MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF MARCH 26, 2019

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Tuesday, March 26, 2019 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Davis, De Bartolo, Gershman, Gold-Von Simson, Illingworth, Jahangiri, Killilea, Lee, Leone, Mitnick, Patterson, Renzi, Saravanos, Slater, Watkins, White, and Youngerman; Alternate Senators Bianco (for Howard-Spink), Cohen, Hersh, Kleinert, Lin (for Wang), Nielsen (for Unnikrishnan), Ritter, Talib (for Ferguson), 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 MARCH 7, 2019

An amendment to the minutes was made to clarify the agenda items listed in the Chair’s report were presented at the meeting with the President, not the Provost.

Upon a motion duly made and seconded, the minutes of the March 7, 2019 meeting were approved as amended.

REPORT FROM THE CHAIRPERSON: MARY KILLILEA

See attached Document A.

Discussion/Questions on Chair’s Report

Steering Committee (SC) Meeting with President

A Senator asked for further information on the Principal Investigator (PI) status for continuing contract faculty, as discussed at the SC meeting with the President.

Chairperson Killilea clarified this issue was raised with both the President and the Provost. They discussed with the President the different definitions of PI status across the University and what it means to give continuing contract faculty PI status. There are different definitions across campus. The President suggested discussing with the new Vice Provost for Research, Stacie Bloom. The SC will set-up a meeting with Bloom.

The Chair’s Report was accepted into the minutes.

PRESENTATION, DISCUSSION, AND VOTE

Senate Seat for Liberal Studies Dean

See attached Document B.
Senator White presented the proposed resolution, which was also presented at the previous Council meeting. The resolution asks for a seat for the Liberal Studies Dean on the Dean’s Council. She noted Liberal Studies has approximately 2,600 students, 84 full-time faculty, and 73 part-time faculty, including a BA program and over 2,000 students in the undergraduate, first two-year program.

She noted the support from the other Councils, including the T-FSC, SSC, and expected support from the AMC.

White noted that the Liberal Studies faculty and all continuing contract faculty support the resolution, and she noted the importance of support by the C-FSC, who represent continuing contract faculty.

A Senator noted at the Faculty of Arts and Science (FAS) faculty assembly, there was a general consensus of concern over the resolution. They believe this should be part of a more general discussion on the purposes and representation of the University, including representing new schools such as the Long Island Medical School. He also noted the Liberal Studies Dean would be the only Dean on the Dean’s Council not appointed by the president or reporting to the President. The assembly would suggest to table this resolution until it is part of a wider discussion on representation.

A Senator noted the Senate Committee on Organization and Governance (SCOG) was charged this year with developing a set of guiding principles to add seats to the University Senate.

A Senator commented the University needs to make a decision about either making Liberal Studies a school or taking it out of FAS. Senators discussed the larger question of school creation.

White stated she would appreciate the Council’s support of the resolution and noted that the Dean’s Council unanimously supported. She commented Liberal Studies now has a student and faculty senator, however no seat for the Dean on the Senate.

The resolution passed by vote of the Council.

**Request for Budget of 2019-2020 Academic Year**

*See attached Document C.*

A Senator inquired on the request for stress testing of students based on enrollment by state and country.

It was clarified this requires budget involvement and is an opportunity to pass this recommendation to the Board of Trustees.

A Senator suggested, since the Council is doing a review of salaries, that the Council’s recommendations include funding to fix compression issues. A Committee member noted the Council will have a representative on the faculty compensation study committee. She noted if the results report an imbalance, this could be addressed in the budget request next academic year.

In response to a Senator’s question on the Personal Development Fund (PDF), it was noted the Committee is asking for a broader definition showing that PDF’s can be used for a variety of purposes, not limited to research.

The Provost Office stated they will send this request to the School Deans. It was noted these will be the same guidelines for tenured/tenure track faculty.

A Senator noted a typo in the report and suggested editing “minimal” to “minimum”.

The recommendation passed by vote of the Council.
SPECIAL PRESENTATION

Presentation on full time continuing contract faculty unionization

A continuing contract faculty member presented on the union organization on campus.

She noted at her last presentation to the Council she stated her group was hoping to take the first formal steps towards forming a union by collecting signed cards from continuing contract faculty. They have since made the decision to push until fall 2019 to allow more time for further outreach in key schools and departments.

In addition, in looking at the path that faculty in other private universities are taking, they are now pursuing both avenues of unionization. In the fall, the focus was primarily on NLRB certification by collecting signatures from at least one-third of the faculty. The other option is to ask NYU to voluntarily recognize a Union.

She noted the interest in more collaboration with the C-FSC and she offered to meet with individuals, departments, and/or to pursue any other preferred form of communication.

She reported they are not currently organizing in the medical, dental, or law school.

A Senator inquired on the union eligibility for those with an administrative contract. She stated it would depend on the contract. She noted some faculty may need to step out of the union while they hold a chair position, dean position, or other type of administrative contract, especially involved in hiring or financial decisions. Other types of Director roles might vary in their eligibility.

A Senator inquired on continuing contract faculty being recruited because of celebrity status and if this would affect the nature of their contract. She noted a union contract does not prevent the contract going beyond the minimums set by the union.

A Senator expressed concern over the continuing contract faculty in schools not being represented by the union and asked where they would be represented. She noted she assumes they would still be represented by the C-FSC.

A Senator asked for a confirmation that union members would still be able to serve on University Committees and be represented by the C-FSC. She stated the union believes in the importance of the C-FSC. The AAUP states that there is no conflict between unionization and faculty governance and the International Board of Governance affirms that there is no conflict.

A Senator noted that C-FSC members currently serve on the Senate Financial Affairs Committee and the University might find this a conflict with unionization. She also noted adjuncts and staff, who are all currently members of a union, are not represented on any University Committee or by the University Senate. She noted the administration may continue with this structure if C-faculty unionize, and not allow them representation in these structures.

The presenter noted at Barnard continuing contract faculty are unionized and continue to participate in faculty governance. She noted all these structures would be negotiated with the administration.

A Senator asked how the current grievance process would change with unionization. She noted a different grievance process would be one of the items negotiated.

The Council thanked her for her presentation.
SPECIAL PRESENTATION

Presentation by Provost Fleming

Chairperson Killilea presented the Council’s questions to the Provost.

1) How are student evaluations used and how can we have an evaluation process that actually helps improve teaching. For example, could something like the USC model (https://www.chronicle.com/article/A-University-Overhauled-Its/243803) be used at NYU?

Provost Fleming noted her Office and the SC have had extensive conversations this year on student evaluations. She noted she was grateful to the Council for reporting on the existence of gender, age, and race bias in student evaluations. She has asked the institutional research office to examine the types of teacher evaluations being used around the University and try to assess the degree that such biases exist in the University. She asked them to focus especially on questions that focus on the overall quality of the course and instructor. She has had conversations with the Dean's Council on what constitutes appropriate use of course evaluations and the appropriate value of course evaluations in the delivery of curriculum.

A Senator noted it would be useful if students were aware of the bias in course evaluations.

The Provost noted they have been communicating with Deans on how to best frame the evaluations. She also noted they are attempting to move course evaluations earlier in the semester so faculty may use feedback in the remainder of the course.

A Senator expressed concern over how evaluations affect appointments and promotions and suggested developing a more robust peer observation model. Fleming noted the importance of peer observation as part of the packet of information to consider in promotion.

A Senator expressed concern over the push to increase response rates as opposed to developing a more appropriate tool. He was also concerned by the inconsistencies in how evaluations are used in promotions and appointments.

Fleming noted the administration is examining their use in promotion and appointments. In terms of response rate, she stated a higher response rate is important. She noted the challenges in making evaluations compulsory.

A Senator asked for data on the trending participation of student evaluations, for example of international students. Fleming noted she could ask for data.

2) We have some concerns about the impact of spring admits on continuing contract faculty teaching loads and pressure to teach summer classes. What is the process for engaging faculty in this and other initiatives as they are being developed and for feedback after programs are launched?

Fleming responded that this is managed at the School level and she will communicate the importance of faculty involvement to the Deans.

Fleming noted the intention is to streamline the summer calendar so start dates are consistent and provide more opportunities for students to pursue summer courses. She also noted there may be opportunities to choose which two out of the three semesters to teach.

A Senator expressed the concern that the summer course salaries are not standardized and often not the same as teaching a standard course.

A Senator noted while it is a school by school program, some other schools are affected and there is not a mechanism for those faculty to be involved in the planning process. For example, the decision on spring admits
was made by Steinhardt and Tandon, but students are required to take an expository writing course that is not within either of those schools, so Faculty of Arts and Science faculty are affected by this decision.

3) **There is a lot of interest in longer contract lengths, after an initial probationary period. Longer contracts not only make faculty feel more secure in their positions, but also alleviates the tremendous amount of work that goes into the reappointment process. Additionally, faculty with 1-2-year contracts are only given 6 months’ notice if their position is not being renewed. Given academic hiring practices, 6 months is often not sufficient to find another job. What are your thoughts on longer or even ever-green contracts?**

Fleming reported a number of schools make an initial one-year appointment and then on reappointment make a three-year contract. Many schools reserve the right to either offer a one or two-year contract. In some instances, a one or two-year contract is appropriate because someone is being hired for a specific reason, for instance to address a curricular need that exists for one year.

Fleming noted offering more than 6 months’ notice would make sense. She also mentioned several ideas regarding the review process, including having less frequent reviews, and having the reviews be more substantive.

A Senator noted that the Personal Policies and Contract Issue Committee, in their review of continuing contract policies, asked that the clinical full position be moved from a five-year contract to a six or seven-year contract.

4) **There are reports that reorganization of one or more programs is being initiated and that the Dean is not following the "Procedures for Termination or Reorganization of Academic Programs". Can you please advise what your position is on this topic and what you advise for faculty that are part of such programs?**

Fleming stated a 1997 Resolution clarifies the 1979 Resolution to provide that the consultation procedures (“Consultation Procedure,” “Decision Making”) for termination or reorganization of academic programs “shall apply only to (i) a proposed discontinuation (“Discontinuation”) of an existing academic program (or programs) leading to a degree or certification at New York University which, at the time such discontinuance is authorized, explicitly provides for the complete discontinuance of such academic program (or programs), or (ii) a proposed reorganization (“Reorganization”) of an existing academic program (or programs) leading to a degree or certification at New York University which, at the time such reorganization is authorized, explicitly provides for an immediate reduction in the number of existing tenured faculty holding positions in such program (or programs).”

*Classroom Lecterns*

Fleming reported, following the C-FSC’s recommendation, new lecterns have been purchased and will be delivered to the classrooms as requested.

**COMMITTEE REPORTS**

*See attached Document D.*

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

Faculty Benefits & Housing

**Reports at Meeting:**

Educational Policies & Faculty/Student Relations
Committee Chair Illingworth noted the Committee is identifying all references in school policies to the use of online course evaluations in faculty review and promotion. He asked Council members to send any information they have on additional references.

**Governance**

Committee Chair Saravanos reported the T-FSC Governance Committee developed a revised Shared Governance Survey Report, but the C-FSC Committee still feels it does not protect the anonymity of the respondents. They are working with the Committee to revise.

**Undergraduate Academic Affairs Committee**

Committee Representative Youngerman reported the Committee is examining the academic integrity culture on campus, faculty trainings on this issue, and reviewing the language on the library website regarding plagiarism. They are tackling questions regarding reporting issues of academic integrity and centralizing reporting structures across schools.

*The reports were accepted into the minutes.*

**NEW BUSINESS**

**School Senator Elections**

A Senator asked that information on school senator elections and open seats be sent to all Council members. Karyn Ridder reported this memo will be coming from the University Secretary’s office in the beginning of April and will be sent to all Deans and the Chairs of the T-FSC and C-FSC. She will also forward to all Council members.

**Policy on Guests**

A Senator asked to have a discussion on the Council’s guest policy. It was noted there is no invited speaker policy, only a policy on inviting an outside observer to meetings. The Governance Committee was charged with discussing and perhaps developing a guest speaker policy.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
1. Welcome
   I hope everyone enjoyed the Spring Break. Given that our last meeting was a few weeks ago there is not much new to report.

2. Steering Committee Meeting with the President
   The steering committee met with President Hamilton on Thursday February 7, 2019 and discussed:
   • Update on the Washington Post article on racism at NYU
     o Discussion focused on training development and how to engage faculty in training that is not mandated.
   • We would like to start using the BeingNYU results to focus our efforts on supporting continuing contract faculty. Is there anything in the survey beyond what has been published about our constituents?
     o They are still working on the school level data
   • PI status for continuing contract faculty is an issue we are being asked to explore and would like to discuss.
     o We have been encouraged to reach out to Stacie Bloom, Vice Provost of Research

3. Board of Trustees
   Several members of the steering committee have been invited to lunch with William Berkley, Chair of the Board of Trustees, on April 10, 2019. Are there topics that should be raised during this meeting?
RESOLUTION OF THE UNIVERSITY SENATE

REPRESENTATION OF LIBERAL STUDIES IN THE DEANS COUNCIL OF THE UNIVERSITY SENATE

WHEREAS, Liberal Studies (“LS”) is an academic unit under the umbrella of the Faculty of Arts and Science (“FAS”) comprised of a two-year Core Program and the four-year Bachelor of Arts degree; and

WHEREAS, LS has approximately 2,600 students, 84 full-time faculty, and 73 part-time faculty; and

WHEREAS, FAS designates one of its Full-Time Continuing Contract Faculty Senators Council seats to LS, and the LS Dean has traditionally participated in the Senate as an alternate for the FAS Dean; and

WHEREAS, in recognition of LS’s many important attributes of a college or school within the University, including, among other things, degree-granting status, infrastructure, unique identify, dedicated faculty, alumni, student council, and student life programming, in June 2018, the Board of Trustees, on the recommendation of the Senate, approved the addition of a regular Senate seat for LS students; and

WHEREAS, the Deans Council voted on November 28, 2018 and the Senate Committee on Organization and Governance voted on February 22, 2019 to recommend to the Senate that the LS Dean be granted a seat on the Deans Council of the Senate.

NOW, THEREFORE, BE IT RESOLVED, that the Senate recommends to the University’s Board of Trustees that the University’s Bylaws be amended to add a seat for the LS Dean on the Deans Council of the Senate and to make such other changes to the Bylaws as are necessary to reflect this addition.
March 10, 2019

RE: Request for Budget of 2019-2020 Academic Year

From: CFSC Senate and the CFSC Financial and Policy Planning Committee:
   Tommy Lee, NYU:Tandon School of Engineering, Chair
   Jamie Skye Bianco, NYU Steinhardt
   Joseph Carter, NYU Langone School of Medicine
   Leila Jahangiri, NYU School of Denistry
   Maria Patterson, Stern School of Business
   Larry Slater, NYU Rory Meyers School of Nursing
   Susan Stehlik, Stern School of Business, ex-Officio

The Continuing Faculty Senate Council (CFSC) would like to formally acknowledge and thanks the administration for including our representation in the compensation study. We are nominating our Senators, Larry Slater (School of Nursing) and Tommy Lee (NYU:Tandon School of Engineering) to represent our council. A separate letter has been sent to Martin Dorph, as requested.

The Continuing Faculty Senate Council submits the following requests for the Budget of the 2019-2020 Academic Year Budget:

1. **Annual Merit Increase (AMI):**
   a. 3% AMI for the AY 2019-2020.
      i. Standardized statement that defines:
         1. total amount given to each school for AMI increases, separating
            a. minimal percentage for current faculty and staff
            b. percentage given to the Dean as discretionary disbursement for
               new hires, for compression and/or equity issues
         ii. AMI historical increase for the school, as a reference, included in each faculty and
             staff letters.

2. **Personal Development Fund (PDF) with broader use definition**
   a. As the Contract Faculty is not traditionally required to have research interests, we require a
      broader definition sent to each Dean showing that PDF’s can be used for a variety of
      purposes, not limited to research.

3. **Stress Testing of students based on enrollment by state and country:**
   a. Stress testing of student enrollment – as global recession is looming, we should consider a
      full stress test on future student enrollment by country (in the United States, by states) for
      each of the schools/programs to elucidate the effects on future tuition dollars.

Respectfully Submitted,

Chair, CFSC Finance and Policy Planning Committee
Committee on Faculty Benefits and Housing

Effective February 27, 2019, the University has reformed the former Retirement Plan Committee into one group charged with plan administration, and one with investments. Membership in the committees is ex officio.

Retirement Plan Administration Committee
NYU Provost
NYU Vice President, Human Resources
NYU Assistant Vice President, Global Benefits
NYULMC Senior Director of Benefits
NYULMC Senior Vice President of Human Resources

Retirement Plan Investment Committee
NYU Senior Vice President, Finance and Budget/Chief Financial Officer
NYU Chief Investment Officer
NYULMC Senior Vice President of Finance
NYULMC Vice President for Finance

Representatives from the C-FSC, T-FSC, and AMC have now been invited to the quarterly meetings of the University’s Retirement Plan Investment Committee. Meetings for 2019 will take place: April 19th, June 4th, September 10th, and December 5th. I will be serving as the C-FSC representative.

Respectfully submitted,

Vincent Renzi,
chair