



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF DECEMBER 12, 2017

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Tuesday, December 12, 2017 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Celik, Davis, Ferguson, Gershman, Gold-Von Simson, Illingworth, Jahangiri, Killilea, Kim, Paiz, Renzi, Sacks, Saravanos, Slater, Steeves, Stehlik, Watkins, White, Williams, Youngerman; Alternate Senators Casey, Funk (for Howard-Spink), Kleinert, Pietro, Ritter, Talib, and Zarish.

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 NOVEMBER 7, 2017

Upon a motion duly made and seconded, the minutes of the November 7, 2017 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: MARY KILLILEA

See attached Document A: C-FSC Chair Update

Lunch with the Board of Trustees (BOT)

Chairperson Killilea reported members of the Steering Committee, the Executive Committee of the T-FSC, and the Steering Committee for the Faculty of Color Caucus attended lunch with members of the BOT.

BOT Chair Bill Berkley expressed the Board's commitment to increasing the diversity of the faculty. He discussed the recent hires of administrators and senior level faculty and noted the importance of creating an environment of inclusion.

They discussed ways for faculty to create communities between schools and institutes. NYU Scholar was mentioned as an opportunity to create connections based on areas of expertise.

Killilea stated the SC brought up the topic of financial planning related to changes in federal research funds. The Board noted financial planning is done by Marty Dorph's office, and the BOT are presented with the plans for their approval.

Steering Committee (SC) Meeting with Provost

Status of reappointment guidelines and the removal of the footnote

The SC met with Provost Katy Fleming. They discussed the status of reappointment guidelines and the removal of the footnote stating:

“At this time, the Guidelines do not apply to NYU’s health professional schools (Medicine, and the Faculty of Health: College of Dentistry, Rory Meyers College of Nursing, College of Global Public Health) or to NYU’s portal campuses in Shanghai and Abu Dhabi. However, these schools are expected to embrace the spirit and values reflected in these guidelines, and to adopt policies accordingly.”

Killilea reported the footnote will not be removed but the schools covered by the footnote are expected to submit guidelines. She stated the Council recently received guidelines from SPS, which the PPCI committee will review. The Committee will next review guidelines from Silver School of Social Work, Wagner, Global Public Health, Dentistry, Nursing, and Abu Dhabi.

Report on Shared Governance Survey

Killilea reported the SC shared a short report on the Shared Governance survey. *See attached Document A, pages 4-5.* This summarizes that the overall response rate was low. SPS and Wagner have the highest response rates. The SPS data indicates concerns regarding faculty engagement and transparency. The SC suggests reviewing this report with the climate survey data.

NYU Scholar

The SC discussed the inclusion of full-time continuing contract faculty (c-faculty) in the NYU Scholar program. Currently, they are not included in NYU Scholar.

In the past, the rationale was it is largely a tool for looking at productivity and output, and they wanted to focus on the tenure track faculty because they are evaluated on output. However, the recent language around NYU Scholar relates it to a tool for creating connectivity and networks across schools and departments.

The SC asked for this to be reconsidered to recognize the contributions of c-faculty and support their collaboration efforts and acknowledge they are an important part of those networks.

Steering Meeting with President Hamilton

The C-FSC Steering Committee met with President Hamilton on December 4.

President Hamilton reported on the progress of his goals from the University Senate presentation in September.

President Hamilton also reported on the hiring of a Chief Sustainability Officer. Killilea noted she will invite him to one of the Council’s spring meetings.

President Hamilton discussed affordability and noted there is a discussion of the possibility of changing the calendar at NYU to a trimester calendar, which means shortening January to expand the summer. This is an opportunity to use more classroom space in the summer. It is also an opportunity to increase spring admits, to make-up for study abroad leaves, and use the summer for catch-up coursework.

The SC raised the concern that the C-FSC should be involved in this discussion, even if the discussion is only in the early phases.

Senators questioned who would be teaching these courses, which schools would be affected, how it relates to affordability, and how faculty members would be compensated. They also discussed concerns including childcare in the summer months and how this could affect annual merit increase (AMI) if faculty choose not to teach in the summer.

Killilea noted that Karen Nercessian, Associate Vice Provost of Strategy and Chief of Staff, could attend a Council meeting to report on the current status of summer courses, etc.

Senators suggested adding this topic to the agenda of all committees who might be involved in this, including Work-Life Balance, Educational Policies, etc.

At the meeting with the President, the SC also advocated, as part of the University's strategic planning, for the creation of an ad hoc committee to study the effects of an aging population on all aspects of NYU. A Senator reported on recent public health data that shows by year 2035, the population over the age of 70 in the United States will double.

Lastly, they discussed the status of the current House and Senate tax bills and how the version enacted on January 1, 2018 is likely to impact higher education and NYU.

School of Professional Studies (SPS) Policy

The PPCI Committee began a discussion on the review of the SPS policy. The Committee noted the policy was much longer than other policies, more complicated, and contained extra appendices. They also noted the policy would only apply to full-time continuing contract faculty members in degree granting program. In addition, they noted the policy was voted down by the faculty. Senators discussed the importance of a transparent process with respect to a school's faculty review of a policy prior to submission to the Provost office. Senators recommended consulting with the T-FSC on the policy review and these concerns.

Student Conduct Policy

Killilea reported on the lengthy discussion regarding the Student Conduct Policy Resolution at the University Senate on December 7. She asked for the Council's views on the policy and how the Council would like to proceed. She noted it is very important to the students that they get an updated policy.

A Senator recommended that policies be reviewed every 5 years, to avoid a repeat of the issue of policies not being reviewed regularly resulting in outdated policies. Another Senator stated this could allow the university to change more policies. She suggested policies should be reviewed on the basis that a group believes it needs to be reviewed. She also suggested creating a process in which resolutions or policy changes be formally brought to the Council first for their review before being presented to the larger Senate.

Senators discussed how to move the process forward. A Senator suggested the Judicial Board Committee meet with the student group and Craig Jolley to develop a resolution to be brought to the Council prior to being brought to the University Senate. It was noted that the Judicial Board Committee has representatives from every Council.

The Council agreed to this approach by general consensus.

The Chair's Report was accepted into the minutes.

PRESENTATION, DISCUSSION, AND VOTE

Resolution on the University ad hoc Retirement Committee

See attached Document B.

Following the T-FSC resolution on faculty representation on the University Retirement Committee, the Faculty Benefits and Housing committee developed a proposed resolution. They presented the proposed resolution, which states:

WHEREAS under University bylaw 66 (a) the Contract Faculty Senators Council is charged to act as the faculty personnel committee for contract faculty; and

WHEREAS the report of the Senate Committee on Organization and Governance of April 21, 2017, recommendation 2 (d), acceptance of which the Senate Executive Committee reported at the University Senate meeting of October 5, 2017, seeks to regularize communication between the Senate's constituent councils and non-Senate University-wide committees; and

WHEREAS the University regularly convenes an ad hoc committee of administrators to oversee employee retirement plan investment options and policies; it is hereby

RESOLVED that the Contract Faculty Senators Council asks that the University administration work with the T-FSC, C-FSC, and AMC benefits committees to regularize the status of this retirement committee; and further and more particularly, it is

RESOLVED that the University establish a standing committee to oversee employee retirement benefits investments that includes representatives of the T-FSC, C-FSC, and AMC.

The resolution was passed by vote of the Council.

Resolutions from the Governance Committee

See attached Document C.

Senator Saravanos presented the proposed resolutions developed by the Committee. He noted the first three, "C-FSC Resolution Regarding Full-Time Continuing Contract Faculty's Visitation to Council and Committee Meetings of the C-FSC"; "C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by Members of the University Community"; and "C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by Individuals from Outside the University" seek to establish rules for visiting the C-FSC and its committees that apply to different constituencies: continuing contract faculty, members of the university at large, and individuals from outside the university.

A Senator asked why there is difference in the vote total for approving continuing contract faculty (c-faculty) members versus University community members to visit Council meetings. Saravanos stated they lowered the requirement for approving c-faculty members to attend meetings because they believe they should have a higher ability to attend Council meetings.

A Senator asked about the difference in language in requesting a guest pass versus extending an invitation. It was noted the difference in language is because in the last two resolutions it refers to individuals being invited as consultants to share their expertise rather than guests that wish to attend.

The C-FSC Resolution Regarding Full-Time Continuing Contract Faculty's Visitation to Council and Committee Meetings of the C-FSC was passed by vote of the Council.

The C-FSC Resolution regarding Visitation to C-FSC and its Committees by Members of the University Community was passed by vote of the Council.

Senators discussed the resolution regarding Visitation to C-FSC and its Committees by Individuals from Outside the University.

A Senator noted that the University Senate does not allow outside visitors and questioned how the Council should choose who can or cannot attend a meeting. Senators discussed the challenges of outside visitors attending the entire meeting. They noted this does not apply to outside visitors invited by the Council to attend a portion of the meeting to offer a presentation, etc.

The Committee requested that the motion be withdrawn. Chairperson Killilea announced that the Committee made the request to withdraw the motion and the Council approved by consent.

Saravanos presented the fourth resolution: "C-FSC Proposed Resolution to Grant Emeritus Status to Continuing Contract Faculty", which is a resolution to allow NYU contract faculty to be eligible to attain the status of emeritus once retired.

The resolution was passed by vote of the Council.

Saravanos introduced the fifth resolution: "C-FSC Proposed Resolution To Establish an Attendance Policy for C-FSC Members", which seeks to establish an attendance policy for C-FSC representatives on the Senate. This states if representatives and their corresponding alternates miss three consecutive University Senate or C-FSC plenary meetings they are both considered to have resigned.

Senators discussed the challenges to attendance if on leave, there are issues with teaching schedules, or if Senators have patient care responsibilities. Senators asked how this policy applies to University Senate meetings and committee meetings.

The Committee will re-work the language of the resolution and asked that additional feedback from Council members be sent to the Committee.

The sixth and seventh resolutions are different proposed versions of "C-FSC Proposed Resolution for Faculty/ Board Communication", which seeks to enhance communication between NYU Faculty and the Board of Trustees.

The Council will review the proposed versions, send feedback to the committee, and they will be presented at a future meeting.

COMMITTEE REPORTS

See attached Document D: Committee Reports

Discussion/Questions on the following submitted reports:

Administration & Technology

Senator Steeves amended the report to add that Edward Kleinert has joined her as co-chair on the subcommittee on best practices.

Global Network University

A small addition to the report will be sent.

No Discussion/Questions on the following submitted reports:

Faculty Benefits & Housing

Governance

Graduate Program Committee

NEW BUSINESS

A Senator asked for the Council's permission to draft a resolution regarding disciplinary complaints against deans to include a recommendation revising policy language to include deans who do not hold faculty titles. The Council agreed by general consensus.

ADJOURNMENT

The meeting adjourned at 2:00 PM.

**C-FSC—Chair's Report
Chairperson Mary Killilea**

Report for December 12, 2017

1. Lunch with the Board of Trustees

On November 15, 2017, several members of the C-FSC Steering Committee had lunch with Bill Berkley, chairperson of the NYU Board of Trustees and two other trustees (Daniel Tisch and Evan Chesler). The T-FSC Executive Committee and Faculty of Color Caucus Steering Committee were also present.

2. Steering Committee Meeting with Provost Fleming

The Steering Committee met with Provost Fleming on November 9, 2017. We discussed the following topics:

- Status of reappointment guidelines and the removal of the footnote¹
 - We have just received guidelines from SPS which the PPCI committee will review
 - We still need to review guidelines from Silver School of Social Work, Wagner, Global Public Health, Dentistry, Nursing and Abu Dhabi
 - The footnote will not be removed but the schools covered by the footnote are still expected to submit guidelines

- A short report on Shared Governance survey is attached
 - Overall response rate was low
 - SPS and Wagner have the highest response rates
 - The SPS data indicates concerns about faculty engagement and transparency
 - Suggestion to review this report with the climate survey to search for insights or validation

¹ At this time, the Guidelines do not apply to NYU's health professional schools (Medicine, and the Faculty of Health: College of Dentistry, Rory Meyers College of Nursing, College of Global Public Health) or to NYU's portal campuses in Shanghai and Abu Dhabi. However, these schools are expected to embrace the spirit and values reflected in these guidelines, and to adopt policies accordingly.

- Inclusion of contract faculty in NYUScholar. As a rule, contract faculty are not included in NYUScholar. We have asked for this to be reconsidered.

3. Steering Meeting with President Hamilton

On December 4, 2017, the C-FSC Steering Committee met with President Hamilton. We discussed the following issues:

- Updates from President Hamilton on his goals from his Senate presentation in September.
- As part of the University's strategic planning we advocated for the creation of an ad hoc committee to study the effects of an aging population on all aspects of NYU life and work
- Discussion of the current House and Senate tax bills and how the version enacted on January 1, 2018 is likely to impact higher education and NYU

4. Student Conduct Policy

As many of you know we had a lengthy discussion about the Student Conduct Policy Resolution in the Senate last Thursday (Dec. 7, 2017). I would like to get the councils views on the Policy itself and how we would like to proceed. It is very important to the students that they get an updated policy, and I would like to see the C-FSC work with them.

5. Grace Cosachov Protos to join NYU as the Executive Director for the newly created Office of Work Life

I will be meeting with Grace, and would like to hear from C-Faculty about their priorities for this new position and office.

6. C-FSC Meeting Participation

As always, the Steering Committee would like to encourage all C-FSC members, Senators and Alternate Senators, to attend and participate in C-FSC meetings and committees.

MEMORANDUM

TO: The Senior Leadership Team

FROM: Karen Nercessian

DATE: December 7, 2017

REG.: Announcement: Grace Cosachov Protos to join NYU as the Executive Director for the newly created Office of Work Life

Dear colleagues,

I am delighted to let you know that Grace Cosachov Protos will be joining NYU next week as Executive Director for the newly created Office of Work Life in the Office of the Provost. Grace will establish and lead the office and, in close partnership with University Human Resources, set the strategic direction for high quality work life policies and programs that foster work life integration and support faculty and employee recruitment, retention and engagement.

Working closely with schools, departments and units as well as the Benefits Office, the Office of Faculty Resources, the Office of Faculty Housing and Residential Services, the Office of Global Inclusion, Diversity and Strategic Innovation, as well as various committees and working groups that are focused on diversity, belonging, disabilities, inclusion and accessibility, Grace will partner with department chairs, associate deans and unit heads to help support faculty and employees through major life events.

Most recently, Grace was Regional Director at the United States Department of Labor, Women's Bureau, where she directed and managed projects and policy around equal pay, paid leave, financial stability and the advancement of an inclusive and diverse workforce. Grace holds an MA in Social Work with a focus on the World of Work-Field of Practice from Columbia University and a BA from St. John's University. Grace is also an adjunct professor at Columbia University's School of Social Work teaching courses on Human Resource Management and Staff Development as well as Effective Board Leadership and Management.

Grace's office will be located at [240 Greene Street](#) and she can be reached at gc495@nyu.edu and [212-998-2185](tel:212-998-2185).

We are thrilled Grace is joining our NYU family and are eager to work with all of you to bring the vision of a best-in-class New York University Work Life office to life.

DRAFT REPORT ON SHARED GOVERNANCE SURVEY

Overall Response Rate

During the spring 2017 semester, the T-FSC and C-FSC conducted a survey on Shared Governance at NYU. The purpose of the survey was to get a better picture of the Principles of Shared Governance as they apply to decision making bodies of the schools, departments and programs of New York University. The survey was active from May 15, 2017 to June 1, 2017. The response rate was approximately 9% with 408 faculty responses. The faculty represent 23 different schools and the school specific data can be found in the following table. The number of faculty per school is based on November 2017, and includes administrators that also have faculty positions.

	Number of Responses	Number of Faculty	Response Rate
CGPH	5	37	13.51
CIMS	1	126	0.79
College of Dentistry	24	276	8.70
CUSP	0	3	0.00
Division of Libraries	8	55	14.55
FAS	100	977	10.24
Gallatin	7	58	12.07
IFA	0	23	0
ISAW	2	9	22.22
Marron Institute	0	4	0
Meyers College of Nursing	16	74	21.62
NYU Abu Dhabi	11	214	5.14
NYU Shanghai	7	116	6.03
School of Law	1	114	0.88
School of Medicine	44	1418	3.10
School of Professional Studies	37	89	41.57
Silver School of Social Work	5	42	11.90
Steinhardt School of Culture, Education and Human Development	35	265	13.21
Stern	31	211	14.69
Tandon	16	166	9.64
Tisch	43	256	16.80
Unknown	6	0	0
Wagner	9	37	24.32
	408	4570	8.93

Overall Views of Representation and Transparency

Between 80 and 90 percent of respondents, responded yes (in some form) to the question “Does your SCHOOL have faculty representation on committees, task forces, or other bodies that effect faculty in educational and administrative policy? Please give as much detail as necessary.”

When asked the question “Is transparency the norm with respect to information regarding matters that effect faculty in educational and administrative policy in your SCHOOL? Please explain if necessary.”, 30 percent of faculty responded yes and 20 percent of faculty responded no. The other 50 percent of faculty responded with comments that are harder to classify into one of these two categories, and will require a more detailed review.

School of Professional Studies (SPS)

The School of Professional Studies had the highest response rate of any school, just over 40%. Respondents represented all 9 programs or centers within SPS. The responses to “Does your SCHOOL have faculty representation on committees, task forces, or other bodies that effect

faculty in educational and administrative policy? Please give as much detail” are summarized in the table below.

Response (not verbatim)	Number of Responses
Don't know	2
Yes	27
Yes, but just for show or advice	6
Yes, but not elected	1
No	0
No response	1

When asked, “Is transparency the norm with respect to information regarding matters that effect faculty in educational and administrative policy in your SCHOOL? Please explain if necessary.”, 73 percent responded in their own words that there is no transparency

It is also important to note that 10 out of the 37 respondents used this survey to express that they have “no confidence” in their dean despite the fact that there was no question about administrative leadership.

Wagner

Wagner had the second highest response rate of any school, approximately 24%. All of the respondents answered affirmatively to the question “Does your SCHOOL have faculty representation on committees, task forces, or other bodies that effect faculty in educational and administrative policy? Please give as much detail”

When asked, “Is transparency the norm with respect to information regarding matters that effect faculty in educational and administrative policy in your SCHOOL? Please explain if necessary.”, the faculty had very different views with 3 out of 9 saying “yes”, 3 saying “no”, and 3 that indicate that there isn't complete transparency but that there is some.

Contract Faculty Senators Council
Committee on Faculty Benefits and Housing
Resolution on the University ad hoc Retirement Committee
December, 2017

The committee moves adoption of the following resolution.

WHEREAS under University bylaw 66 (a) the Contract Faculty Senators Council is charged to act as the faculty personnel committee for contract faculty; and

WHEREAS the report of the Senate Committee on Organization and Governance of April 21, 2017, recommendation 2 (d), acceptance of which the Senate Executive Committee reported at the University Senate meeting of October 5, 2017, seeks to regularize communication between the Senate's constituent councils and non-Senate University-wide committees; and

WHEREAS the University regularly convenes an ad hoc committee of administrators to oversee employee retirement plan investment options and policies; it is hereby

RESOLVED that the Contract Faculty Senators Council asks that the University administration work with the T-FSC, C-FSC, and AMC benefits committees to regularize the status of this retirement committee; and further and more particularly, it is

RESOLVED that the University establish a standing committee to oversee employee retirement benefits investments that includes representatives of the T-FSC, C-FSC, and AMC.

C-FSC Governance Committee Report dated December 5th 2017

Committee Members: Lauren Davis, John Gershman, Mitchell Joachim, Antonios Saravanos, Larry Slater, Patrick Ying

Report submitted by: Antonios Saravanos (chair)

The Governance Committee has worked hard since the last C-FSC Meeting. We have focused on developing the following proposed resolutions.

The first three, “C-FSC Resolution Regarding Full-Time Continuing Contract Faculty's Visitation to Council and Committee Meetings of the C-FSC”; “C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by Members of the University Community”; and “C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by Individuals from Outside the University” seek to establish rules for visiting the the C-FSC and its committees that apply to different constituencies: continuing contract faculty, members of the university at large, and individuals from outside the university.

The fourth, “C-FSC Proposed Resolution to Grant Emeritus Status to Continuing Contract Faculty”, is a resolution to allow NYU contract faculty to be eligible to attain the status of emeritus once retired.

The fifth, “C-FSC Proposed Resolution To Establish an Attendance Policy for C-FSC Members”, seeks to establish an attendance policy for C-FSC representatives on the Senate. Specifically if representatives and their corresponding alternates miss three consecutive University Senate or C-FSC plenary meetings they are both considered to have resigned.

The sixth and seventh resolutions are different proposed versions of “C-FSC Proposed Resolution for Faculty/ Board Communication which seeks to enhance communication between NYU Faculty and the Board of Trustees.

In the new year, the committee will seek to analyze the data that was collected as part of the Shared Governance Survey last semester and publish a formal report of the findings.

C-FSC Resolution Regarding Full-Time Continuing Contract Faculty 's Visitation to Council and Committee Meetings of the C-FSC

WHEREAS the C-FSC is the representative body of Full-Time Continuing Contract Faculty;

WHEREAS members of the Full-Time Continuing Contract Faculty may, from time to time, be invited or wish, to attend Council and/or Committee meetings of the C-FSC

RESOLVED each titular Senator(s) may request a guest pass from the Council or Committee Chairperson to allow such Full-Time Continuing Contract Faculty member to attend such meeting.

FURTHER RESOLVED permission for a Full Time Contract Faculty member to speak at at a Council or Committee Meeting shall be governed by the meeting chair whose decision may in this respect be overruled by a one third ($\frac{1}{3}$) vote of the voting C-FSC members present;

FURTHER RESOLVED the minutes or report of the meeting must reflect any guest(s) in attendance for the record.

**C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by
Members of the University Community**

WHEREAS the C-FSC and its committees may at times need to consult members of the University community;

WHEREAS members of the University community may be interested in attending or consulting with the C-FSC and its committees;

RESOLVED the chair of the C-FSC or one of its committees may extend an invitation to up to fifty (50) members of the University to attend their meeting.

FURTHER RESOLVED permission for guests to speak at meetings shall be given by the chair of the meeting whose decision may in this respect be overruled by a majority vote of the voting members present;

FURTHER RESOLVED the minutes or report of the meeting must reflect any guest(s) in attendance for the record.

**C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by
Individuals from Outside the University**

WHEREAS the C-FSC and its committees may at times need to consult with individuals outside of the University;

RESOLVED the chair of the C-FSC or one of its committees may extend an invitation to an individual to attend their meeting following a majority vote of the C-FSC Steering Committee;

FURTHER RESOLVED permission for guests to speak at a meeting shall be given by the chair of that meeting whose decision may in this respect be overruled by a majority vote of the voting members present;

FURTHER RESOLVED the minutes or report of the meeting must reflect any guest(s) in attendance for the record.

C-FSC Proposed Resolution to Grant Emeritus Status to Continuing Contract Faculty

WHEREAS the members of the Full-Time Continuing Contract Faculty are recognized to be a distinct and important part of the University academic community and contribute significantly to the University's academic missions;

WHEREAS there are members of the Full-Time Continuing Contract Faculty who have served New York University with academic distinction for a long enough time prior to retirement to have become identified historically in the profession as New York University professors;

RESOLVED that the status and title of Emeritus may be bestowed upon formal retirement from active service, or at least from full-time service after a vote by department faculty recommending the title, which the department forwards with his or her endorsement to the Dean who follows normal procedures applicable to other academic titles;

FURTHER BE IT RESOLVED that the Faculty Handbook be amended to include an additional subsection under the section "FACULTY POLICIES APPLICABLE TO FULL-TIME CONTINUING CONTRACT FACULTY" entitled "Retirement" to read:

Awarding of the Status of Emerita or Emeritus

The titles of Emerita and Emeritus are given only to continuing contract full professors who have served New York University with academic distinction for a long enough time prior to retirement to have become identified historically in the profession as New York University professors. This title is given only upon formal retirement from active service, or at least from full-time active service. It is not automatic; it must be recommended by a department and approved through the normal procedures applicable to other academic titles. Comparable principles apply to the use of the designation Emerita and Emeritus for tenured faculty and administrative personnel.

C-FSC Proposed Resolutions regarding Faculty Representation on the Board of Trustees

C-FSC Resolution for Improving Faculty-Board Communication

WHEREAS New York University's Board of Trustees (**Board**) approved the Principles of Joint Shared Governance (**Principles**) with respect to the Tenured/Tenure Track Faculty Senators Council (**T-FSC**), formerly the Faculty Senators Council on December 12, 2012, and with respect to the Full-Time Continuing Contract Faculty Senators Council (**C-FSC**) on February 19, 2015;

WHEREAS, the Board recognizes the faculty's distinct insights and perspectives on the research and academic missions of New York University (**NYU**);

WHEREAS, consistent with the Principles, the Board recognizes that clear, open communication between NYU's Faculty (**Faculty**) and the Board is essential for effective joint shared governance;

WHEREAS, the Board and the C-FSC are committed to the principles of transparency, consultation and trust outlined in the Principles; and to working together collaboratively and cooperatively to fulfill NYU's mission and achieve its institutional goals;

RESOLVED, C-FSC hereby calls upon the Board to reaffirm its commitment to **Principle # 3 Consultation** which states:

Except under rare, extraordinary circumstances, the University administration will provide a reasonable length of time for T-FSC and C-FSC consultation and input on all matters that affect faculty in educational and administrative policy by agreeing to consult with Faculty, either through a liaison or through elected faculty leadership, -at critical junctures in their decision-making process, and in no event less frequently than one time every Fall and Spring Semester.

C-FSC Proposed Resolution for Establishing Faculty Representation on the Board of Trustees through University Senate Committees

WHEREAS New York University's Board of Trustees (the "Board") approved the Principles of Joint Shared Governance with respect to the Tenured/Tenure Track Faculty Senators Council (formerly the Faculty Senators Council) on December 12, 2012 and with respect to the Full-Time Continuing Contract Faculty Senators Council (C-FSC) on February 19, 2015;

WHEREAS, concomitant with the Principles of Joint Shared Governance, the Board recognizes faculty-board communication as a critical component of shared governance;

WHEREAS, the Board recognizes the NYU Faculty's distinct perspective on the research and academic missions of our university and the Board has been seeking more engagement with NYU faculty members;

WHEREAS, the C-FSC is committed to the principles of Transparency and Consultation in matters affecting the lives of faculty set forth in the Principles of Joint Shared Governance;

RESOLVED C-FSC hereby calls upon the Board to institute mechanisms for the C-FSC to actively participate on the Board's committees and have advisory authority on deliberations through regular, direct continuing faculty-board communication, enabling issues to be brought to the Board's attention by the C-FSC faculty.

C-FSC Proposed Resolution To Establish an Attendance Policy for C-FSC Members

WHEREAS members of the Full-Time Continuing Contract Faculty deserve to be actively represented;

WHEREAS members of the C-FSC are expected to actively represent their respective constituents;

RESOLVED if a C-FSC titular Senator and his or her respective alternate is absent from more than three (3) consecutive C-FSC or University Senate (plenary) meetings, that C-FSC Senator and their alternate(s) shall be considered to have resigned their respective seats and elections will be held at the school level to fill the vacated seats and select new representatives.

Report from C-CFSC Administration & Technology Committee

Date: December 12, 2017

The committee agreed that a subcommittee would draft Best Practices around the use of social media in teaching and learning. This subcommittee would also compile a more robust list of scenarios/anecdotes to supplement the Guidance. The members from the C-FSC of the subcommittee are as follows: Vicky Steeves (co-chair), Ed Kleinert, and Antonius Wiriadjaja. This document is currently undergoing review by the larger committee.

If any Counselor on the C-FSC uses social media in the classroom, please reach out to Vicky, Ed, or Antonious to share how social media is being leveraged for teaching, especially if making an account on a social media site is a requirement for the course.

Respectfully submitted,
Vicky Steeves

Committee on Faculty Benefits and Housing

The C-FSC, T-FSC, and AMC Benefits Committees met jointly with representatives from TIAA on November 30, 2017. Present for the C-FSC were Michael Ferguson, Vincent Renzi, and Ezra Sacks.

Present from TIAA were: Douglas Chittenden, President, Institutional Retirement; Michael Noone, Managing Director and Regional General Manager, Institutional Retirement; Stephen Campbell, Senior Relationship Manager, Institutional Retirement; Selina Urbina, Managing Director, Institutional Retirement (by telephone).

The committees had asked the Benefits Office to arrange the meeting in order to address with the company the allegations reported in three recent articles in the *New York Times*.

<https://www.nytimes.com/2017/10/21/business/the-finger-pointing-at-the-finance-firm-tiaa.html>
<https://www.nytimes.com/2017/11/09/business/tiaa-subpoena.html>
<https://www.nytimes.com/2017/11/13/your-money/tiaa-403b.html>

The committees expressed their deep concern about these allegations, which were particularly jarring because TIAA will be taking over as the sole retirement record-keeper in Spring 2018. We received TIAA's assurances that some parts of the stories were factually inaccurate. In the case of the sales training materials the existence of which TIAA acknowledged, we received assurances that these did not represent the company's values, and that the firm was making a thorough review of all its training programs to assure that the incident was isolated and that similar instances will not reoccur.

We emphasized the need for the firm to maintain the highest reputation for integrity, as well as to continue to invest in improving its business technology infrastructure.

Overall, we are satisfied that TIAA heard our concerns and takes them seriously; and we are optimistic that our continued confidence in them is warranted.

In addition, the committees raised the issue of account security and TIAA's current lack of multi-factor authentication for use of its web portal. We received assurances that the firm is very seriously concerned about fraud and about account security and will put us in touch with their point-person on these issues to come to meet with us to discuss their current practices and future plans.

Respectfully submitted,

Vincent Renzi,
chair

C-FSC Governance Committee Report dated December 5th 2017

Committee Members: Lauren Davis, John Gershman, Mitchell Joachim, Antonios Saravanos, Larry Slater, Patrick Ying

Report submitted by: Antonios Saravanos (chair)

The Governance Committee has worked hard since the last C-FSC Meeting. We have focused on developing the following proposed resolutions.

The first three, “C-FSC Resolution Regarding Full-Time Continuing Contract Faculty's Visitation to Council and Committee Meetings of the C-FSC”; “C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by Members of the University Community”; and “C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by Individuals from Outside the University” seek to establish rules for visiting the the C-FSC and its committees that apply to different constituencies: continuing contract faculty, members of the university at large, and individuals from outside the university.

The fourth, “C-FSC Proposed Resolution to Grant Emeritus Status to Continuing Contract Faculty”, is a resolution to allow NYU contract faculty to be eligible to attain the status of emeritus once retired.

The fifth, “C-FSC Proposed Resolution To Establish an Attendance Policy for C-FSC Members”, seeks to establish an attendance policy for C-FSC representatives on the Senate. Specifically if representatives and their corresponding alternates miss three consecutive University Senate or C-FSC plenary meetings they are both considered to have resigned.

The sixth and seventh resolutions are different proposed versions of “C-FSC Proposed Resolution for Faculty/ Board Communication which seeks to enhance communication between NYU Faculty and the Board of Trustees.

In the new year, the committee will seek to analyze the data that was collected as part of the Shared Governance Survey last semester and publish a formal report of the findings.

C-FSC Resolution Regarding Full-Time Continuing Contract Faculty 's Visitation to Council and Committee Meetings of the C-FSC

WHEREAS the C-FSC is the representative body of Full-Time Continuing Contract Faculty;

WHEREAS members of the Full-Time Continuing Contract Faculty may, from time to time, be invited or wish, to attend Council and/or Committee meetings of the C-FSC

RESOLVED each titular Senator(s) may request a guest pass from the Council or Committee Chairperson to allow such Full-Time Continuing Contract Faculty member to attend such meeting.

FURTHER RESOLVED permission for a Full Time Contract Faculty member to speak at at a Council or Committee Meeting shall be governed by the meeting chair whose decision may in this respect be overruled by a one third ($\frac{1}{3}$) vote of the voting C-FSC members present;

FURTHER RESOLVED the minutes or report of the meeting must reflect any guest(s) in attendance for the record.

**C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by
Members of the University Community**

WHEREAS the C-FSC and its committees may at times need to consult members of the University community;

WHEREAS members of the University community may be interested in attending or consulting with the C-FSC and its committees;

RESOLVED the chair of the C-FSC or one of its committees may extend an invitation to up to fifty (50) members of the University to attend their meeting.

FURTHER RESOLVED permission for guests to speak at meetings shall be given by the chair of the meeting whose decision may in this respect be overruled by a majority vote of the voting members present;

FURTHER RESOLVED the minutes or report of the meeting must reflect any guest(s) in attendance for the record.

**C-FSC Proposed Resolution regarding Visitation to C-FSC and its Committees by
Individuals from Outside the University**

WHEREAS the C-FSC and its committees may at times need to consult with individuals outside of the University;

RESOLVED the chair of the C-FSC or one of its committees may extend an invitation to an individual to attend their meeting following a majority vote of the C-FSC Steering Committee;

FURTHER RESOLVED permission for guests to speak at a meeting shall be given by the chair of that meeting whose decision may in this respect be overruled by a majority vote of the voting members present;

FURTHER RESOLVED the minutes or report of the meeting must reflect any guest(s) in attendance for the record.

C-FSC Proposed Resolution to Grant Emeritus Status to Continuing Contract Faculty

WHEREAS the members of the Full-Time Continuing Contract Faculty are recognized to be a distinct and important part of the University academic community and contribute significantly to the University's academic missions;

WHEREAS there are members of the Full-Time Continuing Contract Faculty who have served New York University with academic distinction for a long enough time prior to retirement to have become identified historically in the profession as New York University professors;

RESOLVED that the status and title of Emeritus may be bestowed upon formal retirement from active service, or at least from full-time service after a vote by department faculty recommending the title, which the department forwards with his or her endorsement to the Dean who follows normal procedures applicable to other academic titles;

FURTHER BE IT RESOLVED that the Faculty Handbook be amended to include an additional subsection under the section "FACULTY POLICIES APPLICABLE TO FULL-TIME CONTINUING CONTRACT FACULTY" entitled "Retirement" to read:

Awarding of the Status of Emerita or Emeritus

The titles of Emerita and Emeritus are given only to continuing contract full professors who have served New York University with academic distinction for a long enough time prior to retirement to have become identified historically in the profession as New York University professors. This title is given only upon formal retirement from active service, or at least from full-time active service. It is not automatic; it must be recommended by a department and approved through the normal procedures applicable to other academic titles. Comparable principles apply to the use of the designation Emerita and Emeritus for tenured faculty and administrative personnel.

C-FSC Proposed Resolutions regarding Faculty Representation on the Board of Trustees

C-FSC Resolution for Improving Faculty-Board Communication

WHEREAS New York University's Board of Trustees (**Board**) approved the Principles of Joint Shared Governance (**Principles**) with respect to the Tenured/Tenure Track Faculty Senators Council (**T-FSC**), formerly the Faculty Senators Council on December 12, 2012, and with respect to the Full-Time Continuing Contract Faculty Senators Council (**C-FSC**) on February 19, 2015;

WHEREAS, the Board recognizes the faculty's distinct insights and perspectives on the research and academic missions of New York University (**NYU**);

WHEREAS, consistent with the Principles, the Board recognizes that clear, open communication between NYU's Faculty (**Faculty**) and the Board is essential for effective joint shared governance;

WHEREAS, the Board and the C-FSC are committed to the principles of transparency, consultation and trust outlined in the Principles; and to working together collaboratively and cooperatively to fulfill NYU's mission and achieve its institutional goals;

RESOLVED, C-FSC hereby calls upon the Board to reaffirm its commitment to **Principle # 3 Consultation** which states:

Except under rare, extraordinary circumstances, the University administration will provide a reasonable length of time for T-FSC and C-FSC consultation and input on all matters that affect faculty in educational and administrative policy by agreeing to consult with Faculty, either through a liaison or through elected faculty leadership, -at critical junctures in their decision-making process, and in no event less frequently than one time every Fall and Spring Semester.

C-FSC Proposed Resolution for Establishing Faculty Representation on the Board of Trustees through University Senate Committees

WHEREAS New York University's Board of Trustees (the "Board") approved the Principles of Joint Shared Governance with respect to the Tenured/Tenure Track Faculty Senators Council (formerly the Faculty Senators Council) on December 12, 2012 and with respect to the Full-Time Continuing Contract Faculty Senators Council (C-FSC) on February 19, 2015;

WHEREAS, concomitant with the Principles of Joint Shared Governance, the Board recognizes faculty-board communication as a critical component of shared governance;

WHEREAS, the Board recognizes the NYU Faculty's distinct perspective on the research and academic missions of our university and the Board has been seeking more engagement with NYU faculty members;

WHEREAS, the C-FSC is committed to the principles of Transparency and Consultation in matters affecting the lives of faculty set forth in the Principles of Joint Shared Governance;

RESOLVED C-FSC hereby calls upon the Board to institute mechanisms for the C-FSC to actively participate on the Board's committees and have advisory authority on deliberations through regular, direct continuing faculty-board communication, enabling issues to be brought to the Board's attention by the C-FSC faculty.

C-FSC Proposed Resolution To Establish an Attendance Policy for C-FSC Members

WHEREAS members of the Full-Time Continuing Contract Faculty deserve to be actively represented;

WHEREAS members of the C-FSC are expected to actively represent their respective constituents;

RESOLVED if a C-FSC titular Senator and his or her respective alternate is absent from more than three (3) consecutive C-FSC or University Senate (plenary) meetings, that C-FSC Senator and their alternate(s) shall be considered to have resigned their respective seats and elections will be held at the school level to fill the vacated seats and select new representatives.

Reports of CFSC Global Committee and Faculty Committee on NYU's Global Network, submitted by Sam Howard-Spink on 12/11/17

The CFSC Global committee held its second meeting of the semester on November 9 and its third meeting on December 7. In attendance were Chair Sam Howard-Spink, Scott Illingworth, Edward Kleinert, Pamela Pietro, Josh Paiz and Aysan Celik.

At both meetings the group received a brief report from the chair about the continuing repercussions of the denial of Abu Dhabi security clearances to two tenured professors, reflected in the agenda of the Faculty Senate on the Global Network (see below) through the Fall 2017 semester. As well as discussing different perspectives on the case itself and the need for greater awareness of the nuances of the situation – for example, there are disagreements among the faculty and Washington Square and AD administrations as to the relative importance of the two professors' religion, research work and social media comments with regard to the refusal to grant them security clearances – the committee also considered the debate over the distinction between “academic freedom” and “mobility” across the global network, and the need for continuing contact with faculty at the portals themselves in light of decisions by the Journalism Department to “boycott” AD moving forward without consulting local faculty or students. Also discussed were ways to increase mobility in the global network for contract faculty, and ways to provide stability and protection to contract faculty at international sites, particularly with regard to promotions.

The Faculty Committee on NYU's Global Network held meetings on 11/14/17 and 12/6/17, with Sam Howard-Spink in attendance. In the November meeting, the committee was joined by Mohamad Bazzi and Arang Keshavarzian, the professors who had their AD security clearances denied. The two gave talks on what had happened, clarified points of contention and answered questions, and offered their perspectives on the response from NYU administrators. At the December meeting, NYU AD's top administrators joined the committee via Skype to discuss the institutional response to the visa denials, and the efforts underway to see that protocols are put in place should such an event be repeated. Also at the December meeting, the committee chairs circulated a Draft Statement on Mobility in NYU's Global Network from the Faculty Committee. Attendees were invited to comment on the draft, which is anticipated to be finalized and made public by mid-December. The document contains an affirmation of a set of principles relevant to the broader questions of mobility in network, and suggests a need for greater administration transparency and clarity over issues related to visa application procedures, timely information regarding requests, communication protocols, and a review of the Global Mobility Report.

NYU GRADUATE PROGRAM COMMITTEE

NYU GPC met Wednesday, December 6^d, 2017. I

Following New Program MOIs were presented and approved:

- Master of Health Administration (online) Wagner School of Public Service
- Master of Science in Quantitative Management- Stern School of Business
- Master of Science in Biostatics- College of Global Public Health
- Doctorate of Public Health- College of Global Public Health

New Graduate Program Proposal: Doctor of Education (Ed.D.) in Educational Leadership and Organizational Studies – Steinhardt was approved.

Respectfully submitted.

Iskender Sahin