



## **MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF OCTOBER 5, 2021**

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Thursday, October 5, 2021 via Zoom.

In attendance were Senators Dickey, Abel-Bey, Brar, Chalas, de Leon, Gelb, Grendell, Hornick, Illingworth, Jahangiri, Killilea, Kim, Liston, Maier, Maynor, McCarty, Mitnick, Nielsen, Patterson, Rao, Renzi, Spivakovsky, Taitel, Tourin, White, and Youngerman; and Alternate Senators Birdsall, Bridges, Casey, Davis, Ertel, Faber, Ferguson, Gandolfini, Iams (for Yuan), Kleinert, Morrison, Owens, Piantella, Primm, 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**

Upon a motion duly made and seconded, the minutes of the September 9, 2021 meeting were approved unanimously.

### **SPECIAL PRESENTATION: PROVOST FLEMING**

*See attached Document A.*

Chairperson Youngerman presented the Council's questions to the Provost.

#### **Make-up Graduations**

In response to the question for the University's plans for the make-up graduations for the classes of 2020 and 2021, Provost Fleming stated the University is organizing back-to-back ceremonies to take place in May. The plans and the date will be announced soon. She noted schools will be making their own decisions on school ceremonies.

#### **Classrooms and Contact Tracing**

In response to the question on what academic values and principles were part of the decisions to be in-person for Fall 2021, Provost Fleming noted the importance of equity in the return to in-person instruction.

#### **Post-COVID**

Fleming noted remote learning during COVID revealed issues of student success. The University had been reviewing issues of success in terms of graduation rates and retention prior to the pandemic, and remote learning revealed further struggles for those at-risk, particularly as it relates to lack of resources.

She noted other future academic priorities include capitalizing on commonalities between schools, the use of the Brooklyn space, and a focus on faculty retention and variations across schools in terms of expectations and teaching loads of faculty.

#### **Research/Professional Development Funds**

Fleming noted research and professional development funds were frozen, along with OTPS accounts, due to revenue shortfalls during COVID. She noted NYU did not have budgetary motivated layoffs during COVID or pay cuts, and did not suspend retirement account contributions. The freeze has been lifted and all discretionary funds have been available since September 1, the start of the new fiscal year.

### **Annual Merit Increase (AMI)**

Fleming discussed the possible ways the AMI system is being revisited in terms of re-naming and updating the spacing of the increase.

### **English Language Institute (ELI)**

Chairperson Youngerman expressed the Council's concern regarding the process surrounding the decision to close the English Language Institute (ELI) in SPS, resulting in the termination of the program's faculty members. He expressed concerns regarding finding other employment across the institution and concerns with lack of faculty input, either from ELI faculty or SPS Council, in the decision.

Fleming reported on the revenue decline of 95% and enrollment decline of 82%. The school faced a difficult decision regarding this situation.

A SPS Senator noted concerns that the faculty and SPS Faculty Council was not given the opportunity to address the shortfall in enrollment and find alternative solutions to closing down the program and terminating the faculty contracts. A Senator questioned what led to the decline of the program.

Fleming noted one of the major issues was that instruction for international students was created in other schools.

### **STATEMENT FROM COUNCIL REGARDING ELI**

The Council approved, by general consensus, that the Steering Committee will draft a statement to Provost Fleming regarding the concerns of the process surrounding the decision to close the ELI. The draft will be sent to the Council for review and voted on via electronic ballot. If approved, the letter will be sent to Provost Fleming from the Council.

### **REPORT FROM THE CHAIR: ETHAN YOUNGERMAN**

*See attached Document B.*

The Chair's Report was accepted into the minutes.

### **DIVERSITY, EQUITY, AND INCLUSION (DEI)**

*See attached Document D.*

Committee Chair Maynor reported the Committee met and is interested in collecting informal feedback from the Council on top issues, questions, and/or concerns that the DEI Committee should be reviewing.

Maynor collected topics via an online anonymous live poll regarding the fall return to campus and any DEI issues related to equitable schedules, work-from-home flexibility, classroom equipment, other needs, and any additional resources to cope with the ongoing pandemic.

### **COMMITTEE REPORTS**

*See attached Document C.*

### **Discussion/Questions on the following submitted reports:**

## **Educational Policies & Faculty/Student Relations**

Committee Chair Liston noted the Committee will work with the DEI Committee on issues of labor implications of our hybrid, remote and in-person higher education system. The Committee will also be creating guidelines and best practices for faculty in relation to the new university attendance policy for an in-person and remote teaching context.

### **No Discussion/Questions on the following submitted reports:**

Faculty Benefits & Housing

### **Reports at Meeting:**

#### **Finance & Policy Planning**

The Committee is examining the inversion and compression issues with salaries. It was noted the minimum salary was raised to \$70,000 and there were around 195 faculty who were earning below \$70,000. The Committee is looking at the potential of compression issues, since 67 had served between five and 10 years and 43 had served over 10 years. The administration did not agree with the Committee's proposal for assured salaries of \$5,000 and \$10,000 above the minimum salary after employment of five years and 10 years, respectively. They stated salary increases based solely on longevity are incompatible with NYU's philosophy that annual increases should be based on merit. The Committee is re-visiting this concept.

The Committee is also looking to improve the methodology of future salary studies.

### **ADJOURNMENT**

The meeting adjourned at 2:00 PM.