MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF JANUARY 27, 2022

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 9:00 AM on Thursday, January 27, 2022 via Zoom.

In attendance were Senators Dickey, Abel-Bey, Brar, Chalas, de Leon, Grendell, Hornick, Illingworth, Jahangiri, Liston, Maier, Maynor, McCarty, Mitnick, Patterson, Rao, Renzi, Spivakovsky, Taitel, Tourin, White, Williams, and Youngerman; and Alternates Bridges, Casey, Davis, Diamant, Faber, Ferguson, Huang, Iams (for Yuan), Keating (for Latimer), Kleinert, Morrison, Owens, Piantella, Primm, Schubach, Stevens, Sun, Tyrell, and Veitz Keenan.

APPROVAL OF THE AGENDA

Upon a motion duly made and seconded, the meeting agenda was approved unanimously.

APPROVAL OF THE MINUTES

A Senator recommended clarifying in the minutes that the Steering Committee would appoint a task force composed of members of the Finance and the Diversity, Equity, and Inclusion Committees to work with the University to improve the next equity salary study.

Upon a motion duly made and seconded, the minutes of the December 9, 2021 meeting were approved, as amended.

SPECIAL PRESENTATION

Special Presentation: Mira Ness, CEO of New York University Federal Credit Union

See attached Document C.

CEO Ness explained the definition of a credit union, stating it is a financial institution similar to a bank, but is not-for-profit and serves a specific community.

The NYU Credit Union was created in 1982. It is governed by the Board of Directors and serves all of the NYU schools and NYU Langone hospitals. There are branches at 726 Broadway, at NYU Langone Center, in Mineola, and has 30 ATMs all over the campus. Members can also use any Citibank branch ATM for free. NYU employees, faculty, students, alumni, and their family members can become members.

The Credit Union offers credit card balance transfers. For those with a credit score over 700, the gold credit card offers 6.90% for the first 6 months and 8.9% fixed rate after, no annual fee, with a max limit of $15,000, and a promotional limit of up to $50,000.00 with a balance transfer.

The Credit Union offers debt consolidation. Rates are between 10%-17.5% and you can consolidate up to $45,000.

Ness noted one of their biggest products is the mortgage suite, which is up to 95% financing in all 50 States. Last year the Credit Union did $71 million in mortgages. They offer down payment assistance loans, mortgage preparedness loans, a home buyer grant for first time home buyers in NY/NJ, home equity loans, and lines of credit.
Other benefits include auto-financing with rates as low as 1% on new or used auto purchases, discounted Citibike memberships, free financial webinars and seminars, and free consulting by certified financial counselors.

The Credit Union also offers quick cash loans of $500 until payday at zero percent.

Ness presented the NYU Credit Union website and demonstrated how to use tools such as the quick mortgage rate calculator.

The presentation will be shared with Council members to communicate to their constituents. Senators noted it would be useful for this information to be featured in HR’s orientation communications to new faculty and employees.

REPORT FROM THE CHAIR: ETHAN YOUNGERMAN

See attached Document A.

Discussion/Questions on Chair’s Report

Beginning of Spring Semester

Chair Youngerman inquired on any concerns or comments regarding the start of the spring semester. A Senator expressed concern that the responsibility was placed on faculty in managing the start of spring issues, flexible accommodations, etc. as they relate to the ongoing COVID/Omicron issues.

Another Senator noted the frustration of performing arts departments on inconsistencies in masking rules, as athletes are allowed to perform unmasked but performing arts students must be masked.

A Senator commented on the issue of a number of classrooms across different schools being deconstructed for Zoom, including removal of cameras, Zoom boxes, microphones, etc.

A Senator reported issues with the daily screener and student access into NYU buildings.

Senators noted the need for increased consultations with faculty on these classroom issues, rules, etc.

Youngerman noted he would communicate these issues with the administration.

Severe Weather Policy

Senators discussed the recent memo from the Provost regarding severe weather and class attendance.

Educational Policies and Faculty/Student Relations Committee Chair Liston noted the Committee, along with the Diversity, Equity, Inclusion (DEI) Committee, had been in the process of drafting a memo to the Provost on this policy prior to it being disseminated. The Committees were looking to ask for more flexibility.

It was noted the class attendance policy relates to credit hour requirements. While it does allow instructors to reschedule if not possible to teach a particular course remotely, Youngerman noted it is important for faculty to feel empowered to do so if needed.

The Committee will discuss how to best communicate and support the flexibility offered in this policy.

The Chair’s Report was accepted into the minutes.

COMMITTEE REPORTS

See attached Document A.
Discussion/Questions on the following submitted reports:

Faculty Benefits & Housing

Committee Chair Renzi reported the meetings of the Ad Hoc Committee on Full-Time Non-Union Employee Benefits Review and Modeling have now been scheduled for Spring 2022, with the initial meeting to be held January 26, 2022. The C-FSC representatives are Michael Ferguson, Ashley Maynor, and Vincent Renzi. The committee will be conducting a comprehensive review of all NYU employee benefits.

Reports at Meeting:

Diversity, Equity, and Inclusion

Committee Chair Maynor reported that the Committee is working with the Educational Policies and Faculty/Student Relations Committee on the memo regarding the severe weather and class attendance policy. They are specifically reviewing the accessibility implications of sudden moves to different formats.

Finance & Policy Planning

Committee Chair Patterson stated there will be a taskforce appointed regarding the salary equity study. The Committee plans to send the Provost a memo noting they wish to be involved in the next study and gather more information on its timeline.

The Committee is discussing their budget recommendations regarding the annual merit increase (AMI) and also plans to include a recommendation regarding promotion and salary, asking for a range in percentage increase university-wide when faculty receive a promotion.

In addition, regarding the existing compression inversion issue, the Committee is collecting information on full continuing contract professors with salaries between $70,000 and $80,000, and associate rank professors with salaries between $70,000 and $75,000.

The Committee will also be working with the Benefits Committee on requests that assist faculty without budget implications, for instance, arrangements with residential landlords to decrease broker fees and/or security deposits.

Grievance

Committee Chair White reported the Committee is waiting for a response from the Provost Office regarding the C-FSC Resolution to Amend, Replace and Clarify the Grievance Procedures Pertaining to (C-Faculty).

Personnel Policies & Contract Issues

Committee Chair White stated the Committee is reviewing the Libraries Full-time Continuing Contract Faculty Guidelines for Appointment, Evaluation, Reappointment, and Promotion.

Senate Academic Affairs

Committee Co-Chair Dickey reported the Committee is working on student mental health services. The concerns include wait times, a shortage of professional staff, lack of private spaces for virtual visits, and a lack of awareness among the students and faculty on the resources that are available and how to access them.

The Committee asked the Co-Chairs Ling and Dickey to draft a memo highlighting these concerns to be sent to Lynne Brown and Gigi Dopico.
In this memo, they recommended that the University look into increasing the professional staff, finding private space for meetings, developing a communication strategy on how to access services, and offering in-person counseling options.

They responded to the letter stating they will add more in-person counseling hours, additional training, and will develop an enhanced and coordinated communication plan.

Public Affairs

Committee Representative Casey reported the Committee is meeting on February 10 with Government Affairs and Community Engagement.

The reports were accepted into the minutes.

NEW BUSINESS

Senator White reported on an incident regarding a student complaint to the Office of Equal Opportunity (OEO) against a faculty member. She recommended the Council invite the head of the OEO to the Council to explain the process when a complaint is filed. The Council will invite Mary Signor, Title IX Coordinator and Assistant Vice President, Office of Equal Opportunity, to an upcoming spring Council meeting.

ADJOURNMENT

The meeting adjourned at 10:30 AM.
The Senate Executive Committee was briefed by Dr. Ciotoli on COVID and the Omicron variant in particular and plans for the Spring semester to begin, in person, on Monday January 24th.
Committee on Faculty Benefits and Housing
Report to the C-FSC meeting of January 27, 2022

Thom Blaylock, Chris Dickey, Michael Ferguson, Ashley Maynor, Robin Mitnick

Vincent Renzi, chair

The meetings of the Ad Hoc Committee on Full-Time Non-Union Employee Benefits Review and Modeling have now been scheduled for Spring 2022, with the initial meeting to be held January 26, 2022. Our C-FSC representative are Michael Ferguson, Ashley Maynor, and Vincent Renzi. The committee charge follows below.

Charge: This ad hoc committee has been formed to conduct a comprehensive review of all NYU employee benefits for full-time non-union populations (primarily pertaining to full-time faculty, administrators and researchers). This committee would seek to assess all benefit offerings in their current mix to determine whether these meet the needs and priorities of employees. The charge of the committee would also include assessing the value and overall desirability of benefits offerings based on the available funding from the university's fringe pool. These would include evaluating health and welfare benefits, mental health benefits, dental, vision as well as tuition remission. The committee may also consider benefits associated with work/life issues such as child, dependent and elder care, and in support of sustainability (e.g., in support of mass transit). Possible expansions and modifications of benefits must remain within the total funding envelope generated by the university's fringe pool. Modifications to the retirement plan are not within the remit of this charge.

The recommendations of the Committee will be presented to the Provost, Executive Vice President, and President for their consideration and action.

Benefits for employees of NYUSH, NYUAD, or employees of other campuses of the NYU Global Network shall not be a subject of this review.

Committee membership shall consist of the following:

Chair: Vice President for Human Resources
Up to 3 members nominated by the Tenured/Tenure Track Faculty Senators Council*
Up to 3 members nominated by the Full-Time Continuing Contract Faculty Senators Council*
Up to 3 members nominated by the Administrative Management Council*
Up to 3 members of the Deans Council
Up to 3 other individuals at the discretion of the President and Provost
Senior Vice President for Finance / Chief Financial Officer
Memorandum

Date: December 15, 2021

To: Deans and Directors
   Darcey Merritt, T-Faculty Senators Council Chair
   Ethan Youngerman, C-Faculty Senators Council Chair

From: Stacie Bloom, Vice Provost for Research
   Kristen Day, Vice Provost

Cc: Provost Katherine E. Fleming
   Vice Provosts
   Associate Deans of Research/Directors of Research
   University Faculty Affairs Council
   Nancy Daneau, Associate Vice Provost for Research

Subject: Update, Intellectual Property (IP) Policy

Please find attached NYU’s updated Intellectual Property Policy.

Background. NYU’s Intellectual Policy (IP) Policy (2012) has three separate policies, including a Patent Policy, a Copyright Policy, and a Tangible Research Policy. In June 2018, the Patent Policy was updated (the other two policies were not updated) by the NYU Board and has been effective and in use since that time, except with regard to NYU Langone, where the original 2012 patent policy has remained in place. The updated IP policy has not been posted on NYU’s website because both NYU and Langone needed to make language changes to each patent policy in order to make clear which policy governs. Following this communication, we will now formally publish the updated patent IP Policy, including the 2018 changes that were previously approved by the Board.

This updated IP policy includes changes to reference the separate patent policy in place at NYU Langone. (NYU Langone’s IP Policy was similarly amended to make it clear that that policy only applies at NYU Langone, and NYU Langone’s modified version was approved by the Board in October 2021.)

Other ministerial changes that are part of this updated IP policy include changes in titles of individuals and offices as appropriate, additional definitions of terms in appendices to the policies, and minor changes of word choice or formatting to enhance readability.

If you have any questions about the policy or procedures, please feel free to contact the Office of Sponsored Research.
THE CREDIT UNION DIFFERENCE

Presented by Mira Ness, CEO

New York University FEDERAL CREDIT UNION
WHAT IS A CREDIT UNION?
A credit union is a member-owned financial cooperative, controlled by its members and operated on the principle of people helping people, providing its members credit at competitive rates as well as other financial services. - Wikipedia

Credit unions are financial institutions, like banks, except the members own the credit union. They are nonprofit entities that aim to serve their members rather than seeking to earn a profit. Credit unions often offer better savings rates, lower loan rates and reduced fees because of this. But you must meet certain requirements to join a credit union. The requirements vary depending on how a credit union is organized. - Credit Karma
## CREDIT UNIONS

- Member-owned
- Lower interest rates as they are not-for-profit
- Smaller staffs allow for a more personalized service experience
- Low account maintenance fees
- Must qualify for membership

## BANKS

- Primary obligation are their shareholders, not their customers
- Higher interest rates to make a profit
- Larger companies
- Offer many products and services
- Many locations and accessibility
- Monthly fees and high minimums
WHEN WOULD I CHOOSE A CREDIT UNION?
New York University Federal Credit Union will continue to be a secure and financially responsible banking institution. We are focused on the needs of our members and on their satisfaction.

Your stories and your goals matter.
WHO CAN BECOME A MEMBER OF NYU FCU?
OUR SERVICES

Savings and Checking Accounts
Credit Cards, Loans and Mortgages
Bill Pay & Zelle
Club Accounts
Mobile Banking
Nationwide ATM Network
AUTO FINANCING

Rates as low as 1%

New or Used Auto Purchase

Refinance from Current Lender

Lease Buyout

GAP Insurance, Depreciation Protection, Auto Deductible Reimbursement
CREDIT CARDS

CLASSIC CREDIT CARD
- 11.9% Annual Percentage Rate
- No annual fee
- 25-day grace period on purchases
- Max limit is $10,000.00

GOLD CREDIT CARD
- 6.90% for the first 6 months and 8.9% fixed rate after
- No annual fee.
- Max limit is $15,000
- Promotional limit of up to $50,000.00 with balance transfer
- Earn Rewards Points
DEBT CONSOLIDATION

Pay off high interest debts and turn them into one loan

- Rates between 10%-17.5%
- Debt free within 5 years
- Consolidate up to $45,000
MORTGAGE SUITE

- Up to 95% financing in all 50 States
- Down Payment Assistance Loans
- Mortgage Preparedness Loans
- Home Buyer Dream Grant for First Time Home Buyers in NY/NJ
- Home Equity Loans and Lines of Credit
- Realty Rewards
WHAT ARE THE BENEFITS OF JOINING NYU FCU?
Exclusive credit union member prices and rewards with popular programs like:

- Carvana Cash Back
- Sprint Cash Rewards, TurboTax, and more
- Hotel Stays
- Theme Parks
- Shows, Concerts, Sports Tickets
- Citi Bike Annual Discount
- Free Webinars and Seminars
- Free Financial Counseling
- Personal Finance Tools
- Payment & Savings Calculators
BECOME A MEMBER

Start your online application today!

www.nyufcu.com