



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF MAY 2, 2019

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Thursday, May 2, 2019 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Davis, De Bartolo, Ferguson, Gershman, Gold-Von Simson, Illingworth, Jahangiri, Killilea, Lee, Leone, Liston, Mitnick, Renzi, Saravanos, Slater, Unnikrishnan, Watkins, White, Williams, and Youngerman; Alternate Senators Chernoff (for Patterson), Funk (for Howard-Spink), Hersh, Kleinert, Maynor, Pietro, Ritter, Spivakovsky, Talib, and Tourin.

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 26, 2019

Upon a motion duly made and seconded, the minutes of the March 26, 2019 meeting were approved unanimously.

STEERING COMMITTEE ELECTION

Call for Nominations and Vote

Chairperson Killilea called for nominations for Steering Committee members. All current Steering Committee members were nominated: Lauren Davis of Tisch, Leila Jahangiri of the College of Dentistry, Mary Killilea of the Faculty of Arts and Science (FAS), Tommy Lee of Tandon, Larry Slater from the Rory Meyers College of Nursing, Beverly Watkins from the College of Global Public Health, and Ethan Youngerman of Faculty of Arts and Science (FAS).

Antonius Saravanos from the School of Professional Studies and John Gershman from Wagner were nominated. They accepted the nominations.

The election of the seven members of the Steering Committee took place by secret ballot.

Senator Gold Von-Simson and Karyn Ridder, Manager of Faculty Governance, supervised the counting of the ballots.

Killilea reported the results of the election: Lauren Davis, Leila Jahangiri, Mary Killilea, Antonius Saravanos, Larry Slater, Beverly Watkins, and Ethan Youngerman will serve as Steering Committee members for academic year 2019-2020.

REPORT FROM THE CHAIRPERSON: MARY KILLILEA

See attached Document A.

Discussion/Questions on Chair's Report

Thank you

Killilea thanked the Council for their dedication and stated she looks forward to the Council continuing its work next academic year.

Meeting with President Hamilton

The Steering Committee met with President Hamilton on April 25. They discussed the importance of undergraduate research at NYU and the role of contract faculty in mentoring undergraduates. The discussion included highlighting the opportunities for continuing contract faculty to serve as mentors. They also examined some of the limitations c-faculty face in terms of incentives and resources.

They discussed the need to increase the diversity of the continuing contract faculty. It was noted that Steinhardt and Tisch have been successful at increasing faculty diversity. They considered that despite the resources provided by the University and the largely good intentions of search committees and administration, more needs to be done and tools are needed to evaluate the outcomes of faculty searches.

Luncheon with the Board of Trustees

On April 20, 2019, Bill Berkley, Chairman of NYU's Board of Trustees, invited several faculty leaders to a luncheon. The discussion focused on the Universities need to increase faculty diversity.

Save the Date for the C-FSC End of the Year Retreat and Celebration

Killilea reported the tentative date for the annual retreat and celebration is Tuesday May 28, 2019. Some Senators indicated they would be traveling on this date. New dates and spaces in June will be explored.

The Chair's Report was accepted into the minutes.

PRESENTATION, DISCUSSION, AND VOTE

Joint recommendations on AD Policies and Procedures for Appointment, Reappointment, and Promotion of Full-Time Continuing Contract Faculty

See attached Document B.

The Committee presented their recommendations to the policy. The Senator from AD described the process of creating the policy, noting there were listening sessions with AD faculty.

Senators discussed the language regarding titles, noting there is a Provost of Abu Dhabi, not a Dean. It was recommended to change the title of the committee to the Provostial Grievance Committee.

The recommendations were passed by vote of the Council.

Resolution regarding Grievance Procedures in Faculty Handbook

See attached Document C.

The C-FSC Grievance Committee presented their proposed resolution to amend, replace, and clarify the Grievance Procedures outlined in the Faculty Handbook.

Committee Chair Watkins read the following proposed language:

"In the case of all grievances, within 15 working days of the faculty member notifying the Dean of an intent to file a grievance, an attempt shall be made to settle the dispute by an informal discussion between the concerned parties, possibly with the assistance of mediators."

"If the faculty member decides that the grievance cannot be settled informally, at a level below the Dean, or by the Dean himself or herself, the faculty member may appeal to the Dean who shall convoke the grievance committee of the school or faculty within 15 days of the faculty's written notification. Each school or faculty shall designate a faculty committee to hear grievances in order to advise the Dean. Unless otherwise authorized in the school's policy and approved by the Provost, each school shall either establish a new standing faculty committee for Continuing Contract Faculty grievances, which will include senior Continuing Contract Faculty and Tenured Faculty elected by the voting members of the faculty; or shall expand its existing standing grievance committee for Tenured Faculty to include (elected) senior Continuing Contract Faculty who shall participate in hearing and evaluating only those grievances that are filed by Continuing Contract Faculty. The faculty grievance committee(s) shall not include departmental chairpersons or department heads or any faculty member whose primary assignment is administrative. The Grievance Committee Chair shall provide the grievant with status updates every two (2) months for the duration of the process."

A Senator suggested clarifying if the 15 days are calendar days or working days. He also suggested re-wording "two months" to "60 days". Watkins stated the 15 days are considered calendar days.

A Senator inquired if there are provisions that state the beginning to the end of the grievance process will not exceed a certain amount. Watkins stated they want to allow for more time if needed.

The Committee noted they are also working on establishing a guide to clarify the grievance process. It was noted often that grievants come to the Council for clarification and a written policy would help direct them to the appropriate process.

A Senator inquired on how to protect the anonymity of the grievant. It was noted information on grievances is only given to the Chair of the Council. It was noted this document asks that schools report on the number of grievances and how they were resolved to their school grievance committee, while maintaining confidentiality.

A Senator asked if the status on grievances goes to the Chair of the Council or the Chair of the Grievance Committee. Senators expressed concern with the ambiguity on language regarding which Chairs and Committees are involved in the process, and how.

The Committee will clarify language in the document on calendar days and also on the involvement of Committee Chairs. They will then bring the draft document to the T-FSC for their review and will bring back to the Council in the fall.

Revised Shared Governance Survey Report

The Governance Committee presented the Shared Governance Survey report, revised by the T-FSC following the C-FSC's concerns that the original did not protect the anonymity of survey respondents. In this version, the comments from School of Professional Studies faculty were removed.

Senators expressed concerns that the report still does not protect confidentiality. For instance, a Senator noted he could personally identify faculty members in his school from the comments in the document.

The Council drafted and approved by unanimous vote, the following statement to be sent to the Chair of the T-FSC:

The C-FSC vehemently opposed the publication and release of the Shared Governance Survey report because it challenges the anonymity of the survey respondents. The vote against the release of the report was unanimous. Our concerns are based on extensive use of direct quotes from the survey which undermine the expectation of anonymity of participants.

COMMITTEE REPORTS

See attached Document E.

Discussion/Questions on the following submitted reports:

Educational Policies & Faculty/Student Relations

Committee Chair Illingworth noted the Committee worked with the T-FSC on the topic of course evaluations. The T-FSC report focused on improving response rate. The C-FSC Committee instead focused on creating a summary of the number of direct and indirect references to the use of course evaluations in the review, promotion, and retention of continuing contract faculty across NYU. The committee believes that this presents significant potential problems for contract faculty given the growing understanding nationally and at NYU regarding bias in these instruments.

Senators discussed the best way to communicate this report. The Committee's "Report on the Use of Language Regarding Course Evaluations in Contract Faculty Review, Promotion, and Retention" will be sent to the Provost Office for discussion at the May 9 SC meeting with Provost.

Faculty Benefits & Housing

Committee Chair Renzi reported he met with Grace Cosachov Protos, the Executive Director of the Work Life Office on April 16. They discussed the Child Care Fund age restriction, how to target mental health/employee assistance programming to faculty, faculty with disabilities, home purchase assistance, retirement planning for faculty, conference travel support for faculty with dependent care responsibilities, and how best to include Work Life programming in faculty recruitment and in event planning. He suggested that she also meet with department chairs and directors to move work-life information to the departmental level.

He reported the Committee met with Trish Halley, Grace Protos, and Carol Hoffman, former Executive Director of the Columbia University Work Life Office, who is leading a special project for NYU in relation to mental health issues, needs and resources.

He also reported the meeting with the T-FSC on benefits premium increases is scheduled for June 11.

He noted the Committee has been advocating for differential increases in benefits premiums by salary rank. He noted a new study showed that at low income levels, particularly people with families, employer tax benefits can be regressive.

He stated the Committee will continue work to follow the recommendation of the Council of having the lowest increases of premiums targeted to the lower salary tiers.

No Discussion/Questions on the following submitted reports:

Judicial Board

Graduate Program Committee

The reports were accepted into the minutes.

NEW BUSINESS

Prison Educational Program

A Senator reported on the activities of the NYU Prison Industrial Complex Committee.

There will be two additional scholarships for incarcerated students. They are also creating a web portal that brings together research, teaching, and events regarding the prison industrial complex.

In addition, the Dean of the Libraries will create a research portal for students, staff, and faculty interested in doing research on the prison industrial complex. They will identify a network of students, advisors, and academic services in the main programs of school to provide more robust outreach and support for both formerly incarcerated students and those who have currently incarcerated family members.

Major Agenda Items for Provost

A Steering Committee member reported the Provost asked the Council to develop a set of major issues concerning continuing contract faculty members to present for next academic year. A Senator commented several major issues include contract length, job security, and protection of academic freedom.

Open Access

A Senator recommended continuing work on creating an open access policy to encourage faculty to participate in the creation of open knowledge. She reported the Division of Libraries had been advocating for this and NYU could be considered behind its peers in not having a policy.

ADJOURNMENT

The meeting adjourned at 2:00 PM.