



May 6, 2020

To: Dr. Katherine E. Fleming, Provost

RE: Recommendations for the Courant Institute Reappointment and Promotion Policies from the Continuing-Contract Faculty Senators Council (C-FSC)

Dear Provost Fleming,

The C-FSC would like to send you its recommendations concerning the proposed “Courant Institute of Mathematical Sciences Policies and Procedures for Reappointment and Promotion for Full-Time Continuing Contract Faculty” (2019).

However, there is a fundamental problem in how the policy was formulated, as well as a lack of clarity about the placement of Courant within University and Faculty of Arts and Science (FAS) governance structures. The New York University Guidelines for Full-Time Continuing Contract Faculty (revised 1 July 2016) require that “schools shall formulate or amend their policies in accordance with existing school governance processes.” The Guidelines also say this is to be done “with the expectation that Full-Time Continuing Contract Faculty shall participate in formulating and/or amending the school policy to the extent and manner in which school governance policies permit.”

According to our information, there is no formal contract faculty governance structure at Courant at all, as contract faculty at Courant currently participate in faculty governance through FAS. As such, the proposed new policy was formulated entirely by the administration, and contract faculty members were then invited merely to submit comments. After this, the policy was put to an up or down vote. The trouble with this approach is that it leaves the contract faculty with a stark choice: either they can accept whatever the administration proposes, or they can vote the proposal down and be left with no policy at all. The spirit of the Guidelines is different—to foster collaboration between the administration and the contract faculty by bringing the contract faculty into shared governance.

This issue is further complicated by the lack of clarity in governance for contract faculty within Courant, as described above. If contract faculty at Courant are represented under FAS, the question has been raised within our Council about why the FAS policies would not apply to faculty in Courant, negating the need for a separate set of policies. If it is the intent of the Provost’s Office, as well as administration within Courant, that its faculty have separate policies, then there should, indeed, be separate governance structures with Courant for contract faculty. If this is the case (and a response from the Provost’s Office as to this decision would provide the Council with appropriate context moving forward), we strongly recommend that contract faculty be formally included in Courant’s governance structure, and in a way that allows for the scheduling of formal meetings of the contract faculty, the recording of minutes, the election of a chair, the election of members to an election committee, and the ability to create a charter and standing committees as the contract faculty may require. This could take a similar form to what exists for the Expository Writing Program (EWP) and fall within FAS or could be their own governance outside of FAS.

In sum we strongly recommend that the contract faculty of Courant be given the opportunity to create a c-faculty governance structure and the opportunity to participate in formulating the school policy, should such a policy be necessary.

Sincerely,

The Continuing Contract Faculty Senators Council

**cc:**

Kristen Day, Vice Provost  
Ellen Schall, Senior Presidential Fellow

*C-FSC Steering Committee Members:*

Larry Slater, C-FSC Chairperson  
Beverly Watkins, C-FSC Vice Chairperson  
Ethan Youngerman, C-FSC Secretary  
Lauren Davis  
Leila Jahangiri  
Mary Killilea  
Antonios Saravanos

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Nicholas Economides, T-FSC Chairperson  
Phyllis Frankl, T-FSC Personnel Policies & Tenure Modifications Co-Chair  
Robert Lapiner, T-FSC Personnel Policies & Tenure Modifications Co-Chair