MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF APRIL 29, 2021

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Thursday, April 29 via Zoom.

In attendance were Senators Abel-Bey, Brar, De Bartolo, de Leon, Dickey, Gershman, Gold-Von Simson, Illingworth, Killilea, Kim, Latimer, Liston, Maier, Maynor, McCarty, Nielsen, Patterson, Renzi, Tourin, White, and Youngerman; Alternate Senators Birdsall, Bridges, Bruno, Davis, Ferguson (for Jahangiri), Iams (for Yuan), Keating, Kleinert, Morrison, Owens, Ritter, Spivakovsky, Stevens, Sun, Taitel, 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 March 23, 2021 meeting were approved unanimously.

SPECIAL PRESENTATION

General Counsel Aisha Oliver-Staley

Oliver-Staley introduced herself as NYU’s new Senior Vice President, General Counsel, and Secretary as of January 2021. Prior to joining NYU, Aisha was the Chief Ethics and Compliance Officer & Deputy General Counsel at Georgia Institute of Technology. At Georgia Tech, Aisha was responsible for the management and governance of its affiliated non-profit organizations and also advised on issues affecting a major research university, including compliance, ethics-related issues, and faculty-related issues. Prior to Georgia Tech, Oliver-Staley was an associate at McKenna, Long & Aldridge LLP in Atlanta, where she worked on general corporate matters for both nonprofit and for-profit organizations.

She noted her passion for the mission for higher education and the importance of understanding faculty interests across the broad spectrum of schools and departments.

In response to a Senator’s inquiry on her experience at NYU and how it differs from other institutions, Oliver-Staley noted the larger scale, diversity of research, and significance of international relations.

In response to a Senator’s question on her priorities as General Counsel, Oliver-Staley noted her commitment to increasing engagement between the Office of the General Counsel and the broader university. International relations, global operations, and managing compliance in different jurisdictions will also be major priorities.

A Senator inquired on the challenges facing universities in navigating the reliance on platforms such as Google, Facebook, and Zoom, and issues of academic freedom. Oliver-Staley noted this is an issue being closely examined, particularly after the current experience of relying on the online platform as a primary means of communication during the pandemic. They are continuing to examine the issues that arose from the pivot to these platforms.

Oliver-Staley encouraged the Council to bring any concerns to the General Counsel, and noted her Office’s commitment to work with the faculty and with the leadership to address issues.
REPORT FROM THE CHAIRPERSON

See attached Document A.

Discussion/Questions on Chair’s Report

In response to a Senator’s question on the discussion at the Board of Trustees meeting, Steering Committee members noted they discussed quality of life for faculty as the University “returns” to campus, what housing will look like, concerns regarding an accidental blended teaching method, and the idea of a student vaccine mandate.

The Chair’s Report was accepted into the minutes.

CALL FOR NOMINATIONS FOR STEERING COMMITTEE CANDIDATES 2021-22

See attached Document B: Current Senators.

Chairperson Youngerman announced the call for nominations for steering committee candidates.

Typically, the election is held at the final official meeting of the year. The Steering Committee suggested hosting the election at the May 25 retreat instead to allow more time for school election results to be finalized. It was suggested to keep the online ballot open so Senators unable to attend the retreat could participate in the election, since it was recently scheduled and after the end of the academic year.

The motion to host the Steering Committee election at the May 25 retreat was approved by vote of the Council. The Council also approved by vote that candidates will submit statements ahead of the meeting. For nominations that take place at the meeting, candidates may offer a verbal statement. These verbal statements will be recorded and transcribed and sent to those Senators unable to attend the meeting. It was suggested the ballot remain open for 24 hours after the meeting. Senators unable to attend the meeting and unable to complete the online ballot within that timeframe will inform the Manager of Faculty Governance that their Alternate will be voting in their place.

PRESENTATION AND DISCUSSION

C-FSC Bylaws

See attached Document C.

Senators discussed postponing the vote on the Bylaws to the May retreat. Other Senators noted amendments may be made to the bylaws and that a vote today would create operating rules of procedures that can be amended.

It was noted the Council must follow the University bylaws. Other rules not connected to the bylaws may be developed and amended by the Council. A Senator noted there should be clarity in this distinction.

Senators discussed when amendments to the bylaws must be presented in order to be voted on. Currently the draft bylaws state a proposed amendment to the bylaws must be presented to the Steering Committee at least one month in advance of a meeting of the Council. Senators discussed decreasing this timeframe so the bylaws could be voted on today and amendments could be presented and voted on at the May 25 retreat.

The motion to amend the Bylaws to state a proposed amendment must be presented to the Steering Committee at least three weeks in advance of a meeting of the Council was approved by vote of the Council.
The Bylaws, as amended, were approved by vote of the Council. Amendments will be presented ahead of the May retreat and voted on at the retreat.

School of Professional Studies (SPS) English Language Institute (ELI) Issues

Chairperson Youngerman noted the Steering Committee sent Provost Fleming a memo regarding the Council’s concern about the status of the English Language Institute in SPS and English language education across NYU. The full text of the memo is in the Chair’s Report, see attached Document A.

Youngerman welcomed Shant Melkonian of SPS to discuss the issue. Melkonian provided a summary of the brief statement from the ELI faculty. From 1945 to 2018, the American Language Institute, also known as the ELI, has been working with NYU students, particularly international students. They noted one of the criteria in evaluating universities that appeal to international students is their level of English language support, which ELI provides. Until 2018, they had 1500 students a semester. A dean made a decision to stop offering English language support from the ELI to the larger NYU community, a decision which was taken without faculty consultation, and enrollment numbers went down. It was noted instruction for international students was moved to other schools and departments, including Expository Writing, Liberal Studies, etc.

A Senator noted in the Recommendations for Continuing Contract Faculty Policies, developed by the C-FSC, one principle is that if a school or department is closing down, attempts will be made to find other employment or other courses faculty could teach. This principle was adopted in the SPS policy and may help the ELI faculty should the program close.

T-FSC Response to NYU Commitment to Open Access for Research

See attached Document D.

Senator Maynor reported on the process and response of the T-FSC regarding the open access resolution. In their memo, the T-FSC stated at the April 15 meeting, the Council considered the NYU Commitment to Open Access for Research proposal, which had been presented to the Council during the fall 2020 semester. They stated that while the Council enthusiastically supports the idea of Open Access, they have substantial objections to the Commitment proposal as it has been presented. Therefore, the Resolution to Adopt the NYU Commitment to Open Access for Research was rejected, with a vote of 2 in favor and 18 opposed.

The memo lists the reservations and concerns regarding the resolution.

Maynor noted the T-FSC expressed concerns regarding a compulsory directive for faculty to deposit their articles in an institutional repository or open environment. They noted there are instances in which faculty who are not corresponding authors do not have control over the circumstances surrounding the publication of an article. This Commitment, which is really a policy, would seem to provide the occasion for punitive action if a faculty member were deemed to be out of compliance for any reason.

Maynor noted the importance of open access and asked the Council how to best proceed given the C-FSC’s approval of the resolution and support of Open Access and the T-FSC’s rejection of the resolution.

A Senator suggested working with the T-FSC to examine their concerns and revise language if that would lead to approval.

In response to a Senator’s inquiry regarding the T-FSC concerns, Maynor noted the OA policy would only apply to articles, and is standard language that has been used in OA policies all over the country and used in all of the best practices.

A Senator suggested bringing this as a discussion topic to the University Senate.

Youngerman concluded the Steering Committee will work with Maynor on next steps.
COMMITTEE REPORTS

See attached Document E.

No Discussion/Questions on the following submitted reports:

Educational Policies & Faculty/Student Relations
Faculty Benefits & Housing
Finance & Policy Planning
Global Network University
Grievance
Personnel Policies & Contract Issues
Community Standards
Undergraduate Academic Affairs Committee

The reports were accepted into the minutes.

MAY RETREAT

Youngerman encouraged Council members to brainstorm topics and agenda items for the May 25 retreat.

ADJOURNMENT

The meeting adjourned at 2:00 PM.
1. **Thursday April 1**\(^{st}\), **Student Government Presidents’ Council (Chair only).**
   Discussed issues of long break with Eileen Marx (Dean’s Council) and Student Government leaders. Some additional anecdotes students conveyed were pretty egregious. And yet Dean Marx pushed the idea that understanding just how widespread the problem is was also necessary for round2. Deans conveyed a desire to get it right, and offered student representatives the pledge that students could contact Deans (or Advising Offices) with reports of seemingly unfair assignments. Deans pledged that no one – faculty or students – would “get in trouble” and that, instead, it was a project of making sure the message was received, including by adjuncts. CFSC Chair committed to a renewed message to C-Faculty including sensitivity to the possibility that C-Faculty may not feel empowered, themselves, to alter their courses/due dates (see Appendix A).

2. **Monday April 12**\(^{th}\), **Joint meeting Senate Executive Committee and Board (Chair only).**
   The Chair raised the issue of quality of life for faculty when we “return” to campus and expressed faculty support for the idea of a student vaccine mandate. The conversation also turned to the issue of the continuing crisis of police killings of people of color and the toll that takes on faculty of color.

3. **Wednesday April 14**\(^{th}\), **Senate Executive Committee (Chair only).**
   Three student resolutions came to the SEC: Resolution on Anti-Racism and Justice; Resolution on Student Notice and Comment; Resolution on Holistic Representation on the NYU Board of Trustees. All three were forwarded to appropriate committees (e.g. SCOG) with the understanding that they would be taken up in the Fall 2021 semester.

4. **Wednesday, April 14**\(^{th}\), **ELI/SPS (Chair only).**
   The Chair and faculty members/representatives of SPS discussed next steps for advocating for ELI faculty in the face of threatened closing of the unit. See Appendix A for the email that was sent to Provost Fleming’s office.

5. **Monday, April 26**\(^{th}\), **Steering Committee meeting with President Hamilton and Ellen Schall (4/26)**
   i) **Physical Plant concerns.**
      What are the plans for transparency around HVAC reports? Some schools were promised them over the summer (2020) and never received them; we’re sure there will be more colleagues clamoring for them again this year. b) There are concerns around student spaces for eating in buildings (particularly on the Brooklyn campus). Colleagues report numerous minor infractions that cumulatively make the environment feel concerning.
-Steering will talk with Linda Chiarelli, Senior Vice President for Capital Projects and Facilities later in the summer about all concerns.
-No classrooms were used last year that didn’t have 4-air-changes-per-hour. We’d want to be able to make a similar statement for the fall and will confirm and communicate to colleagues about this as well.
-We were told that Tisch and Steinhardt were continuing to work on performance/production protocols.

ii) Quality of (working) life issues.
We understand that there are many unknowns and that various versions of the Fall are being gamed out in terms of classrooms and residence halls. We’d like to work on the pressing issue of shared offices. What are the contingency plans for office space and how can we support school-based decisions on this? b) Where and how can faculty eat when on campus? (Might we look into bringing the ResidenceLife practice of having “runners” in particular schools/buildings?) c) Are there initiatives that the University is taking to partner with local businesses, real estate, etc.

-President Hamilton noted that requiring faculty/staff to be vaccinated is a difficult task because if there’s any pushback at all (even .1%) it’s unclear what teeth/disciplinary mechanism could possibly be invoked. Offices/office hours. The hope is that there will be no public health need not to have office hours in a shared space with everyone vaccinated. But will be on agenda with Chiarelli as well.
Question: students reserved space (in otherwise un-opened restaurants) this year, can faculty do the same. A: students didn’t really take advantage of this and it was expensive, so it’s being discontinued.

-Food concerns were pushed off to school-based decisions, but Mary’s suggestion to have runners as were deployed in residence halls (last mile, essentially, for food delivery) were conveyed.

-University is not doing anything specific with local restaurants, etc.

iii) Cost of living.
Colleagues have expressed to us a perennial concern which, during the pandemic, may have increased urgency, namely: the AMI (if there is to be one this year!) does not keep up with the increases to their cost of living. To the extent that this year’s AMI is still an open/evolving issue, we wanted to pass along this worry.

-Though much reduced, there remains significant fiscal uncertainty -- International students and the income from their tuition and how many COVID tests the university will use in the Fall are the two biggest question marks. The aim is still for AMI to be enacted. The budget is finalized by the Board at their June meeting.

1. Upcoming Meetings for the Semester
If you have any issues you would like to have discussed at any of the below meetings, please forward your requests/comments to the Steering Committee at:

c-fsc-steering-committee-group@nyu.edu

a. C-FSC Council Meetings
   Thursday, April 29, 2021, 12:00-2:00 pm
   Tuesday, May 25th, 1:00-4:00pm *retreat

b. C-FSC Steering Committee
   i. C-FSC Steering Committee Meetings
   ii. Meetings with the President
   iii. Meetings with the Provost
      1. May 27th

c. University Senate
   i. Senate Meetings
   ii. Senate Executive Committee Meetings (Chair only)
   iii. Senate Executive Committee Meetings w/ Board Executive Committee (Chair only)

Appendix A. Communications Sent:

1) Subject: Affirming April's Long Weekend

Dear Continuing Contract Faculty Colleagues,

We hope you and yours are safe and well.

As members of the CFSC Educational Policies and Steering Committees, we’re writing to remind you about the second Spring Break, April 17th - 19th, and hoping you'll avoid giving students major assignments over it.

As you know, at the advice of Dr. Ciotoli, the NYU Senate changed the Spring 2021 academic calendar to eliminate the week-long Spring break (and thus, hopefully, reduce medically risky travel). Concerned about the mental health of our students, though, the Provost’s Office is committed to making the replacement long weekends true breaks. Thus, faculty are not to use this last long weekend as an opportunity to assign more academic work, which includes avoiding having exams or papers due immediately after the days off.

Unfortunately, it’s our sense that many faculty did not keep to the spirit of this plan in March. (While this adjusted schedule is in effect for the vast majority of our colleagues—particularly those who teach undergraduate students—we know some schools or departments must maintain different schedules.) We highly recommend that you be in touch with your students about your decisions regarding work and the break—signaling an understanding of the importance of this break will, we believe, go a long way toward avoiding misunderstandings.
We recognize that some faculty feel like they don’t have complete autonomy over their courses. If you feel a pressure to have papers or exams due on or immediately after the long weekend, we highly recommend you be in touch with your Dean and Chair. The Deans Council has signaled complete support for this much needed break.

We also hope this weekend offers you, as faculty colleagues, a much deserved rest. We have all made many substantial changes to our teaching and been through so much personally this past year. As always, if you have particular concerns, please don’t hesitate to reach out -- either to your School’s senators or to the CFSC Educational Policies committee Chair (Scott Illingworth - scott.illingworth@nyu.edu) or the CFSC Chair (Ethan Youngerman -- ewy200@nyu.edu).

Yours,
CFSC Educational Policies and Steering Committees

2) Subject: ELI and English language education at NYU

Dear Provost Fleming,

On behalf of the full CFSC, we write to you with concern about the status/fate of the English Language Institute in SPS and English language education across NYU. Our colleagues there report that nearly all ELI C-Faculty have been given 1-year contracts (10 C-Faculty had their previously-2-year-long contracts reduced to 1-year, effective Fall 2021; 2 C-Faculty were not up for reappointment this cycle; and 1 C-Faculty member is retiring) and that the whole unit appears in danger of closing at the end of Summer 2022. (N.B. All of this comes against a backdrop of no performance issues with ELI faculty, all of whom remain eligible for 2-year contracts.)

We have several concerns. But given that this unit faces an uncertain future in the near term but not immediately, we are hopeful that we can collaborate with your office on multiple ameliorations to this situation.

1. We are concerned about the decision-making process that has led to this moment. As we see it, there are actually two decisions which appear to have been taken without full consultation with the ELI faculty.

The first decision, announced by the former SPS Dean in Fall 2017, was the organizational decision to end the ELI as the central unit for English language education at NYU. Our understanding is that, in effect, this role and these students have been dispersed across the university. Helping ELI faculty understand the reasons for this decision will certainly lead to a more trusting relationship going forward. This understanding will also help with pedagogical and practical concerns (see below).
The second decision, much more recently, was the decision to reduce (essentially) all ELI contracts to one year and inform the faculty that, barring changes in enrollment between now and the end of Summer 2022, the unit would have an uncertain future. While we recognize that a decision to close the unit has not yet been made, we nonetheless see this possibility -- and indeed the already-enacted changes to contract-length and student population served -- as exactly the kind of program-wide decision-making process we’ve been pushing, for multiple years, to ensure only gets made with faculty consultation. We know these decisions are not made lightly. Nonetheless, it is our contention that such decisions become better plans when they are made with the faculty who are the experts in the field in question.

In this particular case, we would hope that the faculty experts are given a full chance to present an organizational/pedagogical plan of their own. (It is our understanding that ELI faculty met on 4/5 with Deans Greenbaum, Krahulik, and Gastic Rosado.) We do not presume to wade into the decisions regarding such a faculty-led plan within SPS. But we do presume that your office will be in favor of such genuine consultation with faculty and their expertise.

2. While we do not believe that the SPS-specific faculty plans are our purview, we are concerned with the pedagogical matter of English education across NYU. We have asked CFSC members to inquire in their schools about the state of English language education (we note, for instance, the new Steinhardt Writing Center, which we understand to be largely a response to international graduate students’ writing needs). But our baseline understanding is that NYU has roughly 21,000 international students, many of whom require language support. ELI has a long history of working with academic track students throughout NYU’s various schools. Again, this points to the very real need for formal English language instruction throughout NYU. If ELI is to dissolve, this need could be filled by university-wide efforts and collaboration among schools to determine the most pedagogically efficient and effective means of language support. And so we are hopeful that we can collaborate with your office and with the experts currently at our institution to meet this student need.

3. We are, of course, also concerned about our ELI colleagues’ futures. While the ELI faculty seeks to collaborate with the SPS administration to come up with a within-SPS plan which is in the best interests of the ELI and its students, we note the section of the SPS C-Faculty personnel policies which reads: “If non-reappointment takes place due to curricular or structural changes then that reason must be stated clearly in the written performance review of the faculty member. Efforts should be made to redeploy the faculty member in another area in which the faculty member has expertise.” (Such language has been endorsed by the CFSC as one of 25 principles we recommend for all schools’ personnel policies.) Given that there is over a year before new contracts would go into effect, and that English education is indeed a University-wide project, we are hopeful that we can work with your office to make these redeployment efforts robust.

To talk through these concerns and plans, we would like to schedule a joint meeting with your office, our committee, and faculty of the ELI. Do let us know if this is feasible.

Warmly,
CFSC Steering Committee

PS The Steering Committee looks forward to our previously planned meeting with you on May 27th, but we believe this complicated and urgent matter was worth bringing to your attention sooner.
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CONTINUING CONTRACT FACULTY SENATORS COUNCIL  
NEW YORK UNIVERSITY 
BYLAWS

The Bylaws (Bylaws) of the Full-Time Continuing Contract Faculty Senators Council (C-FSC) set forth the general principles and guidelines for the conduct of its business. These Bylaws are designed to reflect the culture, mission and strategic direction of the C-FSC and include terms that are flexible and not unnecessarily restrictive. NYU's Principles of Joint Shared Governance form the foundation of these Bylaws and the relationships governing among its constituents.

Article 1  Introduction

The Full-Time Continuing Contract Faculty Senators Council (C-FSC) at New York University (hereinafter NYU) shall consider matters of educational and administrative policy and will function as the Faculty Personnel Committee of the University Senate with respect to the Full-Time Continuing Contract Faculty (hereinafter, Continuing Contract Faculty). It will designate representatives on standing committees of the C-FSC, and standing and ad hoc committees of the University Senate, a list of which is attached as Schedule A hereto.

Article 2  Composition and Membership

The composition and membership of the C-FSC shall be determined by the University Bylaws.

Article 3  Term of Office

(i) Every C-FSC Senator shall serve for a term of three (3) years to commence on September 1 of the first year and end on August 31 of the third year.

(ii) The membership of the C-FSC shall be divided into three (3) groups with each serving in staggered three (3) year terms to provide continuity. Therefore, one-third (⅓) of the representatives in each constituency shall be elected each year.

Article 4  Nominations And Elections

(i) Continuing Contract Faculty Senators shall be nominated and elections shall be held in the manner adopted by the continuing, non-tenure track voting faculties of the colleges, schools and Portal campuses. There shall be at least two (2) candidates per constituency for each open seat. The faculties of each school, college and Portal Campus shall be given reasonable notice of the nominations and elections that the electoral process shall be conducted by secret ballot.
Every college, school and Portal Campus will be required to furnish a copy of its election policies to the NYU Office of Faculty Governance. A copy of same shall be published on the C-FSC website so that members of each school can know and monitor them. Whenever applicable, these should include who solicits nominations, when and how; how nominees are validated as eligible; whether biographies of nominees are provided; who conducts the election and counts the votes, including when and how; and who reports results to the Manager of Faculty Governance. All faculty nominations and elections will be conducted by secret ballot free from interference by the School and/or by University administrators.

If the voting professorial members of the faculty of any school fail to adopt nominating and electoral procedures as provided in subsection (a), the nomination and election of Senators shall be conducted in the following manner. The School’s faculty shall appoint a nominating committee to present at least three names for each Senatorial position, whenever applicable, to the voting professorial members of their faculty by email at least one week before an election. The notice calling the meeting at which an election is to take place shall specify that the election is among the purposes of the meeting. At such a meeting, nominations may be made from the floor. The meeting shall be held before university commencement in May of the final year of the three-year term of the representative(s) then in office. This entire process shall be conducted by secret ballot, and by the faculty free from interference by School or University administrators, as specified above.

School election officers and University and School administrators –including but not limited to those represented on the Deans Council and Administrative Management Council, and officers of the University as described in the University Bylaws–should avoid any appearance of impropriety or conflict of interest during elections for Senators to serve on the C-FSC. For this reason, it is preferable that members of School election committees, University and School administrators, or any other person charged with carrying out or monitoring elections should refrain altogether from publicly campaigning on behalf of any candidates vying for election to the C-FSC. This includes, but is not limited to offering public statements on a candidate’s behalf; using any form of print or electronic media to circulate statements on a candidate’s behalf. Further, no member of School election committees may utilize, or provide candidates or persons advocating on behalf of candidates, exclusive access to faculty contact information.

**Article 5 Responsibilities**

It shall be the responsibility of every elected Continuing Contract Faculty Senator and their Alternate Senator to serve as a liaison between the University Senate and their respective faculties. In this capacity, Continuing Contract Faculty Senators and Alternate Senators shall:

(i) Attend meetings of the C-FSC and University Senate and, subject to the terms herein, exercise their best judgment in faculty governance and decision-making processes;

(ii) Be attentive to the interests and concerns of their faculty constituents and submit relevant issues to the appropriate committee of the C-FSC and University Senate;

(iii) Keep their faculty constituents informed of C-FSC and University Senate actions and
decisions and of relevant information that is provided at C-FSC and University Senate meetings. All Faculty Senators are granted access to their school’s email systems as per the NYU Provost’s Memorandum of March 3, 2011 approving the February 3, 2011 Resolution on elected faculty senators’ use of their school email systems to communicate with their faculty colleagues about relevant University Senate and Council matters.

(iv) On a considered belief that either a School has failed to adhere to the procedures adopted by its voting professorial members as provided in Section 4, subsection i or, if no procedures were adopted, a School has failed to adhere to the procedures as described in Section 4, subsection ii, a detailed written complaint, signed by no fewer than three voting professorial members or 50% (whichever is smaller) of the respective School, may be filed with the Manager of Faculty Governance. Such complaint will be investigated by the Governance Committee in consultation with the Steering Committee. The C-FSC will determine an appropriate remedy, which may include the requirement of a new election. In no event, however, will any Senator elected under procedures challenged herein be unseated during the pendency of the complaint and the seating of a replacement Senator, should that prove necessary. Until the challenge is settled, the replacement Senator shall not be seated.

Article 6 Alternate Senators and Vacancies

(i) The Continuing Contract Faculty of each School shall also elect an alternate representative (Alternate Senator) for each Senator who will be expected to serve if the elected representative is unable to attend a meeting of the C-FSC or of the Senate.

(ii) In cases where an Alternate Senator is representing or replacing a Senator, they shall have full voting privileges.

(iii) Alternate Senators are encouraged to attend meetings of the C-FSC in a non-voting capacity and to attend University Senate meetings as guests of their Senators. Alternate Senators are expected to serve on committees and may in fact chair Committees. In the event that the Continuing Contract Faculty Senator is not present at a C-FSC or University Senate meeting, the Alternate Senator shall have voting privileges.

Article 7 Reports

(i) Receiving Reports. The C-FSC shall from time to time receive reports from its representatives on the committees or boards of other bodies.

(ii) Reporting as Council and as Committee. The C-FSC shall make regular reports to the members of faculties of the University of its deliberations and recommendations, both in its character as a Council and in its character as the Faculty Personnel Committee of the Senate with respect to the Continuing Contract Faculty. These may include, but not to be limited to,
information posted on the C-FSC website and presented at Faculty Forums sponsored by the CFSC.

(iii) Reporting as C-FSC Faculty Senators. C-FSC Senators are expected to make periodic reports to their own faculties regarding the deliberations of the Council and its Committees.

Article 8 Officers of the C-FSC

(i) The C-FSC shall elect seven (7) Continuing Contract Faculty Senators from its ranks to serve on a Steering Committee. Every effort will be made to ensure that the membership of the Steering Committee is representative of different Schools across NYU. The Steering Committee will serve as the Executive Committee of the C-FSC. When possible, elections for the Steering Committee will be held at the second to last C-FSC meeting of the Spring semester and Members of the Steering Committee will be elected by a majority vote of the Continuing Contract Faculty Senators.

(ii) The term of office for the Steering Committee shall be one (1) year.

(iii) A Chairperson (Chair), Vice Chairperson (Vice Chair) and Secretary (Secretary) shall be elected by a majority vote of the Steering Committee and shall each serve for a term of one year.

(iv) A quorum of the Steering Committee will consist of 50% of its members, plus one.

(v) The Steering Committee shall serve in an advisory capacity to the Chair of the C-FSC. It shall also consider resolutions brought to it by different constituencies across NYU and refer such matters to the C-FSC and Senate committees as appropriate.

(vi) The Steering Committee will appoint Continuing Contract Faculty Senators and Alternate Senators to serve on different Committees of the C-FSC and the University Senate. It may also establish ad hoc committees to carry out its work.

(vii) The Steering Committee shall develop the C-FSC meeting agenda. It shall also propose occasional guests to address the C-FSC on specific issues and matters of concern.

(viii) At or before the first meeting of each semester, the Steering Committee shall determine a schedule of meetings for the semester and then circulate them to the C-FSC. If an ad hoc meeting is scheduled, the C-FSC will be informed.

(ix) All meetings of the Steering Committee are open to C-FSC members except when an executive session has been duly authorized in accord with Robert’s Rules of Order. Guests at meetings normally shall not participate in discussions unless invited by the Chair. At the end of the meeting, any guest who wishes to make a comment on the proceedings shall be invited to do so.

(x) The Steering Committee shall keep minutes of its meetings; normally, the minutes of any
meeting shall be approved at the following meeting, and hence distributed electronically to the full membership of the C-FSC.

(xi) The Continuing Contract Faculty Senators Council (specifically Senators and Council Committee Chairs in consultation with the Steering Committee) will be able to invite guests on occasion to address the Council. These guests are restricted to be individual(s) who can speak to specific issues deemed important for the Council to consider.

(xii) The Steering Committee shall meet with the President and the Provost of the University two (2) times in the Fall semester and two (2) times in the Spring semester to bring issues for discussion and advice on matters of general concern to NYU’s Continuing Contract Faculty.

Article 9 Meetings of the C-FSC

(i) The C-FSC shall meet a minimum of three (3) times every Fall and Spring semester.

(ii) A calendar of C-FSC and Senate meetings shall be sent to all members of the C-FSC at the beginning of each academic year.

(iii) Reminders of regular meetings of the C-FSC shall be sent to the members before each meeting. Accompanying the reminders shall be minutes of the previous C-FSC meeting, Standing Committee reports and materials pertinent to the upcoming meeting including identification of which matters will be voted upon at such meeting.

(iv) Order of Business. The usual order of business shall be as follows:

(a) Approval of minutes from previous C-FSC meeting;
(b) Report of the Chair;
(c) Reports of Committees;
(d) Old business;
(e) New business

(v) The Chair shall preside at all C-FSC Meetings. If the Chair is unable to attend a Meeting, the Vice Chair of the C-FSC shall preside. In absence of both the Chair and the Vice Chair, another member of the Steering Committee shall preside.

(vi) At least fifty percent (50%) of the voting members of the C-FSC plus one shall be present at a meeting to constitute a quorum.

(vii) Every Continuing Contract Faculty Senator or their Alternate Senator shall be entitled to one vote. There shall be no voting by proxy.

(viii) All meetings of the C-FSC shall be conducted in accordance with the latest edition of Robert’s Rules of Order. [N.B. Robert’s Rules notes that Robert’s Rules itself can be suspended upon a 2/3 vote of the council.]
Article 10 Amendments

(i) Any member of the C-FSC may introduce a motion to amend the C-FSC Bylaws.

(ii) A proposed amendment must be presented to the Steering Committee at least one month in advance of a meeting of the Council. The Steering Committee shall circulate the proposal to the membership at least one week before the meeting at which it is to be discussed.

(iii) All proposed amendments must be approved by an electronic ballot of the Senators and approved by a two-thirds majority. Two-thirds of the Senators must cast votes for the ballot of an amendment to be valid.

RATIFICATION OF THE BYLAWS

The C-FSC Bylaws shall become effective upon its ratification by a two-thirds majority of the voting members. The ratification ballot shall be conducted electronically to allow all Senators to participate.

Approved by the C-FSC, DATE, 2021.

SCHEDULE A: Committees of the CFSC and Senate (as of April 20th, 2021)

C-FSC Committees

Administration & Technology
Analyze and monitor policies and issues affecting faculty involving technology-related issues, such as technology-enhanced education, University social media policies and Personal Digital Content Policies.

Diversity, Equity, & Inclusion
Collaborate with the Office of Global Inclusion, Diversity, and Strategic Innovation to create a supportive learning, teaching, and working environment for contract faculty. Review policies relevant to contract faculty in an effort to advocate for principles of diversity, equity, and inclusion.

Educational Policies and Faculty/Student Relations
Interact with the Center for the Advancement of Teaching to enhance the effectiveness of teaching at NYU; develop recommendations to support and enhance faculty-student relations, both in and out of the classroom.

Faculty Benefits and Housing
Advocate, review and make recommendations with regard to faculty benefits (health and retirement plans; tuition remission; etc.); monitor and make recommendations to issues particularly relating to faculty residing in faculty housing; analyze University policies related to housing for faculty.

Faculty Grievance
Hears faculty appeals from a dean’s decision on issues related to reappointment and promotion; monitors compliance with school grievance procedures; makes recommendation to the Provost.

Finance and Policy Planning
Examine and analyze faculty salaries, working conditions, long-range issues and other relevant finance matters, as determined by the Committee and the Council.

Global Network University
Monitor and analyze academic, faculty, and other issues pertaining to the GNU campuses and portals.

Governance
Monitor implementation and impact of University joint shared governance and governance policies and practices in the several schools, programs and divisions, GNU campus sites and portals, particularly as they pertain to full-time continuing contract faculty; Monitor and make recommendations for procedures governing the Council; conduct periodic reviews of the NYU Faculty Handbook; develop and suggest recommendations to the Faculty Handbook and Guidelines mentioned above for presentation to the C-FSC.

Personnel Policies and Contract Issues
Reviews University and school policies and practices including contracts and/or contract modifications and guidelines that affect full-time continuing contract faculty, such as the University Guidelines for Full-Time Continuing Contract Faculty Appointments.

University Senate Committees
The Senate Committees are composed of representatives from all Councils of the University Senate. They typically meet monthly.

Academic Affairs
The Committee shall consider the educational policies of the University and shall have responsibility for stimulating and promoting experimentation and innovation. The Committee shall consider matters pertaining to New York University relations with professional and educational organizations.

The Committee shall advise the Academic Affairs Committee of the Board of Trustees regarding honorary degrees and other special awards, as provided in the Bylaws, and regarding the naming of buildings or other facilities not earmarked for naming gifts. The Committee shall be responsible for presenting to the Senate a calendar for the academic year that begins in the following calendar year.

Community Standards
Responsible for reviewing University policies related to student conduct and community standards, including annual review of the University Student Conduct Policy, and making
recommendations for updates and alterations; members may also receive additional training to
serve as panelists for University-level student conduct hearings and grievances, in accordance
with the University Student Conduct Procedures.

Financial Affairs
The Committee shall consider and make recommendations on financial and budgetary policies of
the University, including those relating to capital budgets, operating budgets, long-range
financial planning, policies governing allocation of resources among schools, and policies on
tuition and salary. In addition, the Committee shall consider matters relating to the development
of University facilities.

Public Affairs
The Committee shall be concerned with all matters relating to the Commencement Exercises and
other public occasions affecting more than one school. The Committee shall consider matters
pertaining to New York University's relations with the community.

The Committee shall conduct a yearly review of the guidelines on the use of University facilities,
and shall inform appropriate administrative personnel about the operation of these guidelines.
The Committee shall also develop additional guidelines, if needed, for approval by the Senate;
hear grievances and arbitrate disputes in connection with the use of University facilities; and
determine violations of the guidelines. Appeals from decisions of the Public Affairs Committee
may be made to the Senate.

Senate Committee on Organization and Governance (SCOG)
The Committee shall review organizational policies of the University and make recommendations
regarding governance.
Best Practices for CFSC Governance.

Rationale: this document is not binding as the C-FSC Bylaws are. But it serves a similar purpose: to help the C-FSC run smoothly and represent the interests of our colleagues fairly and consistently. Some best practices noted below were originally drafted as bylaws but seemed, upon reflection, to be practices we aimed for but not necessarily “rules” that we wanted to be seen as “breaking” should they not be achieved in any given moment. Other best practices address what the C-FSC ultimately feels are decisions best left to each school/school’s Senators. But given the challenges of institutional memory in a decentralized place like NYU, we wanted to have a place to collect precedents for school-based decisions. We also thought this document would serve as a good place to collect various procedural policies/resolutions the CFSC had previously passed. We expect both the Bylaws and this best practices list to be living documents, open to change over time. That said, we hope this document will allow for more informal updating as our council continues to grow and learn.

Nominations and Elections

- There should be at least two candidates for each open seat. Historically, some schools have had difficulty reaching this goal (and indeed, as of April, 2021, we have several open alternate seats).
- If the voting professorial members of the faculty of any school fail to adopt nominating and electoral procedures as provided in Article 4 of the bylaws, the nomination and election of Senators could be conducted in the following manner: the School’s faculty could appoint a nominating committee to present at least three names for each Senatorial position, whenever applicable, to the voting professorial members of their faculty by email at least one week before an election. The notice calling the meeting at which an election is to take place should specify that the election is among the purposes of the meeting. At such a meeting, nominations could also be made from the floor. The meeting should be held before university commencement in May of the final year of the three-year term of the representative(s) then in office. This entire process should be conducted by secret ballot, and by the faculty free from interference by School or University administrators.
- We’ve had a situation in the past where the University-calculated allocation for the following year reduced the number of Senators from a particular school and all of the Senators from that school were in the middle of their terms. We left it up to that school’s Senators to decide amongst themselves who would step down.

Responsibilities

- On a considered belief that either a School has failed to adhere to the procedures adopted by its voting professorial members or, no procedures were adopted and an ad hoc election process was held in a problematic way, a detailed written complaint, signed by no fewer than three voting professorial members or 50% (whichever is smaller) of the respective School, may be filed with the Manager of Faculty Governance. Such a complaint could be investigated by the Governance Committee in consultation with the Steering Committee. The C-FSC could determine an appropriate remedy, which might include the requirement of a new election. In no event, however, should any Senator elected under procedures challenged herein be unseated during the pendency of the complaint and the seating of a replacement Senator, should that prove necessary. Until the challenge is settled, the replacement Senator should not be seated.

Officers of the C-FSC
When possible, elections for the Steering Committee should be held at the second to last C-FSC meeting of the Spring semester. Historically, these elections have usually been held in the last meeting of the Spring semester as individual school elections are often held late in the Spring as well.

There are benefits both to having new members of Steering every year and also to having experienced members every year. While there are no term limits as such, the C-FSC should take these benefits into consideration when voting for the Steering Committee members.

Previously passed CFSC procedures/resolutions:

In the spirit of best practices, below are the previously passed resolutions from the CFSC which touch on how we run our own council.

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

Continuing Contract Faculty Senators Council (C-FSC) Resolution regarding Invited Guests to C-FSC Plenary Meetings

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

C-FSC Resolution to Establish a Clearer Record of Attendance for Members of the Full-Time Continuing Contract Faculty Senators

Fostering mutual cooperation between the standing committees of the Board and the standing committees of the C-FSC
From: Executive Council, NYU T-FSC
To: NYU C-FSC; April Hathcock, Director of Scholarly Communications and Information Policy, NYU Libraries

Subject: Rejection of NYU Commitment to Open Access for Research

During the April 15 meeting, the Tenured Faculty Senators considered the NYU Commitment to Open Access for Research proposal, which had been presented to our Council during the Fall 2020 semester. While our Council enthusiastically supports the idea of Open Access, we have substantial objections to the Commitment proposal as it has been presented. Therefore, the Resolution to adopt the NYU Commitment to Open Access for Research was rejected, with a vote of 2 in favor and 18 opposed.

There were many reservations and concerns about the Commitment; the most salient and substantial that surfaced are as follows:

- The Council cannot accept a document that sets forth a compulsory directive for faculty to deposit their articles in an institutional repository or open environment. There are many instances in which faculty who are not corresponding authors do not have control over the circumstances surrounding the publication of an article. This Commitment, which is really a policy, would seem to provide the occasion for punitive action if a faculty member were deemed to be out of compliance for any reason. It is too absolute.

- The Council does not understand why (or accept the rationale that) a Commitment to Open Access must hinge on faculty ceding “to New York University a non-exclusive, irrevocable, royalty-free, worldwide license to exercise any and all rights under copyright relating to each of their scholarly articles, in any medium, and to authorize others to do so, provided that the articles are not sold.” This wholesale transfer of intellectual property rights seems like an overreach. It implicates pre-tenure scholars, and it countervails longstanding efforts by our Council to ensure that NYU faculty have full control over their scholarly output.

- The Council does not feel that the provisions to “opt out” of this policy are stated clearly enough. To name the agent responsible for waiving the application of the license as a “designate” is prohibitively opaque and could lead to confusion. In fact, it seems to be a matter for debate as to whether this provision constitutes an opt out clause at all.

In addition to these concerns, multiple members of the Council argued that any statement for an institutional commitment for Open Access should include funding or other financial resources to defray the costs associated with publishing Open Access articles in scholarly venues. Finally, multiple members of the Council noted the difficulty of depositing articles within NYU’s Faculty Digital Archive and suggested that a lagging infrastructure would make it difficult for faculty to comply with this Commitment.

Although the Council cannot endorse the Commitment to Open Access for Research as currently written, we are willing to continue the conversation. To that end, the T-FSC Executive
Council has charged Andrew Battista, Division of Libraries Senator to collaborate with Educational Policies & Faculty/Student Relations Committee to work on a document that would potentially advance the ideals of Open Access at NYU while also remaining congruent with the right faculty have to control their scholarly output.
C-FSC
Educational Policies and Faculty/Student Relations Committee

Date: April 22, 2021

Members:, Aminda Heckman, Scott Illingworth (Chair), Stacen Keating, Noelle Molé Liston, Michael A Tyrell

REPORT
The committee and/or its members engaged in three efforts in recent weeks. In collaboration with CFSC Steering Committee Chair, Ethan Youngerman we sent correspondence to all C-Faculty regarding the adjusted spring break weekend schedules and offered strategies for communication and organization to ensure a reduction in student work during these periods.

We also met with our colleague Edward Kleinert in his role on the technology committee to discuss existing university plans for improving and supporting blended classroom environments into the fall of 2021. Committee member Noelle Molé Liston drafted a survey we hoped to send in collaboration with Clay Shirky and the Educational Technologies office. Our initial response from Vice Provost Shirky did not support an interest in collaborating on this survey. We are going to reach back out for more detailed information about their efforts to collect and understand the issues facing faculty working in blended classroom environments.

Finally, Committee Chair Scott Illingworth is working with an ad hoc group of performing arts faculty from Tisch and Steinhardt to advocate for unique resources needed to resume live performance and related curricular work in the Fall of 2021.

We continue to value the ideas, input, and concerns of faculty representatives about other matters that our committee might help to work on or advance.

Respectfully submitted,

Scott Illingworth
Committee on Faculty Benefits and Housing
Report to the C-FSC meeting of April 29, 2021

Harry Chernoff, Chris Dickey, Michael Ferguson, Vittoria Flamini, Robin Mitnick

Vincent Renzi, chair

Due to pandemic-related relief measures included in recent federal legislation, healthcare and dependent care flexible spending accounts will have unlimited rollover of unused funds for 2020 and 2021. There is also an increase to age 14 for dependent care expenses in 2020 and 2021, and a special mid-year enrollment period for healthcare flexible spending accounts for 2021.

Dependent care flexible spending accounts will also have a temporarily higher contribution limit of $10,500 for the year.

The University is targeting an announcement of further details for April 30th, for a re-opening of enrollments starting May 3rd.

Working with the University, Optum, our employee assistance plan provider, has now hired the new onsite EAP counselor, whose projected start-date on campus is June 1st. We expect more details to follow nearer to that date.
C-FSC Finance & Policy Planning Committee Report
Submitted April 26, 2021

The undersigned chair submits this report of the C-FSC Finance & Policy Planning Committee to update members of the C-FSC regarding the faculty salary equity and compression/inversion studies and other matters. Committee members are Chris Dickey, Leila Jahangiri, Noelle Molé Liston, Sylvia Maier, Marlene McCarty, and Jon Ritter.

Since the Committee’s last written report on Jan. 29, 2021, the Committee has continued to press the University administration for further details and data regarding the salary equity and salary inversion/compression studies. While the Committee has not achieved all that was hoped, in particular information on the extent of salary disparities, the models used, or the underlying data from which conclusions were drawn, the administration has shared and posted additional information about the studies under “Financial Affairs” at: https://www.nyu.edu/about/leadership-university-administration/university-senate/membership/committees.html#financial-affairs

In addition, the Committee submitted the attached Budget Recommendation through the Senate Financial Affairs Committee (“SFAC”) to senior University officials who are responsible for preparing the budget and submitting it for approval to the University Board of Trustees. We anticipate receiving a response from those officials at the May 6 meeting of the SFAC. We have been informed that the final University budget is scheduled to be approved on June 8 & 9 by the Trustees. The projected budget is break-even, with NYU Returns and related COVID costs largely balanced by mitigation efforts.

The Committee members’ priorities for next year are: to push for increased AMI to both catch up on the salary freeze from this past year and to correct long standing inequities in salary; housing access for our constituents or other forms of subsidy, similar to those provided to tenured faculty; and salary increases commensurate with promotions and long service for continuing contract faculty.

Maria Patterson, Chair
To: University Senate Financial Affairs Committee  
From: C-FSC Finance and Policy Planning Committee  
Date: March 25, 2021  
Re: C-FSC Final Recommendations for the Fiscal 2022 Budget

Preface

The C-FSC submitted its preliminary budget recommendations for FY 2021 prior to the onset of the COVID-19 crisis. It recognized in its final budget recommendations that the University was facing budget constraints because of the crisis and requested that, if the University was unable to adopt all or any part of this recommendations for FY 2021, the request be carried over to FY 2022. In fact, the University was unable to adopt any of the recommendations. Thus, the remainder of this document contains the recommendations submitted by the C-FSC last year regarding salary increases. However, following the SFAC meeting on March 16 and review of the analysis and evidence presented in the T-FSC Recommendations, the C-FSC is revising its recommendation regarding AMI.

Recommendation Regarding Salary Increases

The C-FSC recommends that (i) the minimum salary for continuing contract faculty be raised to $70,000 from $60,000; (ii) continuing contract faculty who have been employed by the University for more than five years be paid at least $5,000 above the minimum salary; (iii) continuing contract faculty who have been employed by the University for more than ten years be paid at least $10,000 above the minimum salary, and (iv) minimum salary levels be reviewed at least every three years.

The C-FSC does not make this recommendation lightly. With regard to the increase in minimum salary to $70,000, the C-FSC notes that starting salaries for NYC public school teachers for 2019-20 are $57,845 for someone with a bachelor’s degree and no teaching experience and $65,026 for a master’s degree and no teaching experience. While K-12 public school teachers and private university faculty may not be directly comparable, NYU’s compensation of its continuing contract faculty should reflect its mission of higher education as opposed to K-12 education, the degrees its faculty members have earned, and its faculty members’ years of experience.

With regard to the increases above the minimum salary for experience, it is important to note that of the approximately 191 NYU continuing contract faculty members who currently are earning below $70,000, approximately 67 have served for between five and ten years, and approximately 43 have served over ten years. Merely bringing those experienced faculty members up to the $70,000 minimum is an insufficient recognition of their service. Thus, to address the problem of salary compression, the C-FSC recommends modest amounts by which an experienced
professor’s salary should exceed the bare minimum. For another inexact but useful comparison, the starting salary for a NYC public school teacher with a master’s degree, eight years experience, and some additional course work is $87,510.

Moreover, review of the AAUP Annual Report on the Economic Status of the Profession, 2018–19 (May 2019) suggests that salaries at peer institutions are higher than at NYU. For example, the average salary for a Columbia University lecturer (presumably equivalent to our lowest rank of continuing contract faculty) is $88,500, compared to NYU’s $64,700. To compare with another New York City university, Fordham’s average is $67,600, also higher than NYU’s. Boston University, another private university in a metropolitan area, has an average of $77,300.

**Recommendation Regarding AMI**

The C-FSC recommends that AMI be at least 4%. This figure will, at best, help faculty in catching up after the loss of AMI last year, and the C-FSC also recommends that future years’ AMI be sufficient to allow faculty salaries to fully catch up to the lost year. Further, the C-FSC would like the SFAC to discuss in the coming year ways to eliminate long standing inequities between the continuing contract and tenured and tenure track faculty, such as the availability of faculty housing.

Further, in the past, deans of many if not most of the schools have used 0.5% of the reported AMI at their discretion. The C-FSC does not take issue with this practice but recommends that the AMI should be at least 3.5%, not just reported as such, and the additional 0.5% can continue to be a discretionary amount.

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1 At present, there are (i) approximately 47 faculty members who have served between five and ten years and who earn between $70,75,000; and (ii) approximately 22 who have served over ten years and are earning between $75-80,000.
C-FSC Committee on the Global Network University
Draft Report to C-FSC
Submitted April 26, 2021

The chair submits this report of the C-FSC Committee on the Global Network University to update the C-FSC about its April meeting and to identify ongoing agenda items for 2021-22. Committee members are Lauren Davis, Monika Lin, Ken Nielsen, William Owens, Christopher Packard, Jon Ritter (chair), and Xingyu Wang.

At our April 22 meeting, chair Ritter reported on the recent meetings of the Provost’s Faculty Committee on the Global Network University, including recent updates from Provost Fleming and Associate Vice Chancellor for Global Mobility Josh Taylor. Most GNU sites and portals expect to reopen for in-person classes in the Fall semester, with contingencies for visa and vaccine availability, as well as local capacity and behavior requirements. NYU expects to maintain GoLocal as an option to accommodate visa and personal issues in future semesters, and Fleming and Linda Mills have requested recommendations from faculty for the future of GoLocal, as discussed below. The Provost’s Committee is also considering ways to strengthen faculty consultation at the sites through the Site Specific Committees (SSCs), which might be revised to be more active. C-FSC GNU Committee members endorsed reviewing SSC structure to include greater representation of contract faculty and to increase their role in decisions at the sites.

Minutes of the Provost’s Committee meetings can be found at this link: https://www.nyu.edu/about/university-initiatives/faculty-advisory-committee-on-nyus-global-network/meeting-schedules-and-summaries.html

Shanghai representatives reported that the Shanghai Faculty Council is reviewing the updated Shanghai Affordability Report, which has been revised to focus on housing benefits for contract faculty, primarily Chinese language lecturers.

The committee then continued our discussion from March about the future of GoLocal, proposing the following draft recommendations. We invite C-FSC Senators to provide comments or discussion at the meeting or by email to the chair:

**Draft GoLocal Recommendations:**
1. Faculty to exercise choice about mode of instruction
2. University to provide robust registration advising especially regarding class meeting times
3. GNU to develop institutional connections with New York depts, esp. for majors and minors
4. GNU to ensure physical connection of housing and classrooms to sites, portals, and local community.
5. Sites and portals to ensure student life emphasizes social and cultural connection to GoLocal locations.

In the 2021-22 year, the committee plans to continue its work consulting with GNU administration and the Provost’s GNU Committee about issues that arise in the GNU; to follow up with the Shanghai Affordability Report; and to continue the work begun this year to identify and assess the resources at the sites and portals to support Diversity, Equity and Inclusion as they relate to contract faculty in the GNU.

Submitted by committee chair Jon Ritter, 4/26/2021
**Faculty Grievance Committee Report**  
April 21, 2021

On 5/11/2020, the C-FSC Council sent the approved “Resolution to Amend, Replace, and Clarify the Grievance Procedures Pertaining to Full-Time Continuing Contract Faculty Outlined in the Faculty Handbook” to Provost Fleming. (Provost Fleming responded on 7/17/2020 that her office would respond in the fall of 2020.)

Nearly a year has passed. We realize that Covid has put a hold on less important matters, but we would like to *again* ask the Steering Committee to make inquiries about the status of our council’s resolution.

Respectfully submitted,

Heidi White, Chair

Members: Lauren Davis, Leila Jahangiri, Mary Killilea, Jung Kim, Maria Patterson, Gioia Stevens, Chyng Sun, Andrew Williams
Personnel Policies and Contract Issues Committee Report
April 21, 2021

We recently received a response from the T-FSC “Personnel Policies & Tenure Modifications” committee regarding our recommendations on the Global Public Health (GPH) Reappointment & Promotion Policy. Their response is posted on the T-FSC website (under “Reviews and Recommendations”). Many of our recommendations were accepted. Unfortunately, a few of the important ones were rejected, recommendations that had been accepted for previous policies in earlier years.

We expect to receive the following Reappointment & Promotion Policies for our review in the near future:

- Libraries C faculty policy
- Steinhardt C faculty policy

Respectfully submitted,

Heidi White, Chair

Members: Olivia Birdsal, Cora de Leon, Steve Iams, Edward Kleinert, Silvia Spivakovsky, and Gioia Stevens
C-FSC
University Community Standards Committee

Date: April 22, 2021

REPORT
For the reference of this council, please find included the Community Standards Committee's annual report to the University Senate.

Respectfully submitted,

Scott Illingworth
TO: University Senate

FROM: Scott Illingworth, Co-Chair of the Senate Community Standards Committee
Isabelle Link-Levy, Co-Chair of the Senate Community Standards Committee
Shamon Lawrence, Co-Chair of the Senate Community Standards Committee
Craig Jolley, Office of Student Conduct and Community Standards

DATE: April 22, 2021

RE: 2020-21 Annual Review of the NYU Student Conduct Policy

Foreword

The University Senate Community Standards Committee is charged with reviewing the University Student Conduct Policy on an annual basis and reporting any recommended changes to the Senate. We respectfully submit this report in fulfillment of our charge for the 2020-21 academic year.

On April 7, 2021, the Community Standards Committee convened via Zoom for a presentation by the Office of Student Conduct (OSC), a review of the Student Conduct Policy, and a discussion of any recommended revisions for the next academic year.

Student Conduct Program – Year in Review

The Office of Student Conduct (OSC) gave a presentation to the Community Standards Committee on the student conduct program at NYU and how the policy and procedures were implemented over the course of the academic year. The OSC staff reported that the vast majority of cases managed in 2020-21 were related to our rules and expectations associated with public health and community safety in the context of the COVID-19 pandemic. In fact, 85% of the cases adjudicated in 2020-21 involved allegations related to COVID-19. Throughout the year, OSC has strived to administer a fair and consistent approach to student misconduct. Between August 1, 2021 and April 2, 2021, the Office of Student Conduct, or designees, managed 1,638 cases of students alleged to have violated one or more University or residence hall policies. Of those cases, 798 students were determined to be responsible for violating at least one policy. Sanctions included 373 written warnings, 123 students placed on residential probation, 253 students placed on University disciplinary probation, 50 students suspended from housing, and 70 students suspended from the University. There were no students expelled from NYU in 2020-21. In addition, the Office of Student Conduct assigned over 740 educational projects and activities.

The OSC staff noted that these numbers only reflect cases adjudicated through April 2, 2021 and that final numbers for the academic year will be calculated over the summer.

Policy Review and Recommended Updates for 2021-22

After the year-in-review, the Community Standards Committee then discussed the NYU Student Conduct Policy. Since 2020-21 is expected to be an anomaly and unlike any other year for the student conduct program, the committee and OSC agreed that it would be inappropriate to draw any broad conclusions from this year to inform future changes. The group did agree that, to the extent the University public health policies and protocols change in the months ahead, the OSC should update the links and references within the 2021-22 Student Conduct Policy to reflect the most current rules. Furthermore, should any of our current policies or practices be repealed or “sunset” due to the changing public health
landscape, those rules should also be removed from the student conduct policies and procedures. The Committee recommended no further changes to the Student Conduct Policy.

This past year, the committee continued to engage in discussions about updating the University’s Guidelines Regarding Protest and Dissent. While some productive conversation occurred, further work on this policy will continue in 2021-22.

The committee and OSC also agreed that a multidisciplinary group should be convened in 2021-22 to review and update the University’s policies related to substance abuse.

**Conclusion**

Having completed the annual policy review and reported the recommended changes to the Senate, the Community Standards Committee has now fulfilled its charge for the 2020-21 academic year. Questions about the information contained in this report should be directed to Scott Illingworth, Isabelle Link-Levy (‘21), Shamon Lawrence, or Craig Jolley.
The Undergraduate Academic Affairs Committee met on March 30, 2021.

1) Update on NYU Reads.
Selection for 2021-22: *Braiding Sweetgrass* (2013) by Robin Wall Kimmerer. The essayistic/chapter nature of the book hopefully will allow different schools/units to pick sections that are most pertinent to their students.

2) Academic integrity. The committee has been working on a draft of a University-wide honor/integrity code for students. The current draft is as follows:

“At NYU, excellence, fairness, honesty, and respect within and outside the classroom are essential to maintaining the integrity of our community. By accepting membership in this community, students take responsibility for demonstrating these values in their own conduct and for recognizing and supporting these values in others. In turn, these values will help create a campus climate that encourages the free exchange of ideas, promotes scholarly excellence through active and creative thought, and allows community members to achieve and be recognized for achieving their highest potential.”

*From the Policy on Academic Integrity for Students at NYU* (2011)

As a student at NYU, I promise to uphold the integrity of our academic mission and of our scholarly and artistic community.

I therefore pledge—

— that I will not cheat;

— that I will not represent the words, works, or ideas of others as my own;

— that I will uphold the values on which our community depends: honesty, respect, fairness, equity, and the free and open exchange of ideas.

3) Return. The Committee had a wide-ranging conversation about what the Fall might look like, including what aspects of COVID instruction might be maintained despite a “return to normal.”