



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF MAY 5, 2020

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Tuesday, May 5, 2020 via remote connection.

In attendance were Senators Carter, Davis, De Bartolo, Depaola-Cefola, Gershman, Illingworth, Jahangiri, Killilea, Kim, Liston, Maynor, McCarty, Mitnick, Patterson, Renzi, Saravanos, Slater, Tourin, Unnikrishnan, Wang, Watkins, White, Williams, and Youngerman; Alternate Senators Bridges, Ferguson, Flamini, Foudy, Hartsfield, Hersh, Kleinert, Owens, Ritter, Sahin, Spivakovsky, and Stevens.

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 April 21, 2020 meeting were approved as amended.

STEERING COMMITTEE ELECTION

Call for Nominations and Vote for 7-member Steering Committee 2020-2021

Chairperson Slater called for nominations for Steering Committee members. The following candidates were nominated prior to the meeting: Lauren Davis of the Tisch School of the Arts, Leila Jahangiri of the College of Dentistry, Agnes Tourin of the Tandon School of Engineering, Heidi White of the Faculty of Arts and Science, and Ethan Youngerman of the Faculty of Arts and Science. The current members of the Steering Committee were nominated from the floor: Mary Killilea of the Faculty of Arts and Science, Antonios Saravanos of the School of Professional Studies, Larry Slater of the Rory Meyers College of Nursing, and Beverly Watkins of the School of Global Public Health. The following candidates were also nominated from the floor: John Gershman of the Wagner Graduate School of Public Service, Noelle Molé Liston of Faculty of Arts and Science, Maria Patterson of the Stern School of Business, and Vincent Renzi of Faculty of Arts and Science. The following seven candidates accepted the nomination: Lauren Davis, John Gershman, Leila Jahangiri, Mary Killilea, Noelle Molé Liston, Agnes Tourin, Ethan Youngerman. The other candidates declined the nomination.

The election of the Steering Committee took place by online ballot. Slater reported the Steering Committee members for 2020-2021: Lauren Davis, John Gershman, Leila Jahangiri, Mary Killilea, Noelle Molé Liston, Agnes Tourin, Ethan Youngerman.

SPECIAL PRESENTATION: PRESIDENT HAMILTON

See attached Document B: Questions for the President.

The Council welcomed President Hamilton. He thanked the faculty for their hard work in transitioning to remote learning this spring.

Hamilton responded to the questions from the Council. He noted that flexibility is the key in planning return to in-person activities in the fall. He emphasized the uncertainty regarding which students will be able to return to New York City, challenges with international students' visas, members of the community with health concerns related to in-person teaching, and what the state and city rules will be on social distancing, etc.

He stated the different options they are exploring including offering the option of a January start date, breaking up the class sizes, delivering large classes online, and small discussion sections replacing attendance in person.

He reported planning is also taking place at the individual school level in coordination with the Provost Office, given the schools will be most familiar with the academic issues and different pedagogical challenges under these new circumstances.

A Senator recommended that there be a uniform process for faculty and students to request opting out of in-person instruction based on their individual circumstances.

Hamilton responded these decisions will be taken at the school level with guidance from the Provost office. Vice Provost Day added the Office of Human Resources and Office of Equal Opportunity are working on a formal process for employees, including faculty, on seeking accommodations.

Hamilton noted NYU Shanghai has returned to in-person instruction with a mixed teaching mode of in-person and remote instruction. Their experience will offer learning opportunities on what worked best in effective forms of teaching.

A Senator inquired on contract extensions for continuing contract faculty, similar to tenure clock stoppage for tenure track faculty. Day responded the tenure clock extension is based on those with terminal appointments with a limited clock. If they do not demonstrate excellence in that limited time period, their appointments are ended. In contrast, continuing contract faculty have ongoing appointments.

Hamilton mentioned the guiding principles in this situation: 1) the health and safety number one of students, faculty, and staff, 2) commitment to maintaining the academic continuity of programs, and 3) recognizing the special needs and circumstances and those who are particularly disrupted in their research and other academic endeavors.

A Senator asked if adjunct faculty will lose their courses in the upcoming academic year. Hamilton responded there are uncertain circumstances related to enrollment changes in fall. He reported the positive news that deposits at the undergraduate level are tracking previous years.

A Senator noted the University should advertise any new initiatives that enhance the remote learning experience, additions to courses, and collaborations between programs. Day reported there are special initiatives being planned for next year to incentivize students and their families to continue or to start their studies at NYU. These initiatives will be communicated soon.

A Senator stated in light of the uncertainty in enrollments and what the fall semester will look like, faculty are concerned about the level and timing of communications.

Hamilton commented the administration is focused on maintaining the same level of shared governance and open channels of communication with faculty. He noted they added a number of additional University Senate Executive Committee meetings and will continue these meetings during the summer. They will also continue to reach out to individual Councils and Senate Committees, such as Senate Financial Affairs, as the University works to make critical decisions for the future.

The Council thanked President Hamilton for his visit.

PRESENTATION, DISCUSSION, VOTE

Memo to Provost regarding Recommendations for the Courant Institute Reappointment and Promotion Policies from the Continuing-Contract Faculty Senators Council

See attached Document C.

Committee Chair White presented the Personnel Policies and Contract Issues Committee's (PPCI) memo. The Committee communicated and met with faculty members from the Courant Institute for Mathematical Sciences and discovered that they do not have a faculty governance structure. They also learned the faculty did not participate in the formulation of their Contract policy, they were only allowed to make comments and vote.

The Committee developed a memo to be sent with the policy recommendations to recommend that contract faculty be formally included in Courant's governance structure.

The Committee also met with the T-FSC Personnel Policies & Tenure Modifications Committee (PPTM) and they agreed on this recommendation and plan to send a similar memo.

In addition, the Committee recommends that the recommendations on the policy be submitted directly to the contract faculty of Courant, so that they can be given an informed opportunity to participate in formulating the school policy and can know how it might be improved.

Senators questioned if Courant should have its own policies, separate from Faculty of Arts and Science (FAS). They discussed their involvement in faculty governance within FAS. It was noted the structure worked when all faculty in Courant were tenured and had tenure homes, but it is challenging with the continuing contract faculty who do not have tenure homes.

White added when it comes to reappointment and promotion, the Courant continuing contract faculty, prefer a committee composed of their peers in Courant. She also commented they could formulate their own faculty governance and still fall under an umbrella of FAS.

It was suggested to discuss with the Provost the reasoning behind the separate policy for Courant. It was also suggested to table the recommendations and have the FAS Senators discuss with the FAS Dean and also gather information on what the Courant colleagues prefer in terms of structure and policies.

White noted the T-FSC will be voting on their memo and recommendation on May 7 and likely communicate the Provost Office.

It was recommended that the memo be sent to the Provost Office and the Committee communicate their concerns to the Courant faculty. The memo would not include the policy recommendations and would be re-drafted removing the paragraph that mentions attached recommendations.

The memo, to be revised by the PPCI Committee with oversight by the Steering Committee, was approved by vote of the Council. The memo will not include the policy recommendations and the review will be tabled until the Provost Office responds on the memo.

White will communicate this decision to the T-FSC Personnel Policies and Tenure Modifications Committee.

Joint Recommendations of the T-FSC & the C-FSC in regard to NYU Courant Institute of Mathematical Sciences Policies and Procedures for Reappointment and Promotion for Full-Time Continuing Contract Faculty

See attached Document D.

These recommendations will be tabled until the Provost Office responds to the memo to Provost regarding Recommendations for the Courant Institute Reappointment and Promotion Policies from the Continuing-Contract Faculty Senators Council.

Recommendations regarding NYU Abu Dhabi Faculty Governance Guidelines

See attached Document E.

Committee Co-Chair White noted that PPCI reviewed the following documents: the Abu Dhabi “Faculty Governance Guidelines” and the two appendices (“Appendix I: Voting Procedures” and “Appendix II: Grievance Procedures”) and developed a memo with their comments and recommendations.

A Senator from Abu Dhabi thanked the Committee for their hard work in this review.

The recommendations were approved by vote of the Council.

Senator Lucretia Depaola-Cefola to serve as Observer, 2020-2021

Chairperson Slater reported with the changes to Senate Allocations, the College of Dentistry, which currently has three Senators was only allotted two seats for 2020-21 based on faculty numbers. The College needed to determine which two Senators and Alternate Senators will serve for 2020-21. Dr. Lu Depaola-Cefola volunteered to step down as a Senator, Glenn Rochlen will be departing the University, and Michael Ferguson will now serve as Leila Jahangiri’s Alternate. The College of Dentistry asks that Lu Depaola-Cefola be permitted to serve as an Observer on the C-FSC for the next academic year. This was approved by vote of the Council.

REPORT FROM THE CHAIRPERSON: LARRY SLATER

See attached Document A.

Discussion/Questions on Chair’s Report

A Senator questioned how faculty are involved in the major decisions being made by the University regarding the current situation.

Slater noted the Steering Committee, T-FSC Executive Committee, and Senate Financial Affairs Committee have had on-going discussions with the President and Provost and continue to strongly encourage these lines of communication as decisions are made over the summer.

They will continue to make it imperative that they be involved as decisions are made and are aware of upcoming communication and their timing. The Council also plans to host a June meeting/retreat to update the Council on issues and get their feedback.

A Senator expressed concerns that the Deans are not communicating the guidelines being sent from the President and Provost to their schools. Slater stated he will communicate this.

Slater asked Council members to contact the Steering Committee as individual issues arise.

The Chair’s Report was accepted into the minutes.

COMMITTEE REPORTS

See attached Document F.

No Discussion/Questions on the following submitted reports:

Educational Policies & Faculty/Student Relations
Governance
Personnel Policies & Contract Issues

Reports at Meeting:

Faculty Benefits & Housing

Chairperson Renzi noted the Committee will be meeting with HR on the finalists for the medical benefits provider. The University is looking to possibly change the provider for January 1, 2021 or remain with United Healthcare.

The reports were accepted into the minutes.

NEW BUSINESS

Potential C-FSC AY 2019-2020 Meetings

Slater noted the Steering Committee is looking into continuing Council meetings in the summer. He stated this would be a way to share information and discuss the implications to c-faculty with changes to the fall. He stated committees would not be expected to extend their work in the summer or add additional work.

Senators expressed agreement and noted attendance should not be mandatory given summer schedules. It was suggested to include new Senators as well.

He reported a date will be selected in mid-June and perhaps mid-August.

CLOSING

The Steering Committee thanked the Council members for their service over the last year and acknowledged those stepping down from the Council this year. The Council thanked the Steering Committee for their leadership.

ADJOURNMENT

The meeting adjourned at 2:00 PM.