MINUTES OF THE C-FACULTY SENATORS COUNCIL SPECIAL MEETING OF JUNE 25, 2020

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Thursday, June 25, 2020 via Zoom.

In attendance were Senators Abel-Bey, Davis, de Leon, Gershman, Gold-Von Simson, Illingworth, Jahangiri, Killilea, Kim, Latimer, Liston, Maier, Maynor, Mitnick, Patterson, Renzi, Saravanos, Slater, Sun, Tourin, Unnikrishnan, White, Williams, and Youngerman; Alternate Senators Barnes, Bridges, Ferguson, Flamini, Hartsfield, Hersh, Iams, Keating, Kleinert, Lim, Owens, Packard, Pietro, Ritter, 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 May 5 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: LARRY SLATER

See attached Documents A and G.

Discussion/Questions on Chair's Report

Chairperson Slater noted the report includes updates on the Steering Committee meetings that have taken place this summer, including a joint meeting with the T-FSC Executive Committee. He also noted the Senate Executive Committee will continue to meet over the summer months.

He reported an Ad Hoc Committee on Anti-Racism Training was formed. This is a joint committee with the T-FSC. The Committee will examine the trainings currently available and discuss communication with faculty. He encouraged Council members interested in participating to contact him or karyn.ridder@nyu.edu.

The C-FSC Steering Committee discussed continuing work with the Office of the Provost and NYU Human Resources to develop a faculty liaison position (formerly called the “banana”). These issues highlight the importance of faculty having a neutral party to go to for advice on a vast number of issues, including those of discrimination, harassment, racism, and microaggressions. He noted the T-FSC is looking into creating an Ombudsman position within their own Council. He noted the C-FSC may consider creating a faculty liaison position amongst the senators.

The administration informed the Steering Committee of upcoming presentations titled “NYU Returns”. He commented the SC expressed their interest in being involved in the decision-making process prior to a formal presentation, and they will be ready with questions and feedback to offer at the presentation.

A Senator inquired on mandating anti-racism training. A SC member responded this would be different than the New York state mandated sexual harassment training module, however they are reviewing how to best track participation by faculty in anti-racism trainings. Faculty would be strongly encouraged to participate rather than mandated. They also will be exploring creating a certificate of anti-racism training that faculty could place on their syllabi, signature line, etc.

A Senator suggested using the term education rather than training.
A Senator suggested coordinating with the existing zone trainings in the Office of Global Inclusion, Diversity, and Strategic Innovation. She also suggested encouraging faculty to participate formatting a resolution pledging that the Council will participate in these trainings and encourage faculty colleagues to do the same.

A Senator suggesting inviting Lisa Coleman to a fall Council meeting to provide an update on the data analysis of the Being at NYU survey.

The Chair’s Report was accepted into the minutes.

COMMITTEE REPORTS

Global Network University Report/Update

See attached Document B.

Committee Chair Ritter reported on the concerns regarding the inequalities in salary and housing at NYU Shanghai, especially regarding the Chinese language lecturers. At the May meeting, the Council passed a resolution supporting the recommendations of the NYU Shanghai Faculty Council Affordability Subcommittee Report. On May 26, the Provost sent a response to this resolution: see attached Document B.

Ritter reported the Committee is drafting an updated report with refinements to the previous recommendation. He noted the Shanghai Faculty Council decided to not address the salary inequities at this point and focus on the housing inequities. The GNU Committee has followed their lead.

The Committee also plans to coordinate with the Finance Committee on GNU budgeting issues going forward.

Personnel Policies and Contract Issues Report (PPCI)/Update

See attached Document C.

Committee Chair White reported the committee has created a “25 Principles/Policies Matrix” that lists each of our “25 Principles”—along with the Reappointment & Promotion policies of each school that our committee has reviewed (during the last six years). A Senator from the College of Dentistry asked for clarification on the posting of their policy. A note will be added that the College of Dentistry is not posted in the Matrix because the College of Dentistry is not required (by the NYU Handbook) to submit their Reappointment and Promotion Policy for review by the C-FSC.

This will be posted on the C-FSC website.

White noted the Committee identified several school policies still in need of review by PPCI. They will send a letter to the Provost inquiring on the status of these policies.

White reported on the Courant Institute of Mathematical Sciences Appointment, Reappointment and Promotion of Full Time Policy on Continuing Contract Faculty. She noted the C-FSC developed recommendations concerning the policy however they first sent a memo expressing their concern with how the policy was formulated as well as a lack of clarity about the placement of Courant within University and Faculty of Arts and Science (FAS) governance structures. It was suggested the C-FSC send their recommendations to the Courant Director.

Benefits Report

Committee Chair Renzi reported the roll-out of the investment fund menu change of the NYU retirement program will be in the first quarter of 2021.
The University is also considering the possible change in medical benefits provider, and whether it is beneficial to make a decision on this given the current situation, budget constraints, etc.

**Financial Affairs Report/Update**

*See attached Document D.*

Chairperson Slater presented the response to the FY 2021 budget recommendations of the Full-Time Continuing Contract Faculty Senators Council. The Provost noted the budget recommendations and the University’s response comes at an unprecedented time in terms of the COVID-19 pandemic and its significant impact on the University’s budget and our economic projections.

The Provost noted the University will study the budgetary impact of the C-FSC recommendations regarding minimum salary and compression issues and consider their feasibility, and discuss the recommendations with the C-FSC representatives in the upcoming academic year.

**Response on Faculty Housing Memo**

*See attached Document E.*

Slater reported on the Provost’s response regarding rent increases and the cancellation of AMI this year. The Provost responded in order to address this kind of mismatch of timing, as well as the pain of a rent increase of approximately 10% every third year, they are considering moving over time to a schedule of annual rent increases. Faculty objecting to this year’s rent increase will be offered the option of moving to a one-year lease, with a lower increase.

**Communication with Faculty**

Slater encouraged Senators to pass along any issues, concerns, etc. from colleagues especially given the current situation. A Senator also encouraged school to host open forums, noting the success of the Faculty of Arts & Science open forum with the Dean and contract faculty. He also noted the use of a survey to collect concerns.

Slater also noted that accommodation requests should be made via the appropriate channels and if anyone experiences issues with the handling of the process the Council should be made aware.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
1. **C-FSC Budget Recommendations**

The Provost submitted a response to the C-FSC’s budget requests for academic year 2020-2021. As expected, much of the response centered around issues concerning budget mitigation and COVID-19. In our recommendations, the C-FSC Finance Committee did acknowledge this and requested that all recommendations be carried forward to the next academic year. The response is attached.

2. **NYU Shanghai Affordability Report**

The Provost provided a response to the letter submitted by the C-FSC in regard to the NYU Shanghai Affordability report and housing for Chinese Language Lecturers. The response is attached. The C-FSC Global Network University Committee is working on a condensed report and response to the Provost as well as leadership at NYU Shanghai.

3. **NYU Housing**

At the request of some contract faculty, the C-FSC Finance Committee and Steering Committees sent a request of information to Martin Dorph, Executive Vice President, and administration in regard to rent increases for faculty in NYU Housing and if there was any intent to freeze rent increases due to suspension of annual merit increase. The response from administration is summarized below.

- Those experiencing hardship may reach out to the Office of Faculty Housing for further assistance. There is a hardship policy in place such that if one’s rent exceeds 35% of their gross annual household income, the renewal rent would be set to that or frozen, whichever is applicable.
- Housing is aware that in the past few months have created uncertainty for many people but has not necessarily impacted their income in a manner making them eligible for the above policy. In response to this circumstance, they have made it possible for those tenants up for renewal to opt for a one-year lease with a correspondingly lower rent increase than a three-year renewal carries. They have already worked with a number of faculty in making such renewal adjustments. Faculty can reach out to the Office of Faculty Housing directly.

4. **Academic Year 2020-2021 Planning**

The meeting schedule for the upcoming fall semester for the C-FSC is below. The University Senate meeting schedule is also available online and included below. Senators and alternates for the next academic year will be receiving the committee survey soon. You can review all committees and descriptions on the website by clicking here. Be sure to complete the survey in a timely manner so the Steering Committee can make selections.

- **C-FSC Meetings**
  - Thursday, September 17, 2020, 9:00 am – 11:00 am
  - Thursday, October 15, 2020, 9:00 am – 11:00 am
  - Thursday November 12, 2020, 12:00 pm – 2:00 pm
  - Tuesday, December 1, 2020, 12:00 pm – 2:00 pm
- **University Senate Meetings**
5. Meetings Since the Last Chair’s Report

a. June 12, 2020, C-FSC Steering Committee Meeting, including newly elected C-FSC Steering Committee members)

- At the request of the C-FSC Global Network University Committee, the C-FSC discussed the Provost’s response to the memo sent from the C-FSC in regard to faculty housing at NYU Shanghai for Chinese Language Lecturers (see above). The GNU Committee wanted the C-FSC’s input on next steps. It was decided that as the original memo and affordability report were approved by the C-FSC, it is within the committee’s powers to formulate and submit response from the committee directly to the Provost and/or leadership at NYU Shanghai and report back to the C-FSC as appropriate. The GNU Committee also would like the C-FSC Finance Committee to follow up with the Senate Financial Affairs Committee to confirm how budgets are determined at NYU Shanghai and NYU Abu Dhabi are determined and how to work to get faculty input in the budgeting process.
- After I had sent two requests to Martin Dorph on faculty housing question (see above), I sought council of the Steering Committee on next steps. Based on their guidance, I reached out directly to Ellen Schall, Senior Presidential Fellow, and was able to get quick response as described above.
- Steering Committee member Lauren Davis wanted to discuss process/procedure for when there are issues with and a vote of no confidence in a department chair. It was acknowledged that these procedures are not clearly spelled out in the faculty handbook or any other documents. Additionally, it was mentioned that the C-FSC has had similar concerns as they relate to the grievance process, in determining administrative level positions and how grievances are handled among certain categories of individuals, who also may be tenured faculty or continuing contract faculty. It was decided that the C-FSC Governance Committee should explore this topic further in the upcoming academic year.

b. June 12, 2020, Combined Meeting of C-FSC Steering Committee and T-FSC Executive Committee (including newly elected C-FSC Steering Committee members)

- The T-FSC Executive Committee wanted to meet as they started the new year to look at priorities and expectations over the course of the next year, particularly with COVID-19 and Black Lives Matter. The following topics were discussed:
- The T-FSC met with Provost and Lisa Coleman about the potential for mandatory diversity and sensitivity training, given the current climate and important issues surrounding Black Lives Matter. This included a discussion about the role of the Office of Equal Opportunity (OEO), and how it would handle issues of discrimination racism, microaggressions, etc. The T-FSC was informed that the role of the OEO was limited by action from the University Senate in the past and thus would not be able to accommodate an expanded scope of practice. No current members of the C-FSC Steering Committee or T-FSC Executive Committee can remember such actions. Additionally, it was stated that mandatory training is not effective in addressing these
issues. The two groups came up with the following plan to begin to address these issues:

- Darcey Merritt (T-FSC Chair) and myself will contact Jessica Graham to see what historical perspective she can find related to the University Senate’s role in setting the scope of OEO.
- Darcey and I will also reach out to Mary Signor to set up a meeting to discuss the role of OEO and get her perceptions on the need for an increase in OEO’s role and what would be needed (resources) to accomplish this.
- The T-FSC and C-FSC leadership, along with each council’s Diversity committees, will work to develop a list of resources for faculty, as potential educational programming that has been sent out by administration currently has no listed availability within NYU’s iLearn.

- The C-FSC Steering Committee brought up our continuing work with the Office of the Provost and NYU Human Resources in developing a faculty liaison position (formerly called the “banana”). These issues highlight the importance of faculty having a neutral party to go to for advice on a vast number of issues, including those of discrimination, harassment, racism, and microaggressions.

c. June 18, 2020, C-FSC Steering Committee Meeting to Plan June 25 Meeting/Retreat Agenda

The Steering Committee met to discuss the agenda for the meeting/retreat coming up. It was decided that the meeting would have the first hour to be onboarding for new senator and alternates. Leila Jahangiri will develop a PowerPoint to use to introduce the Senate and Council and its work. We would look at committees and seek comments/input from current senators and alternates about how to manage C-FSC workload and expectations of communication. Afterward, the second hour would include an actual council meeting, as there is some minor business to conduct. This would give newly elected senators and alternates the chance to see a business meeting in action.

The SC also discussed some outstanding items that will either be completed at the upcoming council meeting or followed throughout the fall semester, including the Courant AP Policies, the Open Access Policy (Fall), and the NYU Shanghai Affordability Report and impact on Chinese Language Lecturers. Finally, it was determined that for the council meeting it was important to have an open discussion on NYU’s reopening and potential budget concerns as they relate to C-Faculty, including concerns about impact on contracts as we move into the 2021-2022 academic year.

6. Upcoming Meetings for the Summer

If you have any issues you would like to have discussed at any of the meetings, please forward your requests/comments to the Steering Committee at:

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

a. C-FSC
   i. No further meetings scheduled.

b. C-FSC Steering Committee
   i. Combined T-FSC Executive Committee/C-FSC Steering Committee Meetings
      1. June 26, 2020, 1:00 pm – 2:00 pm
2. Additional to be determined.
ii. NYU Returns – Presentation by the President
   1. July 30, 2020, 3:00 pm – 4:00 pm

c. University Senate
i. Senate Executive Committee Meetings (Chair only)
   1. June 26, 2020, 4:00 pm – 5:00 pm
   2. July 31, 2020, 9:00 am – 10:00 am
   3. August 19, 2020, 10:00 am – 11:00 am
1. Meetings Since the Last Council Meeting

a. May 13, 2020, C-FSC/T-FSC Meeting with Enrollment Management and Student Success (chair only): This meeting occurs once a semester to review Student Success initiatives.

- **Summer/Fall Enrollment Update**: Summer undergraduate registration is ahead of last year. Fall class continues to look strong. May 1 is the standard deadline. For continuing students for the fall, 1st year student retention is at a rate of 93%. No impact from a decrease in international student enrollment at present.

- **NYU Connect Flags**: Document on tracking a flag. When someone takes action on a flag, the person raising the flag should get notification through the close the loop feature. You can also see who is currently working on the flag. They expect most flags to be addressed within 5 days. Outside of five days, the Office will follow up with advisors and advising deans. The Office presented to graduate deans. Getting feedback to see if graduate schools are willing and able to start using NYU Connect.

- **Enrollment Management**: Targeted communications to promote summer enrollment. Question was asked and answered related to rolling admissions and payment of tuition. This is based on different school programs and term lengths, as well as general Summer I and Summer II sessions (https://www.nyu.edu/students/student-information-and-resources/registration-records-and-graduation/nyu-summer.html). This led to a lengthy discussion about the need for a taskforce to review summer scheduling/programming. The Office is partnering with schools as well to develop lists for communication and reach out to students using a cascade approach (emails, then phone calls, text messages).

- **Urgency Aid**: Will be available through the summer and students can access link through the Office of Financial Aid website.

- **Remote Learning Survey**: Reached out to students who had Wi-Fi issues, laptop issues, or broken laptops. The University has provided hotspots and emergency grants. This will continue through the summer in partnership with IT. This may continue into the fall. Students are typically getting problems resolved within about 5 hours. Information on remote learning available at https://www.nyu.edu/life/student-success/successfully-navigating-remote-learning.html.

- **New Student Survey**: Put a pause on the “Year First College Year” survey. It was set to go out when we move to remote teaching and learning. Will do the incoming student survey again for fall admits. There is also an admitted student survey in the queue.

- **NYU Connect Update by the Numbers**: Usage has gone up. Coronavirus update flag added. There was also the remote learning issues flag (e.g., technology; absence since going remote). Decrease in “Other” which may be due to having a more robust group of flags to choose from.
b. May 15, 2020, Senate Executive Committee Meeting (chair only): The regularly scheduled SEC Executive Committee meeting, which has been about every 2 weeks since NYU went remote, included the following topics/discussions:

- The first order of business was a presentation to the SEC on the letter Proposal for a Formal System for Accommodating Religious Observance, with an additional letter of support provided by the Senate Academic Affairs Committee after their review. The author presented the proposal and one of the co-chairs of SAAC was also available to provide their feedback. There were some general questions related to timing (when students must submit the forms by) as well as potential types of accommodations for longer holidays and how that impacts exams, assignments, etc. Tracey Gardner highlighted the work that has been done through GCASL in terms of information related to religious holidays. There was also a pilot in the spring of going through the Moses Center to look at registering for accommodations and notification of faculty. That program was paused due to moving to remote instruction. That pilot will be relaunched, looking at providing a letter to faculty and students related to accommodations. According to administration, the biggest issue from a legal/academic perspective relates to the blanket letter that would come from the Moses Center. The fall back would be to have the accommodation done on an individual exam or assignment basis.
- Title IX Changes upcoming but no updates have been finalized.
- NYU has received 12.8 million for COVID relief from the CARES Act. There are some exclusions on who can receive relief, including international students and DACA students. They will continue to receive support through internal funding.
- Project Restart – Enrollment looks good for the summer and fall semesters so far. Just slightly below normal in terms of both enrollment and tuition payment for summer. Planning now is focused on the fall. Rich Baum and Jack Briggs are co-chairs. There are some subgroups (e.g., academic – Raver; global – Mills; operations – Dorph; public health – Ciotoli; research – Bloom; student affairs – Mills). Working frameworks are being created for the fall that will be flexible to address changing public health drivers. We will return to Manhattan and Brooklyn in the fall. Will have a combination of in person and remote teaching. Underpinning the academic commitment (including gradual reopening of research over the summer) will be a commitment to safety, public health (e.g., wearing of masks, regular testing of community, spacing of students and coworkers based on 6-foot guidelines, encouraging those who can work from home to continue to do so, plexiglass partitions). Tracey Gardner will be coordinating consultations with Senate Councils and other committees throughout the university to have touch points over the summer and get feedback.
- AMC stressed the importance of decisions about fall Senate meetings and expectations/updates.

c. May 28, 2020, Senate Executive Committee Restart Meeting (Chair only): This was the first SEC restart meeting. The following are the highlights.

- There was first an introduction of the new members of the SEC (representatives from SSC [Raj Kittusamy], AMC [Mike McCaw], T-FSC [Darcy Merritt]).
- Also present to discuss restart effort were Rich Baum, Jack Briggs, Carlo Ciotoli, Tracey Gardner, Cybele Raver, and Gabe Friedman.
- Rich Baum provided an update on where we are now. Using external guidelines from CDC, New York State, and the Commission on Independent Colleges and Universities in
New York (CICU). Shared “reimagine schools” from governor, which were a bunch of questions but no answers in regard to expectations from New York State. This will be a major step in determining what is going to happen. NYU Restart guiding principles include those listed below.

- Create layers of safety
- Maintain highest possible standards of teaching and research
- Establish and execute multiple modes of learning, teaching, research, and working
- Respond flexibly and quickly to an evolving public health landscape
- Create flexible fall-spring-summer schedule
- Advance diversity, equity, inclusion, and belonging and to protect disadvantaged and vulnerable members of the NYU Community
- Use global sites to provide access to those who cannot enter the U.S.

- The following are the Restart NYU Workstreams:

- Three assumptions include (1) masks required everywhere at NYU Community, (2) maximizing telework to declutter university, (3) 6-foot social distancing.
- Public Health (Ciotoli). Looking at a communications campaign to inform the NYU Community of public health best practices and requirements. Will promote maintenance of social distancing and will have some other NYU-specific interventions to decrease person load. There will be a roll-out of daily temperature and symptom check to be allowed to come back on site. The university will look to maximize testing and contact tracing. The University will be responding based on State metrics and phased reopening. There will also be a redesign of the Student Health Center service delivery model to support students regardless of where they are. I asked if there would be additional guidance for educational programs where there are inherent violations of distancing required (Dentistry, Nursing, Occupational Therapy, Physical Therapy, etc.) There may be an acknowledgement that students may have to sign that they understand inherent risks in some programs.
- Academics (Raver). The university is looking to establish a high-quality mix of in-person, remote, and global instruction. They are looking to support faculty in delivering content and instruction in different modalities, all operating within scheduling and spacing constraints guided by best practices in public health. They are paying close attention as well to those programs that require field experiences and clinicals. I asked if there were plans to complete all in person activities by Thanksgiving, as other universities are
Students will most likely have the opportunity to stay home after Thanksgiving if they choose.

- **Research (Raver).** The university is preparing for and implement a phased approach to lab reopening (under Stacie Bloom). Some have been continuing to work as essential workers. Each lab will be creating return-to-work plans for labs. Emphasis is on multiple layers of safety.

- **Global (Raver).** The university will use global sites to retain students across NYU (maybe about 1800 students in Shanghai). They will provide students with options to navigate operational, public health, and travel constraints. This is the “Go Local” plan under Linda Mills’ team. T-FSC asked if there has been a survey sent to students yet about where they want to be or will be for the fall. MJ Knoll-Finn has been taking the pulse of students (as well as some graduate schools where schools have more autonomy), but there has been no direct survey. However, students will all be able to take online courses or course remotely if they need to.

- **Operations (Briggs).** The university is identifying and implementing requirements for personnel, facilities, finance, security, and IT needs. They are procuring PPE, have about 300,000 masks so far but will also assume many people already have some. They are also looking at “off ramps” so if hot spots are found then how do they take care of those people and the university (e.g., simplest isolating a student to worst case going back fully distance). They are trying to create adaptable inventory of academic space, residential space, and technology. They are also looking at plans for different budget scenarios. He gave examples of NYU Abu Dhabi where faculty and students are still living together but learning remotely and NYU Shanghai which has already started phased reopenings. The SSC asked about masks and distribution, and the university is looking at burn rate and needs. The SSC also asked about staggering of class times and the space planning committee is looking at that specifically with floor plans and social distancing and flow of people. Once that is complete, they will look at how to slow people coming in to classes. SSC also asked about housing and if there is a minimum/maximum capacity that is being looked at. They are looking at two avenues. The first is to de-densify, where students, if necessary, would be able to self quarantine. This is what was done after we went remote and throughout the summer (this process is already in place). The other option would be to have a swing space, where we can move people in and out of if they need to be in self isolation for a period of time. AMC also was concerned about equipment and having it before they come to work as they have to commute. It gets to public health communications and giving people information on how to feel safe when they are traveling to and from work.

- **Student Affairs (Baum).** The university will continue to deliver student services consistent with governmental and institutional health policy directives and guidance. They are looking at redesigning student affairs programming tailored to the undergraduate and graduate experience accessible to students living and learning in different places and time zones. They are also looking at providing housing within public health guidance.

- **What’s Next:** (1) adherence to our guiding principles; (2) continued engagement with NYU Community; (3) flexible response to changing conditions.

d. **June 3, 2020, Steering Committee Meeting with the Provost:** The SC asked for a meeting with the Provost to address concerns related to the upcoming fall semester, specifically accommodations for teaching, flexibility in teaching, expectations for faculty, and current contract-related issues. In addition to Provost Fleming, also present were Kris Day, Vice Provost, Ellen Schall, Senior Presidential Fellow, Mary Signor, Assistant
Vice President, Office of Equal Opportunity, Kelle Colyer-Brown, Equal Opportunity Manager, Clay Shirkey, Vice Provost for Educational Technologies, and Sabrina Ellis, Vice President, Human Resources. (Thanks to Ethan Youngerman for his notes on this meeting!)

- The first discussion centered around communication and implementation of requests for fall teaching accommodations through OEO.
  - There are three buckets for how faculty can change teaching assignments. Two buckets: accommodations are in response to knowing that there will be surge of requests to OEO that need to be addressed because of ADA.
  - Accommodation is formal language connected to ADA; modification is granted on basis of age, that’s not a practical distinction just one in terms of language, just acknowledging that ADA covers one set of issues and CDC/high-risk age has another set up.
  - Third bucket: the third bucket covers a list of reasons which are highly personal, not in the sense necessarily of confidential, just in the sense that admin can’t imagine every single case, but she listed off the top of her head: family member immunocompromised, childcare, and commuting. HRO (human resources officer) in school is the point person and then it goes immediately to department chair.
  - They need to know what the reason for the request is, and the deans and chairs will address each of those requests. Different schools have different ways of dealing with it according to their curricula: one school may just say “teach it in the spring” but another may not be able to because of how curriculum is laid out.
  - Requests have a VERY serious confidentiality structure through OEO, which of course already has a lot of medical information about many of us. Schools are given totally scrubbed information – OEO vets, and then HRO in school is give two choices: either say “yes” or “discuss with OEO”; they don’t have an option to say no. 103 requests through form and another 70 between email/voicemail so far. OEO has a presumption that the accommodation will be provided.

- The second discussion related to flexible scheduling through AY 2020-2021 (including Summer 2021).
  - With the accommodations as described above, schools can be as generous on this as they want. Overwhelmingly, there’s going to be a self-selecting situation in terms of who teaches in person in the Fall. Some schools, reportedly (Law) have large contingents of faculty who want to teach in person.
  - We have asked about parking and they have already looked into it. They don’t have the spaces so there will be no assistance in terms of parking.
  - The whole planning situation is a complete carousel. We don’t know how many students, we don’t know how many classes, we don’t know how many faculty.
  - We asked the Provost about faculty that may want flexible schedules as well (e.g., more teaching in the spring and summer). The Provost recommend that faculty reach out directly to department chairs as these may be helpful for departments in their overall planning. Basically, the more we tell our chairs the better, because it’s at least useful for chairs to know.

- The SC provided information on current contract issues that have occurred in different schools, some that have already been addressed and some specific new concerns we asked the Provost’s Office to look into (no specific provided here due to faculty confidentiality).
Finally, we also discussed the need for faculty to be brought into decision making processes. And we touched on plans to help faculty with hybrid teaching situations.
May 26, 2020

To: Larry Slater, Chair, Continuing Contract Faculty Senators Council

From: Katherine Fleming, Provost

Re: C-Faculty Senators Council Resolution supporting recommendations of the NYU Shanghai Faculty Council Affordability Subcommittee Report

I have reviewed the Continuing Contract Faculty Senators Council Resolution in support of the recommendations of the NYUSH Faculty Council Affordability Subcommittee Report. I appreciate your concern for equity and quality of life for faculty, including the NYUSH Chinese Language Lecturers.

I understand that NYUSH Dean for Arts and Science Maria Montoya met with the CFSC to provide clarification on some points in the NYUSH Faculty Council report, and that she also provided this information in writing to Professor Jon Ritter after the meeting. I also understand that NYUSH Vice Chancellor Jeffrey Lehman and Provost Joanna Waley-Cohen met with the NYUSH Faculty Senate Council to discuss these issues in December 2019, and that the NYUSH leadership requested a revised version of the report from the Council with disaggregated data (which the Faculty Senators Council has not yet provided, which is quite understandable under the extreme circumstances of this semester). It is my understanding that these issues are under continued discussion at NYUSH, and that this discussion will resume once the campus returns to more normal operations in the fall.

I have asked NYUSH Provost Joanna Waley-Cohen to keep me informed on these issues as they move forward.
Personnel Policies and Contract Issues (PPCI) Committee Report  
June 18, 2020

1. The “25 Principles/Policies Matrix”

We are pleased to announce that our committee has created a “25 Principles/Policies Matrix” (attached) that lists each of our “25 Principles”—along with the Reappointment & Promotion policies of each school that our committee has reviewed (during the last six years).

We would like to ask that this matrix be posted on our C-FSC website so that contract-faculty can see how their school policy compares to others, and also see which of our council’s recommendations have been accepted, and which not, by the Provost’s office.

I would like to add a special thanks to Edward Kleinert for creating the matrix (through its multiple iterations) and to David Barnes and Antonios Savanos for volunteering to spend many hours examining contracts.

2. Contract Length & Promotions at FAS

Our committee wrote to Dean Merlo (the dean of FAS) on behalf of an FAS contract faculty member who did not receive a 5-year contract when recently promoted to Clinical Associate Professor. We are pleased to report that we were told that this was a mistake and that a five-year contract would be offered.

However, we later learned that the faculty member’s dean told her/him that though the faculty member qualified for the promotion, she/he would not receive the promotion salary increase until Fall 2021 because of financial burdens caused by the pandemic. This explanation from the dean runs counter to what we’ve been told by the administration—that all promotions and salary raises would go ahead as usual, unaffected by the COVID-19 pandemic.

Our committee sent a second letter about the issue to Dean Merlo (and included the fact that the faculty member had fulfilled the six-years of teaching service required for promotion); Dean Merlo wrote to tell us that in general, given that reviews/promotions are conducted in the penultimate year of a contract, promotion and any analogous raise would commence with the start of a new contract. He added that we should follow up Jonathon Lipman. We will keep you updated.

* (We have since discovered that in some schools, promotion is a separate process from reappointment, and thus, title and salary increase take place at the beginning of the next academic year – if one has the qualified number of years of service for the new title. In other schools, however, reappointment and promotion are connected, and one must wait to the end of one’s current contract to receive the new title and salary increase. Our
committee recommends that our council address this issue at our first meeting in September.)

3. Policies in Need of Review

Lastly, we would like to ask the Provost about the following school Reappointment and Promotion policies that have been posted on the Provost’s webpage but that have not been submitted for review by the PPCI Committee of the C-FSC:

- The Division of Libraries
- The School of Medicine
- Steinhardt

Our committee would also like to ask the Provost about the following school Reappointment and Promotion policies that are not posted on the Provost’s webpage and that have not been submitted for review by the PPCI committee of the C-FSC and:

- The School of Global Public Health
- The Silver School of Social Work
- The Wagner School of Public Health

4. Courant’s Reappointment and Promotion Policy

At our last meeting, our council decided not to go forward with our committee’s recommendations for the Courant Institute of Mathematical Sciences Continuing-Contract Faculty Reappointment & Promotion Policy. Our council chose to ask the Provost why the Courant contract faculty did not follow the FAS Reappointment and Promotion Policy. We are still awaiting an answer from the Provost’s Office.

Respectfully submitted,

[Signature]

Heidi White, Chair

Members: David Barnes, Fidelindo Lim, Pamela Pietro, Antonios Saravanos, Gioia Stevens – and Edward Kleinert (volunteer) and Silvia Spivakovsky (volunteer)
To: Finance and Policy Planning Committee of the Full-Time Continuing Contract Faculty Senators Council: Maria Patterson, Michael Breaux, Leila Jahangiri, Noelle Mole Liston, Shaline Rao, Larry Slater

From: Katherine Fleming, Provost and Martin Dorph, Executive Vice President

Subject: Full Time Continuing Contract Faculty Senators Council Budget Recommendations for Fiscal 2021

Copy: Larry Slater, Chair, C-FSC; Nicholas Economides, Chair, T-FSC; Michael McCaw, AMC Representative; Stephanie Pianka, CFO; Cathie Nadeau, Vice President, Budget and FP&A; Sabrina Ellis, Vice President, Human Resources; Kristen Day, Vice Provost; Anthony Jiga, Vice Provost, Resource Planning; Charlton McIlwain, Vice Provost, Faculty Engagement & Development

Date: May 29, 2020

This memo responds to the FY 2021 budget recommendations of the Full-Time Continuing Contract Faculty Senators Council presented to the Senate Financial Affairs Committee (attached). Your budget recommendations and our response come at an unprecedented time in terms of the COVID-19 pandemic and its significant impact on the University’s budget and our economic projections. Our response should be seen in this context.

AMI
The University’s financial plan was consistent with your recommendation for an AMI pool of 3.0% in fiscal 2021. The severe financial impact of the Covid-19 pandemic required the University to take a number of budgetary actions, including canceling the AMI for faculty and staff next year. We note, however, that even under these constrained circumstances, standard salary increases associated with promotion are continuing.

Minimum Salary
The University will study the budgetary impact of your recommendations (below), consider their feasibility, and discuss the recommendations with the C-FSC representatives in the upcoming academic year. Without pre-judging the outcome of the budgetary analysis, it is important to bear in mind that the budget restrictions necessitated by the Covid-19 pandemic may, of course, limit the University’s ability to take any new salary actions during fiscal 2021 and for an indeterminate time beyond 2021.

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.
To: University Senate Financial Affairs Committee  
From: C-FSC Finance and Policy Planning Committee  
Date: April 22, 2020  
Re: C-FSC Recommendations for the Fiscal 2021 Budget

Preface

This recommendation finalizes our preliminary recommendation, which was submitted prior to the COVID-19 crisis. The C-FSC recognizes that the University is facing budget constraints as a result of COVID-19. Therefore, it requests that, if the University is unable to adopt all or any part of this recommendation for FY 2021, this request be carried over to FY 2022.

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.

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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.
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.

**Preliminary Recommendation Regarding AMI**

The C-FSC recommends that AMI be 3%. 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 2.5%, not just reported as such, and the additional 0.5% can continue to be a discretionary amount.
Dear C-FSC Representatives:

I am in receipt of your letter of May 21 inquiring about this year’s increases for faculty housing rents, and our current and planned future policies regarding rent increases, new leases, or lease renewals.

NYU operates its faculty housing with the goal of breaking even financially. We do not seek to generate additional net income from faculty housing, nor do we think that a subsidy should be provided from other University resources or revenue streams. The revenue derived from rents is used for operating expenses, and for capital improvements to the buildings and surrounding amenities. Therefore, it is necessary to periodically raise rents to keep pace with increased costs and the need for improvements.

Rather than increase every tenant’s rent every year, we have tied rent increases to the renewal of the lease. The notification of increases in rents this spring was consistent with the University’s long-standing practice. Each year, about a third of the leases come up for renewal. Unfortunately, the group of faculty that received rent increase notifications this year did so in a year in which no AMI is planned through the misfortune of timing. We are mindful of the distress this may cause those affected – but it should be noted that those same faculty received no rent increases in the past two years when there were salary increases, and will receive no rent increase during the remaining two years of their lease. Although an unpleasant reality, the increases are fair and consistent with the treatment of all our faculty tenants.

In order to address this kind of mismatch of timing, as well as the pain of a rent increase of approximately 10% every third year, we are considering moving over time to a schedule of annual rent increases. Faculty objecting to this year’s rent increase will be offered the option of moving to a one year lease, with a lower increase.

As to the role of the SFAC, we have not in the past discussed faculty housing in that forum.

Please let me know if you have any other questions.

Martin S. Dorph
Executive Vice President
New York University
70 Washington Square South – Room 1212
New York, NY 10012
Tel: (212) 992-8282

On May 21, 2020, at 10:42 AM, Karyn Ridder <karyn.ridder@nyu.edu> wrote:
To: Martin Dorph, Executive Vice President

Subject: Faculty Housing

Dear Marty:

We write this letter in our capacities as chair of the Full-Time Continuing Contract Faculty Senators Council and chair of the C-FSC’s Finance & Policy Planning Committee. We hope that you and your loved ones are well during these difficult times.

We have heard from members of our constituency that the University has given notice of rent increases for faculty housing, and we realized that rent and leasing policies were not discussed at any spring Senate Financial Affairs Committee meeting. Given the pandemic and the financial issues it has created, including suspension of AMI, could you please advise us of the University’s current or planned policies regarding rent increases, new leases, or lease renewals?

Thank you in advance for your prompt reply.

Sincerely,

Larry Slater, Chairperson, C-Faculty Senators Council
Maria Patterson, Chair, C-FSC Finance & Policy Planning Committee

cc: Katherine E. Fleming, Provost
Stephanie Pianka, SVP & CFO
Kristen Day, Vice Provost
Ellen Schall, Senior Presidential Fellow

C-FSC Steering Committee Members:
Beverly Watkins, C-FSC Vice Chairperson
Ethan Youngerman, C-FSC Secretary
Lauren Davis
Leila Jahangiri
Mary Killilea
Antonios Saravanos
Nicholas Economides, T-FSC Chairperson

Office of Faculty Governance
New York University
411 Lafayette Street, 3rd Floor
New York, NY 10003
Phone: (212) 998-2230
Committee on Faculty Benefits and Housing
Report for the C-FSC meeting of June 25, 2020

On May 4th and 18th, I participated with the chairs of the T-FSC and AMC Benefits Committees on teleconferences with the vendors who were the finalists for the medical benefits provider procurement. The Benefits Office has now submitted a recommendation to the University administration, with a view to implementing a new contract starting January 1, 2021.

On June 16th, I participated in a teleconference for the regular quarterly meeting of the University’s Retirement Plan Investment Committee. The committee’s next meeting is scheduled for September 24th.

Respectfully submitted,

Vincent Renzi,
chair
1. Meetings Since the Last Council Meeting

a. May 13, 2020, C-FSC/T-FSC Meeting with Enrollment Management and Student Success (chair only): This meeting occurs once a semester to review Student Success initiatives.

- **Summer/Fall Enrollment Update**: Summer undergraduate registration is ahead of last year. Fall class continues to look strong. May 1 is the standard deadline. For continuing students for the fall, 1st year student retention is at a rate of 93%. No impact from a decrease in international student enrollment at present.

- **NYU Connect Flags**: Document on tracking a flag. When someone takes action on a flag, the person raising the flag should get notification through the close the loop feature. You can also see who is currently working on the flag. They expect most flags to be addressed within 5 days. Outside of five days, the Office will follow up with advisors and advising deans. The Office presented to graduate deans. Getting feedback to see if graduate schools are willing and able to start using NYU Connect.

- **Enrollment Management**: Targeted communications to promote summer enrollment. Question was asked and answered related to rolling admissions and payment of tuition. This is based on different school programs and term lengths, as well as general Summer I and Summer II sessions ([https://www.nyu.edu/students/student-information-and-resources/registration-records-and-graduation/nyu-summer.html](https://www.nyu.edu/students/student-information-and-resources/registration-records-and-graduation/nyu-summer.html)). This led to a lengthy discussion about the need for a taskforce to review summer scheduling/programming. The Office is partnering with schools as well to develop lists for communication and reach out to students using a cascade approach (emails, then phone calls, text messages).

- **Urgency Aid**: Will be available through the summer and students can access link through the Office of Financial Aid website.

- **Remote Learning Survey**: Reached out to students who had Wi-Fi issues, laptop issues, or broken laptops. The University has provided hotspots and emergency grants. This will continue through the summer in partnership with IT. This may continue into the fall. Students are typically getting problems resolved within about 5 hours. Information on remote learning available at [https://www.nyu.edu/life/student-success/successfully-navigating-remote-learning.html](https://www.nyu.edu/life/student-success/successfully-navigating-remote-learning.html).

- **New Student Survey**: Put a pause on the “Year First College Year” survey. It was set to go out when we move to remote teaching and learning. Will do the incoming student survey again for fall admits. There is also an admitted student survey in the queue.

- **NYU Connect Update by the Numbers**: Usage has gone up. Coronavirus update flag added. There was also the remote learning issues flag (e.g., technology; absence since going remote). Decrease in “Other” which may be due to having a more robust group of flags to choose from.
b. May 15, 2020, Senate Executive Committee Meeting (chair only): The regularly scheduled SEC Executive Committee meeting, which has been about every 2 weeks since NYU went remote, included the following topics/discussions:

- The first order of business was a presentation to the SEC on the letter Proposal for a Formal System for Accommodating Religious Observance, with an additional letter of support provided by the Senate Academic Affairs Committee after their review. The author presented the proposal and one of the co-chairs of SAAC was also available to provide their feedback. There were some general questions related to timing (when students must submit the forms by) as well as potential types of accommodations for longer holidays and how that impacts exams, assignments, etc. Tracey Gardner highlighted the work that has been done through GCASL in terms of information related to religious holidays. There was also a pilot in the spring of going through the Moses Center to look at registering for accommodations and notification of faculty. That program was paused due to moving to remote instruction. That pilot will be relaunched, looking at providing a letter to faculty and students related to accommodations. According to administration, the biggest issue from a legal/academic perspective relates to the blanket letter that would come from the Moses Center. The fall back would be to have the accommodation done on an individual exam or assignment basis.
- Title IX Changes upcoming but no updates have been finalized.
- NYU has received 12.8 million for COVID relief from the CARES Act. There are some exclusions on who can receive relief, including international students and DACA students. They will continue to receive support through internal funding.
- Project Restart – Enrollment looks good for the summer and fall semesters so far. Just slightly below normal in terms of both enrollment and tuition payment for summer. Planning now is focused on the fall. Rich Baum and Jack Briggs are co-chairs. There are some subgroups (e.g., academic – Raver; global – Mills; operations – Dorph; public health – Ciotoli; research – Bloom; student affairs – Mills). Working frameworks are being created for the fall that will be flexible to address changing public health drivers. We will return to Manhattan and Brooklyn in the fall. Will have a combination of in person and remote teaching. Underpinning the academic commitment (including gradual reopening of research over the summer) will be a commitment to safety, public health (e.g., wearing of masks, regular testing of community, spacing of students and coworkers based on 6-foot guidelines, encouraging those who can work from home to continue to do so, plexiglass partitions). Tracey Gardner will be coordinating consultations with Senate Councils and other committees throughout the university to have touch points over the summer and get feedback.
- AMC stressed the importance of decisions about fall Senate meetings and expectations/updates.

c. May 28, 2020, Senate Executive Committee Restart Meeting (Chair only): This was the first SEC restart meeting. The following are the highlights.

- There was first an introduction of the new members of the SEC (representatives from SSC [Raj Kittusamy], AMC [Mike McCaw], T-FSC [Darcy Merritt]).
- Also present to discuss restart effort were Rich Baum, Jack Briggs, Carlo Ciotoli, Tracey Gardner, Cybele Raver, and Gabe Friedman.
- Rich Baum provided an update on where we are now. Using external guidelines from CDC, New York State, and the Commission on Independent Colleges and Universities in
New York (CICU). Shared “reimagine schools” from governor, which were a bunch of questions but no answers in regard to expectations from New York State. This will be a major step in determining what is going to happen. NYU Restart guiding principles include those listed below.

- Create layers of safety
- Maintain highest possible standards of teaching and research
- Establish and execute multiple modes of learning, teaching, research, and working
- Respond flexibly and quickly to an evolving public health landscape
- Create flexible fall-spring-summer schedule
- Advance diversity, equity, inclusion, and belonging and to protect disadvantaged and vulnerable members of the NYU Community
- Use global sites to provide access to those who cannot enter the U.S.

- The following are the Restart NYU Workstreams:

  - Three assumptions include (1) masks required everywhere at NYU Community, (2) maximizing telework to declutter university, (3) 6-foot social distancing.
  - Public Health (Ciotoli). Looking at a communications campaign to inform the NYU Community of public health best practices and requirements. Will promote maintenance of social distancing and will have some other NYU-specific interventions to decrease person load. There will be a roll-out of daily temperature and symptom check to be allowed to come back on site. The university will look to maximize testing and contact tracing. The University will be responding based on State metrics and phased reopening. There will also be a redesign of the Student Health Center service delivery model to support students regardless of where they are. I asked if there would be additional guidance for educational programs where there are inherent violations of distancing required (Dentistry, Nursing, Occupational Therapy, Physical Therapy, etc.) There may be an acknowledgement that students may have to sign that they understand inherent risks in some programs.
  - Academics (Raver). The university is looking to establish a high-quality mix of in-person, remote, and global instruction. They are looking to support faculty in delivering content and instruction in different modalities, all operating within scheduling and spacing constraints guided by best practices in public health. They are paying close attention as well to those programs that require field experiences and clinicals. I asked if there were plans to complete all in person activities by Thanksgiving, as other universities are
doing. Students will most likely have the opportunity to stay home after Thanksgiving if they choose.

- **Research (Raver).** The university is preparing for and implement a phased approach to lab reopening (under Stacie Bloom). Some have been continuing to work as essential workers. Each lab will be creating return-to-work plans for labs. Emphasis is on multiple layers of safety.

- **Global (Raver).** The university will use global sites to retain students across NYU (maybe about 1800 students in Shanghai). They will provide students with options to navigate operational, public health, and travel constraints. This is the “Go Local” plan under Linda Mills’ team. T-FSC asked if there has been a survey sent to students yet about where they want to be or will be for the fall. MJ Knoll-Finn has been taking the pulse of students (as well as some graduate schools where schools have more autonomy), but there has been no direct survey. However, students will all be able to take online courses or course remotely if they need to.

- **Operations (Briggs).** The university is identifying and implementing requirements for personnel, facilities, finance, security, and IT needs. They are procuring PPE, have about 300,000 masks so far but will also assume many people already have some. They are also looking at “off ramps” so if hot spots are found then how do they take care of those people and the university (e.g., simplest isolating a student to worst case going back fully distance). They are trying to create adaptable inventory of academic space, residential space, and technology. They are also looking at plans for different budget scenarios. He gave examples of NYU Abu Dhabi where faculty and students are still living together but learning remotely and NYU Shanghai which has already started phased reopenings. The SSC asked about masks and distribution, and the university is looking at burn rate and needs. The SSC also asked about staggering of class times and the space planning committee is looking at that specifically with floor plans and social distancing and flow of people. Once that is complete, they will look at how to slow people coming in to classes. SSC also asked about housing and if there is a minimum/maximum capacity that is being looked at. They are looking at two avenues. The first is to de-densify, where students, if necessary, would be able to self quarantine. This is what was done after we went remote and throughout the summer (this process is already in place). The other option would be to have a swing space, where we can move people in and out of if they need to be in self isolation for a period of time. AMC also was concerned about equipment and having it before they come to work as they have to commute. It gets to public health communications and giving people information on how to feel safe when they are traveling to and from work.

- **Student Affairs (Baum).** The university will continue to deliver student services consistent with governmental and institutional health policy directives and guidance. They are looking at redesigning student affairs programming tailored to the undergraduate and graduate experience accessible to students living and learning in different places and time zones. They are also looking at providing housing within public health guidance.

What’s Next: (1) adherence to our guiding principles; (2) continued engagement with NYU Community; (3) flexible response to changing conditions.

d. **June 3, 2020, Steering Committee Meeting with the Provost:** The SC asked for a meeting with the Provost to address concerns related to the upcoming fall semester, specifically accommodations for teaching, flexibility in teaching, expectations for faculty, and current contract-related issues. In addition to Provost Fleming, also present were Kris Day, Vice Provost, Ellen Schall, Senior Presidential Fellow, Mary Signor, Assistant
The first discussion centered around communication and implementation of requests for fall teaching accommodations through OEO.

- There are three buckets for how faculty can change teaching assignments. Two buckets: accommodations are in response to knowing that there will be a surge of requests to OEO that need to be addressed because of ADA.
- Accommodation is formal language connected to ADA; modification is granted on basis of age, that’s not a practical distinction just one in terms of language, just acknowledging that ADA covers one set of issues and CDC/high-risk age has another set up.
- Third bucket: the third bucket covers a list of reasons which are highly personal, not in the sense necessarily of confidential, just in the sense that admin can’t imagine every single case, but she listed off the top of her head: family member immunocompromised, childcare, and commuting. HRO (human resources officer) in school is the point person and then it goes immediately to department chair.
- They need to know what the reason for the request is, and the deans and chairs will address each of those requests. Different schools have different ways of dealing with it according to their curricula: one school may just say “teach it in the spring” but another may not be able to because of how curriculum is laid out.
- Requests have a VERY serious confidentiality structure through OEO, which of course already has a lot of medical information about many of us. Schools are given totally scrubbed information – OEO vets, and then HRO in school is give two choices: either say “yes” or “discuss with OEO”; they don’t have an option to say no. 103 requests through form and another 70 between email/voicemail so far. OEO has a presumption that the accommodation will be provided.

The second discussion related to flexible scheduling through AY 2020-2021 (including Summer 2021).

- With the accommodations as described above, schools can be as generous on this as they want. Overwhelmingly, there’s going to be a self-selecting situation in terms of who teaches in person in the Fall. Some schools, reportedly (Law) have large contingents of faculty who want to teach in person.
- We have asked about parking and they have already looked into it. They don’t have the spaces so there will be no assistance in terms of parking.
- The whole planning situation is a complete carousel. We don’t know how many students, we don’t know how many classes, we don’t know how many faculty.
- We asked the Provost about faculty that may want flexible schedules as well (e.g., more teaching in the spring and summer). The Provost recommend that faculty reach out directly to department chairs as these may be helpful for departments in their overall planning. Basically, the more we tell our chairs the better, because it’s at least useful for chairs to know.

The SC provided information on current contract issues that have occurred in different schools, some that have already been addressed and some specific new concerns we asked the Provost’s Office to look into (no specific provided here due to faculty confidentiality).
· Finally, we also discussed the need for faculty to be brought into decision making processes. And we touched on plans to help faculty with hybrid teaching situations.