



## **MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF FEBRUARY 4, 2021**

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 9:00 AM on Thursday, February 4 via Zoom.

In attendance were Senators Abel-Bey, Barnes, Brar, De Bartolo, de Leon, Gershman, Illingworth, Killilea, Kim, Latimer, Liston, Maier, Maynor, McCarty, Mitnick, Nielsen, Patterson, Renzi, Tourin, White, Williams, Youngerman, and Yuan; Alternate Senators Bridges (for McCarty), Birdsall, Davis, Dickey, Ferguson, Kleinert, Lin, Morrison, O'Connor, Owens, Ritter, Spivakovsky, Stevens, Sun, and Taitel; and Observer Grendell.

### **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 December 1, 2020 meeting were approved unanimously.

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

*See attached Document A.*

#### **Discussion/Questions on Chair's Report**

##### **Senate Executive Committee (SEC) Meeting**

Chairperson Youngerman reported on the recent SEC meeting. He announced University Commencement will be virtual. At the next University Senate meeting there will be reports on the implications of the Biden administration including changes to higher education provisions, immigrations policies, US-China relations, etc. He noted those NYU community members eligible for vaccines are receiving appointments, although there were some initial issues with NYU's Mychart system. It was noted faculty in the College of Dentistry faced some challenges receiving appointments due to miscommunications with existing accounts. The issue has been resolved.

##### **Faculty Mental Health**

Youngerman reported on the results of the survey sent to all faculty regarding on mental health and how NYU could better support emotional well-being. Faculty noted concerns over workload increase, lack of financial recognition for the increased workload, email culture of expected availability during off-work hours, and child and eldercare challenges in the time of COVID. These concerns will be passed to Linda Mills' office.

##### **Faculty Diversity**

Youngerman reported the results of the survey regarding experiences recruiting and retaining diverse faculty to the Diversity, Equity, and Inclusion Committee. Responses included frustrations with level of protocol and success in recruiting faculty of color.

The Chair's Report was accepted into the minutes.

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

### **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.*

Committee Chair White presented the recommendations. She noted Senator Barnes of the School of Global Public Health served on the Committee and provided assistance in the review. She noted the Committee worked on the recommendations jointly with the T-FSC Personnel Policies & Tenure Modifications Committee. The T-FSC will finalize and vote on the recommendations at their March meeting.

Senators discussed concerns over phrasing in the document, particularly regarding funding and curricular or structural changes that effect reappointment.

The recommendations, with a cover letter highlighting these specific concerns, were approved by vote of the Council. They will be sent to the T-FSC for their review.

### **Draft of C-FSC Bylaws**

*See attached Document C.*

Governance Committee Chair Davis presented the draft by-laws. The questions for consideration by the Council on pages 10-11 were discussed. It was noted the Council, at its inception, decided to wait to establishing official by-laws until they gained experience in the operation of a new Council.

Senators discussed establishing an attendance policy. It was noted this should take into account the challenges of difference in time zones for Abu Dhabi and Shanghai Council members. It was noted the Senate Committee on Organization and Governance (SCOG) is also examining the issue of attendance. They are looking into moving the University Senate meetings to a day other than Thursday. A Senator suggested the language should allow flexibility for those with time zone issues and other commitments and instead focus on repeated absences, without advising the Chair.

Senators debated the Council being governed by Robert's rules. Senators noted the benefits of relying on Robert's rules when there is a conflict, but maintaining a spirit of informality. A Senator supported best practices rather than legislative rules. A Senator countered various conflicts are best resolved by Robert's Rules, and the most common ones involve abuses by a chair or by a particular faction of the assembly. It was proposed to state the Council subscribes to the principles embodied in Robert's rules rather than a strict adherence.

Senator also discussed the staggering of terms on the Steering Committee. Senators noted the benefits of retaining experience and rotating in new members, but a Senator suggested this be a best practice guideline as it would be hard to legislate.

The discussion on the draft by-laws will continue at the next Council meeting.

### **Steering Committee (SC) Meetings with President Hamilton and Provost Fleming**

Chairperson Youngerman asked the Council for suggestions on agenda items for the upcoming SC meetings with President Hamilton and Provost Fleming.

A Senator suggested discussing the new expectations as the University returns to normal in-person, including expectations on course modules, use of Zoom, recordings, etc.

It was suggested this concern also be addressed by the Educational Policies Committee.

## **COMMITTEE REPORTS**

*See attached Document D.*

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

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

Committee Chair Patterson reported the Committee discussed the possible de-coupling of annual salary increase with merit. It was noted there is variation across schools and departments, with some allocation evenly across all faculty, versus allocation on a merit basis.

Patterson noted the Committee is still waiting to receive the results of the faculty salary inversion study. The administration is currently sharing the data with the deans to fix any issues. She suggested Senators reach out to their school's dean to check-in on the progress.

Regarding the pay equity analysis, the administration stated they cannot circulate the underlying data due to attorney client privilege. The Committee is working with the T-FSC to push for more information.

#### **Grievance**

The Committee is waiting for a response from the Provost on the Council's Resolution to Amend, Replace and Clarify the Grievance Procedures Pertaining to C-Faculty. The Steering Committee will reach out to the Provost's office as a reminder.

#### **Personnel Policies & Contract Issues**

Committee Chair White reported the Committee is waiting to receive the policies from Steinhardt and Division of Libraries for their review.

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

Faculty Benefits & Housing

The reports were accepted into the minutes.

## **ADJOURNMENT**

The meeting adjourned at 11:00 AM.