



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF FEBRUARY 25, 2021

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 9:00 AM on Thursday, February 25, 2021 via Zoom.

In attendance were Senators Abel-Bey, Barnes, Brar, De Bartolo, Gershman, Gold-Von Simson, Illingworth, Jahangiri, Killilea, Latimer, Liston, Maier, Maynor, McCarty, Nielsen, Patterson, Renzi, Tourin, Williams, Youngerman, and Yuan; and Alternate Senators Bridges, Bruno, Davis, Dickey, Ferguson, Kleinert, Morrison, O'Connor, Owens, Ritter, Spivakovsky, Stevens, Sun, and Tyrell.

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 February 4, 2021 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON

See attached Document A.

Discussion/Questions on Chair's Report

Scheduling Meetings

Chairperson Youngerman reminded Council members to be mindful of time zone and schedule differences when organizing committee meetings with Council members in NYU Abu Dhabi and Shanghai. He noted the weekend in Abu Dhabi is Friday through Saturday, so if possible, Friday meetings should be avoided.

Faculty Cluster Initiative

Youngerman reported on the faculty cluster hiring initiative as a way to promote faculty diversity. He stated cluster faculty will generally be tenured/tenure-track faculty, however faculty may propose clusters that include continuing contract faculty. He encouraged the involvement of the Diversity, Equity, Inclusion Committee on this issue and also suggested Council members engage in these conversations at their schools.

Proposed clusters consist of multiple (3-6) faculty, include multiple departments in a School or multiple departments across Schools, and align with University priority areas related to diversity.

The Chair's Report was accepted into the minutes.

PRESENTATION, DISCUSSION, AND VOTE

(Revised) Recommendations regarding NYU School of Global Public Health Policies and Procedures for Reappointment and Promotion for Full-Time Continuing Contract Faculty

See attached Document B.

Senator Barnes of the School of Global Public Health reported on the revised recommendations, which includes the proposed addition from the T-FSC Personnel Policies & Tenure Modifications Committee listed on page 18 of the recommendation packet. The recommendation is that in the reappointment of faculty on one-year contracts, the Department Chair notifies the faculty at least six months prior to termination.

The revised recommendations were approved by vote of the Council. They will be sent to the T-FSC for vote at their next Council meeting.

Return to Normal for Fall 2021

Council members met in breakout sessions by committee to discuss the return to normal for fall and committees reported back on their discussions.

The Administration & Technology Committee discussed the remote management of high stakes exam assessments. They also discussed the communications, training, and support for faculty in the rollout of Brightspace, which goes live in the fall.

The Educational Policies Committee discussed concerns regarding faculty having to teach blended courses due to individual cases where students move into remote accommodations. They discussed working with advisors on this issue and also finding ways to duplicate sections to identify blended or remote course options at the outset. A Senator suggested that course descriptions include clarifications on which courses must be attended synchronously.

The Benefits Committee discussed issues concerning wellness, childcare, and elder care. They also discussed the options for phased retirement for c-faculty.

Reappointment & Promotion workload reduction

Chairperson Youngerman asked Council members for feedback from their schools on workload issues related to reappointment and promotion.

An Alternate reported the School of Professional Studies implemented a peer review and established review committees, which was a positive move but one that added a significant amount of work.

Senators noted it would be useful to compare the processes at different schools and how workload is kept manageable.

A Senator commented the large reappointment packets are an unintended consequence of the push to have more robust sources of evidence. Senators remarked on the importance of quality over quantity.

askpeoplelink@nyu.edu

Chairperson Youngerman noted reports on dissatisfactions with askpeoplelink@nyu.edu. Senators raised issues related to response wait-time and the inability to handle urgent questions or situations. A Senator suggested the “ombudsman” position discussed by the Council could assist as a point-person for certain inquiries from faculty members.

COMMITTEE REPORTS

See attached Document C.

Discussion/Questions on the following submitted reports:

Faculty Benefits & Housing

Committee Chair Renzi reported the University continues to work with Optum, the new employee assistance program provider, to hire an onsite counselor. In the meantime, the employee assistance program benefits continue to be available remotely. The University is looking for any feedback about the new provider and he encouraged Senators and their constituents to send their comments, etc. to him.

Renzi announced that retirement contributions will not be reduced as a COVID impact amelioration.

Reports at Meeting:

Global Network University

Committee Chair Ritter reported on the recent committee meeting. They discussed future expectations regarding remote participation in courses and potential recommendations going forward. For instance, how to handle remote options in cases when a student needs to meet a course requirement offered at another global site. The Committee generally agreed that faculty should have autonomy in these decisions related to remote students in their courses.

It was noted the Provost stated that while faculty would be returning to in-person teaching, students may have other restrictions based on their location and global government restrictions. A Senator highlighted that classes over a certain size may have to be remote due to space and social distancing needs. It was noted there will not be an accommodation process for faculty teaching remotely.

Senators discussed the challenges of the blended classroom environment. Senators expressed concerns with a movement to a policy that accommodates every modality.

Finance & Policy Planning

Committee Chair Patterson announced Annual Merit Increase (AMI) will return in the fall.

She reported more information on the data and methodology on the faculty salary inversion study and the pay equity analysis was presented to the Committee and the Committee is reviewing the details.

ADJOURNMENT

The meeting adjourned at 11:00 AM.