



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF NOVEMBER 11, 2021

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 9:00 AM on Thursday, November 11 via Zoom.

In attendance were Senators Abel-Bey, Brar, Chalas, de Leon, Dickey, Gelb, Grendell, Hornick, Illingworth, Jahangiri, Killilea, Latimer, Liston, Maier, Maynor, Mitnick, Nielsen, Patterson, Renzi, Spivakovsky, Taitel, Tourin, White, Williams, and Youngerman; and Alternates Birdsall, Bridges (for McCarty), Bruno, Casey, Davis, Diamant, Faber, Ferguson, Gandolfini, Huang (for Yuan), Kleinert, Piantella, Primm, Schubach, 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 October 5, 2021 meeting were approved unanimously.

REPORT FROM THE CHAIR: ETHAN YOUNGERMAN

See attached Document A.

Chairperson Youngerman clarified the policy regarding Council member attendance at Steering Committee (SC) meetings. He noted the C-FSC bylaws state that all meetings of the SC are open to C-FSC members except when an executive session has been called. He noted members are not expected to attend but are welcome to attend if they have a particular interest.

Youngerman summarized his conversation with the Provost regarding the closing of ELI.

A Senator noted the Council's focus should be on the issue of unit closures and lack of faculty consultation.

A Senator commented there is a need for English language education and support for international students across the University. She noted the Council could collect information about the needs and channel those particular needs to formalize this kind of education. She also supported the need for meaningful involvement of the faculty in these decision-making processes surrounding unit closures.

Youngerman noted the Council will discuss the ELI situation and Council's response later on the agenda.

The Chair's Report was accepted into the minutes.

SPECIAL PRESENTATION

Courant C-Faculty Policy and Policy Process Presentation: Amos Bloomberg and Shizhu Liu

Chairperson Youngerman welcomed the presenters, continuing contract faculty members Amos Bloomberg and Shizhu Liu from the Courant Institute of Mathematical Sciences. They presented on the issue of the Courant Full-Time Continuing Contract Faculty Policy.

Bloomberg provided background on the issue. In November 2019, Courant's Director presented the C-Faculty policy for vote. The NYU Faculty Handbook states 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." No C-Faculty were involved in drafting the policy. The Director solicited feedback before the vote. None of the feedback was incorporated into the policy. The policy passed the vote with both T- and C-Faculty voting. The vote gave T-Faculty the same voting weight on a policy affecting only C-Faculty.

The policy was sent to the Provost for approval. The Provost shared the policy with the C-FSC and T-FSC for comment. In May 2020, a C-FSC memo expressed concerns with the policy's contents and process. In July 2020, the C-FSC also sent specific recommendations to incorporate into any revision.

In September 2020, a Courant C-Faculty Policy Committee was formed to revise the policy, including 2 elected C-Faculty, 2 appointed C-Faculty, and 2 appointed T-Faculty. In February 2021, the Committee completed a draft of a C-Faculty Policy for Courant that addressed all the C-FSCS's concerns and included additional policies that aligned with C-Faculty goals at Courant. The draft was sent to the Director.

On September 1, 2021, the Director sent the Committee a new policy document. However, it did not include most of the C-FSC's and the Courant Committee's additional recommendations. The policy was voted on and the vote failed, with C-Faculty voting 1 yes, 32 no; and T-Faculty voted 36 yes, 7 no.

Bloomberg noted there is no formal governance structure established for Courant, as of now. In the Committee's view, since many of the issues in this policy depend upon a governance structure, the committee requested a delay on this vote until a Governance Policy was in place. This request did not pass.

He noted that if the C-FSC assists in bringing these concerns to the Provost, it might bring a better stance in negotiations on the policy.

A Senator inquired about the explanation for not accepting the new policy developed by the faculty.

Bloomberg stated one of the rejection reasons was the policy should stick closely to the Faculty of Arts and Science (FAS)'s policies.

It was suggested by a Steering Committee (SC) member that the SC could clarify with the Provost the relationship between FAS and Courant.

The Personnel Policies & Contract Issues Committee (PPCI) Chair provided background on their review. The Committee drafted their recommendations in spring 2020, and noted their primary concern was the lack of a governance structure and faculty involvement in the creation of the policy.

She noted concern that the new policy does not include many of the C-FSC recommendations, including recommendations on contract length and secret ballots. She stated the T-FSC will have an opportunity to review the new policy and the PPCI will inform the T-FSC of this background, and their concerns and recommendations.

A Senator inquired on Courant's representation in the University Senate. Courant is represented in the University Senate under FAS. A Senator noted there are other cases of FAS schools, such as the Institute for the Study of the Ancient World (ISAW) and Liberal Studies, which have separate policies. It was noted that Courant is different in that faculty are in FAS departments. He noted the main issue was the process of creating the policy and lack of faculty governance.

Chairperson Youngerman summarized the Steering Committee (SC) will draft language on their concerns regarding the C-Faculty policy-making process at Courant, will discuss with the PPCI, and will add this discussion point to the agenda of the next SC meeting with the Provost.

PRESENTATION AND DISCUSSION

Attendance Policy: Educational Policies Committee

See attached Document B.

Educational Policies & Faculty/Student Relations Chair Liston stated the Committee reviewed the current attendance and snow day policy and drafted a letter to the Provost with recommendations, which they plan to present at the December SC meeting with the Provost.

They noted challenges with the new snow day policy, which requires faculty either to schedule a Zoom class at the same time as their regularly scheduled course or to reschedule classes. This includes challenges with courses that are fundamentally incompatible with Zoom, caretaking responsibilities on snow days due to school, child and/ or adult care disruptions, connectivity and accessibility issues on snow days, and the rescheduling of in-person classes with classroom space limitations. They suggested, as in the pre-COVID approach to snow days, faculty should be encouraged to design their own asynchronous make-up class or activity.

A Senator suggested including other weather emergencies in the policy.

The Committee will work on drafting a final letter, taking the Council's comments into account.

Next Steps Re: ELI and English language education at NYU

Chairperson Youngerman presented the Steering Committee (SC)'s considerations regarding next steps.

The SC discussed adding the issue in the update memo sent to Senators to circulate to their school constituents. The SC also discussed instead sending a memo from the C-FSC to all continuing contract faculty, specifically on this issue. The SC also discussed creating a best practices document regarding faculty involvement and shared governance in these decisions. Finally, the SC discussed conducting a longer-term project to research the English language instruction needs across the university.

A Senator noted support for a long term project regarding support for English language education across the University and suggested Senators disseminate the call for feedback regarding the need for English language education.

Senators discussed including the issue of presenting the issue in the update email sent by Senators to their constituents versus the Council sending an email specifically on this issue to all C-faculty.

A motion to send a memo regarding the ELI issue to all C-faculty from the C-FSC was made, seconded, and passed by vote of the Council. The Steering Committee will revise the statement sent to the Provost on October 18, taking into consideration the concerns raised by the Council in this discussion. The statement will be circulated to the Council, then sent to all C-faculty.

C-FSC Bylaws Edits from the Office of General Counsel: Governance Committee

See attached Document C.

Chairperson Youngerman presented the minor edits from the Office of the General Counsel regarding the C-FSC bylaws. These will be voted on at the December Council meeting.

A Senator suggested a minor edit on the last page under "Officers of the C-FSC", to revise the language in order to make the statement more clear. She suggested the following revised language:

There are benefits to having new and experienced members on the Steering Committee every year. While there are no term limits for serving on the Steering Committee, the C-FSC should take these benefits into consideration when voting for the Steering Committee members.

Youngerman stated he will include the edit in the document to be sent prior to the December meeting.

COMMITTEE REPORTS

See attached Document D.

Discussion/Questions on the following submitted reports:

Administration & Technology

Committee Chair Kleinert reported on the concern, as discussed with the Educational Policies Committee, on the protocol for unscheduled absences within the context of the remote mindset propagated during the COVID pivot.

A second point of discussion was regarding the emergence of sustainability and the use of electronic messaging. Kleinert reached out to Cecil Scheib, the Chief Sustainability Officer at NYU, to discuss and possibly invite him to a future presentation.

Lastly, the new Vice President for Information Technology and Global University Chief Information Officer at New York University, Donald Welch, joined the University on November 1. A discussion regarding his vision with respect to technical support for learners, faculty, and in the classroom, will be forthcoming

Faculty Benefits & Housing

A Senator raised the continued issue that if both partners work for the University, it costs more to enroll for the same medical benefits. Committee Chair Renzi noted the University is convening an ad hoc group to look over the health and wellness benefits, and this will be added to the agenda.

Finance & Policy Planning

Committee Chair Patterson reported the Committee met immediately prior to the Council meeting. Regarding the issue of faculty salary compression and inversion, it was concluded they should continue to address the issue as part of the regular budget recommendations that the Committee will make in the late winter-early spring. The Committee will discuss if they wish to press for an increase in the minimum salary. They are taking into account the potential compression and inversion issues this could create.

There is still a concern regarding long-serving faculty who are making barely above the minimum. In response, the Committee decided to ask for a range of increases based on the rank of the faculty.

The Committee is also considering asking for updated information on faculty salary by level. They will also push for involvement in the design of the next salary study.

In terms of benefits, the Committee discussed ways to support faculty regarding housing issues, transportation and parking costs, and mortgage down payment support. Senators noted WageWorks benefits and possible MTA discounts.

No Discussion/Questions on the following submitted reports:

Graduate Program Committee

Reports at Meeting:

There were no additional reports at the meeting.

The reports were accepted into the minutes.

ADJOURNMENT

The meeting adjourned at 11:00 AM.