



## **MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF NOVEMBER 13, 2018**

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Tuesday, November 13, 2019 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5<sup>th</sup> Floor Colloquium Room.

In attendance were Senators Caprio, De Bartolo, Ferguson, Gershman, Gold-Von Simson, Howard-Spink, Illingworth, James, Killilea, Leone, Mitnick, Patterson, Renzi, Saravanos, Slater, Unnikrishnan, Wang, Watkins, White, Williams, and Youngerman; Alternate Senators Bianco, Cohen, Funk, Grillo, Hersh, Kleinert, Lim, Lin, Maynor, Nielsen (for Unnikrishnan), Ritter, Shullenberger (for Liston), Taitel, Talib (for Jahangiri), and Tourin (for Lee).

### **APPROVAL OF THE AGENDA**

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

### **APPROVAL OF THE MINUTES OF THE MEETING HELD OCTOBER 18, 2018**

Upon a motion duly made and seconded, the minutes of the October 18, 2018 meeting were approved unanimously.

### **SPECIAL PRESENTATION: PRESIDENT ANDREW HAMILTON**

Vice Chairperson Slater announced the discussion points for President Hamilton include student success initiatives, rankings, and sexual misconduct trainings.

He read the following question for Hamilton: “student success is clearly an important initiative and continuing contract faculty play a vital role. However there have been initiatives under student success, such as spring admits, that were put in place with very little to no consultation with faculty. When they are new programs such as this, how can the faculty be more involved in the beginning phases?”

Hamilton responded that student success is an institutional priority. The areas the University is focused on include advising, financial aid, and mechanisms for identifying students at risk. He noted the critical role continuing contract faculty play, particularly in helping to identify students at risk academically, emotionally, etc.

In terms of spring admits, he stated this is a program recommended by enrollment management that offers students an additional semester to prepare for college. It also helps address space issues at NYU. He noted the importance of consultation and stated this program is focused as a pilot in Liberal Studies and he anticipates feedback from this pilot program will become part of the next step. He reported many Universities have spring admits. It is a program with an academic rationale and also administrative benefits, as student housing has waitlists in the fall, but space openings in the spring when students study abroad.

A Senator noted continuing contract faculty concerns regarding its effect on planned leaves of absence, summer teaching demands, and lack of university-wide compensation guidelines for summer teaching, and use of adjuncts.

Hamilton emphasized the pilot program will help identify unanticipated consequences and address specific concerns. He noted the University's priority of affordability and stated one way to manage affordability is to accelerate the time to degree, provide more efficient use of spring resources, and greater use of summer facilities.

He stated there are variations across schools and department regarding the summer. Currently there is not a universal summer policy or common start date. He commented as the University focuses more attention on the summer for academic purposes, it can be an opportunity to reach a better standardization of the calendar and teaching policies.

In regards to rankings, he noted while rankings should not solely govern the strategic priorities of a University, there is a need to focus on areas such as graduation rates, retention rates, and admissions. He emphasized the important role of continuing contract faculty because of their connection and ability to support students, which will consequently positive impact these rankings.

Hamilton provided an update on the mandatory sexual misconduct training. He stated that over 80% of faculty have completed the training. The number of adjuncts is lower, and the School Deans are working to improve this number.

He stated both the City of New York and the state of New York now have legal requirements for all employees to go through a state approved module for sexual misconduct training. Therefore, the University will need to roll out an enhanced sexual misconduct training that will be compliant with state and city mandates.

## **BEING @ NYU REPORT REVIEW AND DISCUSSION: PRESIDENT ANDREW HAMILTON AND LISA COLEMAN**

Hamilton introduced Lisa Coleman, Senior Vice President for Global Inclusion, Diversity, and Strategic Innovation. One of Coleman's first tasks was to oversee the assessment of the Being@NYU survey.

Coleman reported the survey was opened last year from November 16 to December 17. There were 21,699 participants who took the assessment, which is a participation rate of about 31.1%, with the following breakdown: 33.1% of Undergraduates, 23.8% of Graduate/Professional students, 5.5% of Non-Degree Students, 30.0% of Faculty, and 54.7% of Staff/Administrators.

She listed the overarching findings: 81% of respondents were "very comfortable" or "comfortable" with the overall climate at NYU, 75% of faculty, postdoc, professional research staff, administrators, and staff respondents were "very comfortable" or "comfortable" with the climate in their departments, programs, and work units, and 84% of students, postdoc, and faculty respondents were "very comfortable" or "comfortable" with the climate in their classes.

Within the last year, 17% of respondents personally experienced exclusionary conduct at NYU that interfered with their ability to work, learn, or live at NYU, 27% of respondents observed exclusionary contact at NYU, 42% of faculty respondents seriously considered leaving NYU, and 55% of staff/administrator respondents seriously considered leaving NYU.

She noted they are now in the process of studying the data more closely and examining the qualitative comments.

Coleman highlighted the partnerships with various offices. Through the partnership with the Office of Enrollment Management, they are looking at the fellowship programs and programs that help students who come from disadvantaged backgrounds.

In conjunction with the Office of the Provost, they are pursuing faculty retention and recruitment inclusive excellence efforts. They are also partnering with the Work Life Office.

She reported they are working to improve the glitches in the system to change preferred name and pronoun.

She stated they are bringing to together all global academic site directors, to discuss the work of diversity, inclusion, belonging, and equity in the global environment.

Coleman reported on the new positions in the Office of Equal Opportunity (OEO), including investigators and a position that will focus on faculty.

She noted new pilot programs including one for administrators on inclusive excellence and a series of panel discussions focusing on moral diversity and teaching across difference in the classroom, particularly cognitive and learning differences as well as cross cultural differences. She reported there are in process of developing a position of director of disability inclusive culture.

In addition, they have included more resources on the bias response line. Next steps include looking at improved childcare support, focusing on women in underrepresented fields in STEM, and women's mentoring programs.

She reported that across all schools, including NYU Abu Dhabi and Shanghai, there is now a Senior Diversity Officer. There will also be committees focusing on the specific issues related to students, staff committee, academic affairs, and global inclusion.

She noted they are using the Being@nyu website as the main communication tool for updates, tool kits, and information sharing.

In response to questions on climate surveys, she stated NYU used the firm of Rankin & Associates, Consulting, which has experience in these types at survey at Universities. Next follow-up steps include pulse assessments, further analysis of the data, and focus groups.

A Senator inquired on the differences in schools, for instance how diversity-related education and trainings would differ between Stern, Tisch, Social Work, etc. Coleman noted that having a Senior Diversity Officer at each school allows for specificity to address the different cultures and issues at each school and offer the best training and programs for the individual school.

In response to a question on best practices, Coleman stated in developing the website, they will bring the inclusion officers together to examine best practices across the various disciplines.

A Senator asked about the recruitment and retention of diverse faculty. She responded this will be part of the best practices, including how to best conduct searches, etc.

A Senator asked about gender neutral housing. Coleman stated they received a lot of information from the assessment regarding the transgender community and it is another area they are exploring.

A Senator asked about accessing survey results by school level information. Coleman responded they received the final report in June and anticipate having the school level data by January. Her office will send out these reports and post on the website. She noted the importance of preserving anonymity, therefore low response rates in particular schools or divisions will not be released.

She reported schools will be able to request, through a template process, specific information. These requests will be made through institutional research.

The Council thanked President Hamilton and Lisa Coleman for their visit.

## **CONTINUING CONTRACT FACULTY (C-FACULTY) AND THE GLOBAL NETWORK/GLOBAL CONNECTIVITY: ELIOT BORENSTEIN AND MARTIN KLIMKE**

Borenstein and Klimke introduced themselves as Co-Chairs of the Faculty Committee on NYU's Global Network. Borenstein noted the Committee has been in effect for five years and began as a way to examine the role of faculty in planning and developing the academics of the global network.

In the beginning, the Committee focused on information gathering and then began working on the question of coordinated hiring at the portals. He clarified when someone is hired in a tenure-track position at a portal campus, the department or unit on the square is part of the decision making process from start to finish.

The Committee was tasked with analyzing the various aspect of this plan and developing a recommendation. They recommended having connectivity be based primarily on identifying faculty members on the square who have relevant expertise rather than identifying departments. An affiliation with a department would happen presumably after the person is hired. The Committee is now looking to analyze the role of c-faculty at the portals, particularly to what extent the global network is available as a resource for c-faculty and how faculty are able to circulate in the global network.

Klimke reported NYU Abu Dhabi is currently in the process of revising the c-faculty guidelines. The Committee hopes to develop another report by the end of the academic year with a focus on c-faculty.

A Senator recommended finding ways to encourage affiliations between c-faculty on the square and AD and Shanghai. She also noted that while many of the same opportunities are available to c-faculty as t-faculty, the language in the documents is written in a tenure focused way and can be unclear as to who it applies. The Co-chairs agreed on the importance of changing the language to be inclusive of c-faculty.

In their report and next recommendation to the University leadership the Committee wishes to make clear how c-faculty can affiliate either with AD or Shanghai.

Senators discussed the variations between schools and compensation when teaching at global campuses. It was noted these policies are school rather than global based. The need for best practices was discussed.

Senators supported the notion of c-faculty being encouraged to circulate in the portals, noting professional development opportunities, benefits to retention, and an institutional opportunity in curricular cooperation, research, and creative activities.

The again co-chairs noted the Committee is examining the equity between t-faculty and c-faculty in global network opportunities.

## **REPORT FROM THE CHAIRPERSON: MARY KILLILEA**

*See attached Document A.*

There was no discussion or questions on the Chair's Report. The Chair's Report was accepted into the minutes.

## **PRESENTATION, DISCUSSION, AND VOTE**

*See attached Document C.*

### **C-FSC Compensation Survey**

Vice Chairperson Slate reported on the salary survey. The Finance Committee asked for a report on continuing contract salary across the University, but has not yet received this information. Therefore the Committee recommends the C-FSC develop its own survey related to salary. He noted recently the Committee learned that the Finance Office will be gathering a report related to salary, including demographic data, however the Committee is unsure what information will be shared with the Council.

Senator debated the merits of doing the survey, questioning what data the administration would provide and how they would analyze, the challenges of a low response rate, and the benefits of the Council obtaining data and making it clear this is an important issue to the Council.

A Senator recommended in Questions 4 and 5, to specify the number of years in whole years or in years and months.

A Senator suggesting adding a question related to increased workload. Slater noted the intent of the Committee was to focus on salary and compression issues only.

A Senator recommended providing information on how respondents can access their salary information.

The survey questions, with minor amendments, were approved by vote of the Council. The Committee will make the edits and send the survey to all c-faculty.

## **COMMITTEE REPORTS**

*See attached Document B.*

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

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

A Senator stated on May 11, 2017, the Committee issued a report and recommendations on the use of student evaluations, which was approved by the C-FSC with some minor revisions. In the process of making the minor revisions, the document was never sent to the Provost. By general consensus, the Council agreed this document should be sent to the Provost.

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

Faculty Benefits & Housing  
Financial Affairs  
Undergraduate Program Committee  
Undergraduate Academic Affairs Committee

### **Reports at Meeting:**

There were no additional reports at the meeting. The reports were accepted into the minutes.

## **ADJOURNMENT**

The meeting adjourned at 2:00 PM.