspiring alumni, corporations, and foundations to increase their giving. Similar efforts at our peer institutions have demonstrated that faculty giving is a proven motivating factor for alumni and outside donors.

Emphasis will be placed on the importance of every gift, regardless of size. Faculty will be able to target their gifts to benefit their School, division, a specific department or program that is especially valued, or the University at large.

For more information on how NYU faculty can make an impact on The Campaign for NYU, contact Stan Sheppard at [thefund@nyu.edu](mailto:thefund@nyu.edu) or 212-998-6851, or visit The Campaign for NYU website: [campaign.nyu.edu](http://campaign.nyu.edu).

## Dates to Remember...

### Faculty Forum

Friday, November 18, 2005  
10:00 A.M.  
Shorin Performance Studio  
Kimmel, 8th floor

### Annual Spring Semester Faculty Reception

Tuesday, January 24, 2006  
4:30-7:00 P.M.  
The Torch Club

### Faculty Family Day

Sunday, January 29, 2006  
NYU vs. Case Western Reserve  
Men's Game: 1:00 P.M.  
Women's Game: 3:00 P.M.  
Coles Sports Center

### Faculty Forum

Friday, April 28, 2006  
10:00 A.M.  
Shorin Performance Studio  
Kimmel, 8th floor

## From the Incoming Chairperson

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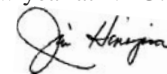
FSC will continue to address the many issues that affect faculty life at NYU. We hope you'll let us know what matters concern you.

Often, the accomplishments of FSC committees are invisible to faculty because they are achieved within the context of committee meetings or through negotiation with individual administrators. While each FSC committee meets to discuss its agenda independently, each committee also works with appropriate University Administrators to ensure that, at the very least, faculty concerns are brought to their attention. In this way, FSC committees are frequently

able to resolve issues before they become major faculty concerns.

In this issue of our newsletter, the responsibilities and activities of some of our major FSC committees are reported. On a regular basis, you can get information on the status of matters being addressed by the Council and its committees by reviewing the summaries of our meetings, posted on our website at [www.nyu.edu/facgov](http://www.nyu.edu/facgov). We invite you to communicate with us about the topics we are considering.

I hope each of you had a wonderful summer and that you join me in looking forward to a productive new year at NYU.



## From the Outgoing Chairperson

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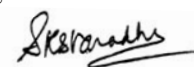
ently did not work out. However, there are some limited number of interest-free loans that will be offered to existing tenants in University housing who are interested in vacating their rental units and buying their own place. You can read more about this in the FSC's Housing Committee report in this newsletter.

The graduate assistants union issue was hotly debated and the faculty remains divided in its views on this. However, I am sure that faculty is united in recognizing the important contributions that graduate assistants make to our educational process. The Faculty Senators Council believes that, as NYU faculty, we should commit ourselves to ensuring that the economic and other worldly needs of GAs/TAs are addressed adequately by the University and that the students have a forum for expressing their

grievances on things that affect their academic progress.

Finally, the Council believes that the issue of the role that the faculty should play in the governance of the University is an important one. While there are day-to-day operations that are appropriately left to the professional administrators to handle, it is essential that the faculty be meaningfully engaged in the important decisions of the day, at the departmental level, at the School level, and at the level of the entire University. We have to make sure that there are enough paths for us to provide important input at critical stages in the development of policies that affect the academic life of this University.

I hope you had a good summer.



## On GAs/TAs

During much of last academic year, the University was engaged in a process established by the President and the Provost to consider the impact of the NLRB determination that graduate and teaching assistant (GAs/TAs) are primarily students, not University employees. While not a perfect process, the process was systematic and inclusive of members our entire University community. Two committees participated in the process: the combined Senate Academic Affairs Committee/Senate Executive Committee and the University Academic Priorities Committee.

After reviewing the recommendations of the two committees that reviewed the

issues, in a communication dated August 5, 2005, the Administration announced its decision not to negotiate a new contract with the UAW, the union that has been the collective bargaining agent of graduate assistants since 2001.

The Executive Committee of the Faculty Senators Council affirms its appreciation of GAs/TAs as valuable, contributing members of the NYU enterprise and its commitment to supporting an appropriate and effective mechanism that assures that the needs, rights, and responsibilities of NYU graduate and teaching assistants are addressed.

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# FACULTY SENATORS COUNCIL

New York University

September 2005

## University Senate

NYU's Board of Trustees has delegated the conduct of the University's educational programs to the faculties of the various schools, and has delegated to the University Senate (Senate) authority for educational matters and regulations of the academic community affecting more than one school or college. The Senate, chaired by the President of the University, is the chief deliberative body of the University for discussion of all matters of University policy and practice. It may recommend change to the President, to the Board of Trustees, and to the individual schools. The Senate has legislative power over individual schools only in the range of cases in which two or more schools have a substantial interest and an overlapping jurisdiction in an educational matter. The Senate is also

empowered to set each year's calendar and Commencement exercises for the University's schools and colleges. The enforcement of legislation within the Senate's jurisdiction is committed to the President of the University.

Senate membership is drawn from many parts of the University community, and consists of up to 80 members, divided into four major groups: the *Faculty Senators Council*, which consists of 35 members (32 elected, 3 at-large), representing the faculty of the various schools and colleges, including a representative of the Division of Libraries; the *Deans Council*, consisting of the 15 academic deans of the faculties, schools, and colleges of the University, including the Dean of Libraries; the *Student Senators Council*, which consists of 22 members (15 elected, 7 at-large), representing the various schools and colleges; and not more than 8 members of the *Central Administration*,

including the President, the Provost of the Medical Center, the Secretary of the University, three representatives from the Administrative Management Council, and such other officers as may be designated by the President.

### Senate Committees

**Academic Affairs:** considers matters pertaining to NYU relations with professional and educational organizations; advises the Board of Trustees regarding honorary degrees and other special awards; prepares and presents academic year calendars.

**Faculty Affairs:** considers all University-wide matters pertaining to faculty personnel. (The Faculty Affairs Committee consists of the faculty members who comprise the Faculty Senators Council.)

**Financial Affairs:** considers and makes recommendations on financial and budgetary policies of the University, including those related to capital budgets, operating budgets, long-range financial planning, policies governing allocation of resources among schools, policies on tuition and salary; considers matters relating to development of University facilities.

**Organization and Governance:** reviews organizational policies of the University and makes recommendations regarding governance.

**Public Affairs:** concerned with all matters relating to Commencement and other public occasions affecting more than one school; considers matters pertaining to New York University relations with the community; annually reviews guidelines on the use of University facilities.

**University Judicial Board:** hears and decides cases in accordance with provisions of the Disciplinary Procedures.

## Faculty Senators Council

The Faculty Senators Council (FSC) exists as the representative body of the faculty within the University governance structure. The Council consists of not more than thirty-five members. Thirty-two are professorial representatives elected by the voting members of the several faculties of the schools. Three are appointed at-large to represent groups not otherwise represented. Each year, the University Secretary provides to the Faculty Senators Council and the secretary of the faculty of each school the number of faculty representatives to which each school is entitled.

The Faculty Senators Council may consider any matters of educational and administrative policy and functions as the Faculty Affairs Committee of the University Senate. The Faculty Senators Council brings to the attention of the various committees of the Senate and the President any matters of faculty concern.

### Faculty Senators Council Committees

**Administrative Issues:** examines non-academic areas which impact on faculty.

**Educational Policies:** acts as the Faculty Senators Council counterpart to the Academic Affairs Committee of the University Senate; interacts with the NYU Center for Teaching Excellence.

**Faculty Benefits:** reviews and makes recommendations with regard to faculty benefits.

**Faculty/Student Relations:** proposes, develops, and implements new programs to

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Save for future reference!

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