



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF DECEMBER 8, 2015

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Thursday, December 8, 2015 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Becker, Borowiec, Burt, Carl, Carter, Cittadino, Elcott, Halpin, Killilea, Mooney, Morton, Mowry, Rainey, Renzi, Sacks, Stehlik, Stewart, Williams, Ying; Alternate Senators Bianco, Casey, Lee, Mirabito, Sahin, and White.

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 OCTOBER 29, 2015

Upon a motion duly made and seconded, the minutes of the October 29, 2015 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: FRED CARL

See attached Document A: C-FSC Chair Update

President Hamilton at March Council Meeting

Chairperson Carl reported President Andrew Hamilton will attend the second half of the March meeting from 1:00 to 2:00 pm. He noted the possibility of also inviting Board of Trustees members to a future Council meeting.

A Senator commented President Hamilton may not be familiar with the role of continuing contract faculty at NYU. It was noted that the Council should communicate the broad range of activities that continuing contract faculty participate at NYU as teachers, researchers, creative workers, etc. A Senator suggested putting together a portfolio of examples of the various roles of continuing contract faculty. Carl suggested this could be a project for the end of every academic year. It would report the range of activities, scholarly productivity, etc. of continuing contract faculty, both members of the Council and outside the Council. This could be posted on the website. Senator Elcott and Alternate Senator Lee volunteered to put together and create specific categories in a survey format.

Provost Advisory Working Group

In response to a question regarding the members on the Provost Advisory Working Group and how the representatives were chosen, Carl explained the members include himself and Andrew Williams from the School of Law, T-FSC members Awam Amkpa and Warren Jelinek, Provost Office members Carol Morrow and Ulrich Baer, and two members of the General Counsel's office.

A Senator asked if the grievance procedure for continuing contract faculty will be the same as the grievance procedures for tenure track faculty. Carl responded this point came up in the first meeting and there was a general conversation concerning this issue. He also clarified that grievances go to the Dean and then to the Provost.

End of Year Celebration

Carl mentioned the Council will hold an End of Year Celebration the same week the Abu Dhabi and Shanghai Senators are in NYC.

The report was accepted into the minutes.

COMMITTEE REPORTS AND QUESTIONS ON COMMITTEE REPORTS DISTRIBUTED

See attached Document B: Committee Reports

No questions were submitted on the following reports:

Educational Policies & Student/Faculty Relations: Ben Stewart

Faculty Benefits and Housing: Joe Borowiec & Vince Renzi

Global Network University: Amy Becker

Faculty Committee on NYU's Global Network University: Vince Renzi

University Senate Academic Affairs: Ben Stewart

A Senator asked for clarification on the University-wide course evaluation system. Stewart stated the T-FSC voted on a resolution, in spring 2012, regarding course evaluation results being made available to students. The Student Senators Council (SSC) also asked for a uniform system across NYU's schools for collecting and publicizing course evaluations.

A Senator commented the student evaluation of an instructor should only be one piece of the evaluation of teaching. He noted with the current online system the rate of participation in course evaluations has decreased. He also remarked on the issue of a few poor evaluations becoming the dominant factor.

Stewart reported the Committee declined to mandate a rule stating in order to receive a grade, the student must fill out an evaluation, but noted this is something schools could pursue at the school level.

A Senator noted it is important for the Council to review how this will affect the C-FSC constituency before supporting a statement originated by the T-FSC and SSC.

A Senator noted there is research that shows course evaluations are not helpful to the University. She stated she will lobby strongly for this Council to take a position against these faculty evaluations because they are not a published job qualification. She commented faculty evaluations two years after students graduate is more appropriate, as a way of accessing what students have learned and what is being applied to their careers.

A Senator noted even from the accreditation standpoint of the Accreditation Board for Engineering and Technology (ABET), online evaluations are used as indirect measurements. They are included but they rarely assess the curriculum. He noted his school's return rate when online was about 30%. The school returned to using paper copies, which boosted the return rate to 90%. He commented most faculty have found that their ratings have improved with the greater sample size.

A Senator stated the new evaluation system was piloted in Shanghai and noted there were some technical issues. She reported a second problem was the inability to customize the evaluation form.

A Senator stated her concern that all survey data will be made available to students. She commented people see the scores and not the individuals. She noted research shows that results can be affected by factors such as age, physical attractiveness, etc. She noted given all these reasons she would not wish to see evaluations be available to the public or be a significant factor in reappointment.

A Senator noted at the School of Medicine, there is a six month delay from when the students complete the evaluation to when the faculty are able to see how they were evaluated. He asked when feedback is received at Washington Square. Stewart responded results are received usually mid-January.

A Senator noted the negative effects of slanderous statements and the potential such statements could be used as a contract qualification.

A Senator framed the conversation around producing a broader document concerning the evaluation of teachers and maybe some cautions on the use and publication of evaluations. She also inquired on the next steps of the University-wide evaluation system after the pilot in Shanghai, and if there are ways for the Council to intervene or be a part of the next steps in the process. Stewart responded there will potentially be pilots at Washington Square next spring, which would be the window in which to try and intervene based on that status of those pilots.

A Senator suggested including a discussion not just on the effect on reappointment and promotion, but also on annual merit increases (AMIs).

A Senator added he finds it problematic there is not a consensus on how to read evaluations. Some administrators think it ideal for a faculty member to have scores in the mid-range, other focus only on the highest scores.

A Senator stated his department has written evaluations, which the Chair does not read. The faculty member being evaluated receives a copy and decides what to do with them.

A Senator commented the reason the University switched to electronic was to save money. Liberal Studies was told it saved the program \$15,000 to switch from paper to online.

Heidi White volunteered to collect research on course evaluations and send this to Stewart and his Committee.

Administration & Technology: Jamie Skye Bianco

Bianco reported the Committee continues to work with the T-FSC Committee on the Social Media and Personal Digital Content policies.

University Senate SCOG: Ezra Sacks

Sacks reported SCOG is sending a resolution to the University Senate to be voted on this Thursday that clarifies how the senate will select dates and times for its meetings. SCOG is also starting to research scenarios for adding representation for the new Faculty of Health in the University Senate.

Graduate Program Committee: Iskender Sahin

Sahin reported the Committee reviewed a few new proposals for graduate programs, including one in Steinhardt and one in Tisch.

Superblock Stewardship Advisory Committee: Ezra Sacks

Sacks reported the Superblock Advisory Committee sent a set of recommendations to the University administration regarding the quality of life in the areas that will be affected by the construction of the Superblock buildings. These recommendations cover specific areas: residential representation, management of the open spaces, the creation of an office of programming, and fostering a better sense of community for residents and

nonresidents. Lastly, they are looking to create a set of guidelines for the use of the open spaces and establish a method of enforcing those guidelines.

A Senator asked if the Committee addressed the issue of the discounted sports memberships in place of Coles.

Senator Renzi responded this was a charge of the Coles Advisory Committee.

The Senator reported an issue she experienced in attempting to receive the discounted rate. She stated New York Sports Club charged her \$90/month instead of the \$59/month reported rate. Renzi suggested she contact Chris Bledsoe, Assistant Vice President for Student Affairs and Director of Athletics.

Personnel Policies and Contract Issues: John Halpin

Senator Halpin reported the Committee met with the T-FSC Personnel and Tenure Modifications Committee and plan to have a joint recommendation ready soon. He noted the issue at some schools is lack of faculty involvement from the beginning of the guideline process.

Carl noted the approval of this recommendation will likely be done by electronic vote of the Council to avoid delaying until the February meeting to approve.

An Alternate Senator mentioned a document she created containing 20 principles regarding recommendations and requirements for continuing contract faculty policies. She will forward to the Council.

Carl responded to the Senator's question on website postings, stating the C-FSC approved recommendations are posted on the C-FSC website. Final policies are posted on the school's site. The Provost does not publish this on their website. He clarified that the Provost's formal response sent to the Council can also be posted on the C-FSC website.

A Senator commented on the process being followed in developing the policies. The policies are forwarded to the Council from the Provost with the procedural note attached that suggests they have been approved by the school's faculty. But, it can be difficult to determine if this procedure has been followed. For instance, in the case of Stern and Wagner, there was some concern.

This issue was discussed at the Steering Committee meeting with the Provost office. The question of how to increase and encourage faculty voice in the schools and address the structural problem of decentralization will continue to be discussed with the Provost office and with President Hamilton.

A Senator suggested that Senators should remain aware of the process in their individual schools. He also encouraged keeping a record of recommendations accepted and denied.

Chairperson Carl moved that the Council offer its sincere thanks to the continued hard work of the Personnel Policies and Contract Issues Committee. The motion was seconded and approved unanimously.

A Senator commented, from her participation on the Committee, she gained an awareness of the issues continuing contract faculty might want to address at the beginning of the guideline process. She encouraged Senators to review the 20 principles and review the policy edits and recommendations of the Committee so Senators may encourage schools to address these issues early in the process. She also suggested if best practices are developed, these could be used to grade the schools.

A Senator commented on the Faculty of Arts and Science (FAS) guideline process. She stated originally faculty were told the FAS guidelines were already in line with the University guidelines and no revision was needed. After subsequent conversations, including between the Provost and Steering Committee, it was made clear faculty have a right and responsibility to participate in the process of reviewing the guidelines. She encouraged Senators to go to their deans and inform them faculty should be part of the process before the guidelines are sent to the Council.

Finance Policy and Planning: Susan Stehlik

Senator Stehlik reported the Committee needs budget requests for next fiscal year from each of the schools. The timeline is as follows: present preliminary by end of January, preliminary memo to the finance Committee by February, and then the final budget request by mid-March.

This document includes all concerns related to finance and capital budget, not just the annual merit increase. For instance, if there are serious compression issues at a School, she encouraged Senators to inform the Committee. She clarified compression issues occur when new hires come in at a higher salary than longer-term faculty.

She asked for a Senator from each school to communicate with the school's faculty and report back to the Committee with concerns, etc. so the Committee may include in the final memo to the Senate Financial Affairs Committee.

She noted the Student Senators Council submitted a very thorough memo, which included specific requests such as requested number of copy machines in the resident halls.

Stehlik reported the Senate Financial Affairs Committee was presented with a sample University budget. She noted the budget process could change with a new President coming in.

A Senator expressed her interest in a long term revelatory transparency process. Stehlik commented the Stern budget was presented to the entire faculty. She commented these are conversations Senators can have on a school by school basis. Senators agreed on the need to push for budget transparency.

Undergraduate Academic Affairs Committee: Ron Rainey

Senator Rainey reported the Committee's November meeting was postponed until next week, so he has no news to report.

He added a suggestion was raised regarding providing teaching training for incoming faculty and it was met with a positive reaction.

Provost Search Committee: Fred Carl

Carl reported the Committee meets next week.

Faculty Advisory Committee on Academic Priorities: Susan Stehlik

Stehlik reported the last conversation was on the global University and the next topic is diversity and inclusion.

Ad Hoc Committee on Diversity and Inclusion: David Elcott

Elcott reported the Committee met with the T-FSC Co-Chairs of the Diversity, Inclusion, and Equity Committee. Their focus is on diversity of faculty. The Committee plans to find a way to collaborate on these issues.

Governance Committee: Ezra Sacks

Senator Sacks reported the Committee is drafting a questionnaire to be sent to the deans and the faculty of all the schools to investigate how shared governance is working at the school level. He noted it will contain specific questions, such as: Do you have a faculty representative body? How is it elected? Do all faculty get to vote at meetings? The draft will go to the Steering Committee and then will be sent to the Council by the first meeting of the spring semester.

Sacks presented the proposed resolution of the Committee regarding the Standing Committee on Diversity:

Whereas the recent "Listening Session" at NYU attracted more than 1,000 participants and revealed what President Sexton afterwards identified as the "criticisms, pain and disappointment" voiced by NYU's community of students, faculty, and staff from historically under-represented and disenfranchised populations and,

Whereas there appears to be a significant gap between NYU's stated commitment to diversity and inclusiveness and the reality experienced by under-represented populations at NYU, the C-FSC hereby resolves that:

The C-FSC form a "Standing Committee on Diversity at NYU" to study ways in which the continuing faculty at NYU can best address and enhance the reality of diversity and inclusiveness at New York University.

A Senator noted the language needs to be revised in the last paragraph to "continuing *contract*" faculty.

A Senator commented that in conversations in FAS there has been critique of the word "diversity". Sacks agreed it is a topic the Committee will review.

A Senator noted that people with disabilities are one of the most disenfranchised, underrepresented populations in terms of students, faculty, and staff at NYU, and there is a need to include this group of people.

At the conclusion of the discussion, the resolution with amended language was approved by unanimous vote of the Council.

The reports were accepted into the minutes.

NEW BUSINESS

University Ad Hoc Task Force on Diversity and Inclusion

Chairperson Carl reported a resolution will be presented at the next University Senate meeting to establish a Senate Ad Hoc Task Force on Diversity and Inclusion, comprised of representatives selected by all of the Councils and the University Administration. The Task Force will be charged to assess the state of diversity and inclusiveness at NYU and to develop effective strategies and programs to improve and strengthen the NYU environment with regards to diversity and inclusiveness.

He encouraged any Senator interested in serving on the Taskforce or Standing Committee to contact Karyn Ridder. For the Task Force, each Council will nominate five representatives, of which three will be chosen. The taskforce will include three representatives from the T-FSC, three from the C-FSC, six from the students, two from the AMC, two from the dean's Council, and up to sixteen appointed from the University administration for a total of thirty two members. The Committee will focus on inventory, assessment, strategies and programs, and will present a preliminary report by April 2016.

Senator White announced she is participating in a training module titled "Penn Summit on Responding to Racism on College and University Campuses." NYU Residential Life is offering these sessions to the staff and the faculty fellows in residence at no cost. The cost is normally \$25 per person. She suggested perhaps Senators' schools or departments would support such a program.

Senator Stehlik commented this is an example of a request that could be included in the Finance Committee's budget recommendation.

White will also forward the list of the most common demands regarding diversity made at 51 U.S. campuses.

Coles Advisory Committee

Senator Renzi reported the Coles Advisory Committee has completed its charge; however, there are continued issues. He offered the example of lack of lockers in the replacement gym.

He suggested designating a representative to continue as a liaison between the Council and the Athletics department. He stated he is willing to serve in this role. Secondly, he suggested the Council pursue with the University continuing the Coles Advisory Committee through the next five years of construction.

Chairperson Carl asked if any Senator is interested in serving as liaison. With no volunteers, Renzi was appointed to serve as liaison. The proposal to continue the Coles Advisory Committee will be communicated to the Senate Executive Committee.

NEXT MEETING

Chairperson Carl announced the next meeting of the Council will take place on Thursday, February 11, 2016, from 9:00 to 11:00am.

ADJOURNMENT

The meeting adjourned at 2:00 PM.

**C-FSC—Chair's Report
Chairperson Fred Carl**

Report as of December 4, 2015

1. Additional Committee Updates

As expected, our Personnel Policies and Contract Issues committee is very busy developing recommendations to school and division policies. The committee has received, and is reviewing, policies from Wagner, Stern, Gallatin, the Center for Urban Science and Progress (CUSP), the Law School and, most recently, the Institute for the Study of the Ancient World (ISAW).

The Provost's Advisory Working Group, charged to develop recommendations for disciplinary policies and grievance procedures for continuing contract faculty not related to appointment, reappoint and promotion, held its first meeting on Thursday, Dec. 3, 2015.

The Senate Executive Committee has held two meetings, Nov. 18 and Nov. 30, where two issues were addressed: 1) the final composition and membership of the Senate Ad Hoc Committee on Work-Life Issues and 2) the creation of charge and proposed resolution to the Senate to form an Ad Hoc Task Force on Diversity and Inclusion.

Regarding the Ad Hoc Committee on Work-Life Issues: our representatives are Diane Mirabito, Tommy Lee and Vince Renzi.

2. Diversity and Inclusion Issues at NYU

As you all know, issues and concerns regarding the gap between the stated goals of diversity and inclusion, and the realities experienced by historically disenfranchised and under-represented populations at NYU—students, faculty, staff and administrators—have recently taken on an increasingly visible importance to the University.

The Nov. 18, 2015 University-wide conversation focusing on racial diversity and inclusiveness in university life and in our broader culture held in Coles was a significant event for NYU. The event, originally scheduled for 2 hours, continued for 3 hours, and allowed undergraduate and graduate students, most from under-represented and disenfranchised populations, to speak about their experiences at NYU, in the classrooms, in the residences halls and at the global campuses and portals. The event was attended by over 1,000 people, both live and online.

Many of the Deans have begun conversations in the various schools and the University Leadership has begun to take concrete actions to address

the lack of a welcoming environment that the students spoke to: you have already received John Sexton's letter as well as Dave McLaughlin's letter detailing some immediate steps.

At our meeting on Tuesday, Dec. 8, 2015, the Governance Committee will present a resolution establishing a new standing C-FSC Committee on Diversity and Inclusion.

At the Thursday, Dec. 10, 2015, University Senate meeting a resolution will be presented to establish a Senate Ad Hoc Task Force on Diversity and Inclusion, comprised of representatives selected by all of the Councils and the University Administration. The Task Force will be charged to assess the state of diversity and inclusiveness at NYU and to develop effective strategies and programs to improve and strengthen the NYU environment with regards to diversity and inclusiveness.

The Steering Committee would like to ask any C-FSC members who are interested in working on these issues in either our anticipated standing committee or the anticipated Senate Task Force, particularly those with an expertise, to contact Karyn immediately.

3. Policy Review Process

Because our Personnel Policies and Contract Issues is and will continue to be reviewing and making recommendations to a large number of School and Division policies, it is useful to review the procedures for School policies, from their creation to final approval by the Provost.

The March 1, 2015, University Guidelines for Full-Time Non-Tenure Track/Contract Faculty Appointments states:

Each school governed by these Guidelines is required to establish its own policies governing the appointment, review, and reappointment of FTNTT/CF consistent with school culture and history, and sensitive to the diversity of FTNTT/CF roles and responsibilities in the school. These policies must contain a comprehensive set of procedures that conform to the general principles set forth herein, and must appear in a document that is readily available (in print and on the web) to all faculty members of the school.

In response to these guidelines and as appropriate thereafter, schools shall formulate and/or amend their policies in accordance with existing school governance processes and with the expectation that FTNTT/CF shall participate in formulating and/or amending the school policy to the extent and manner in which school governance

policies permit. Policies on FTNTT/CF developed or amended by the school according to such procedures will be reviewed by the Provost to determine whether the procedures applied in their formulation and manner of adoption have provided for adequate deliberation and representation of the view of the school's faculty taken as a whole, and whether the substance of the policy: (i) is consistent with general University policy; (ii) is compatible with the University's commitment to excellence in teaching, research, scholarship, or artistic achievement and service within a community of respectful and respected academic professionals; and (iii) has no adverse implications for the University.

The Provost's Office sends the Policy to both the C-FSC and T-FSC for review, which review, in most cases, contains recommendations for changes, both substantive and minor. Those recommendations are presented for approval to each faculty senate council; recent practice has seen the C-FSC and T-FSC drafting recommendations jointly. The Provost makes an initial review of and comment on the recommendations to the Policy, which then goes back to the School for further comment by the School faculty and administration. That review of the recommendations at the School level then goes back to the Provost's Office, where a final determination on acceptance or rejection of each of the recommendations is made. The Policy then becomes finalized.

- 4. Our next C-FSC Meeting will be on Thursday, February 11, 2016, 9:00am to 11:00am.**

Report of the C-FSC Educational Policies and Faculty/Student Relations Committee

Committee members: Neal Herman, Brian Mooney, Peggy Morton, Jon Ritter, Ben Stewart (chair).

- The committee met on Thursday, December 3rd.
- In the first part of the meeting we discussed the Incarceration to Education Coalition's (IEC's) campaign to remove "the box" from the Common Application (the box refers to the check box on the Common Application that requires NYU undergraduate applicants to state whether or not they have a criminal record). The IEC is working on a resolution to put forward, and they will be in touch with us once that's fully formed.
- In the second part of the meeting we discussed balance of trade issues (read balance of trade as the more general issue of financial asymmetries among schools). We felt that, although these issues are largely financial, to the degree that they create pressures for continuing faculty (e.g., from reduced staffing or demands to manage and work with more students), they are matters of educational policy.

In circling that problem, the thing that stood out clearest to us is the need to find ways to document those pressures: to represent them in ways that others can see them as legitimate problems. As such, we will explore the potential of a survey to capture evidence in this area. To start this process, Ben will talk to Uli Baer, the Vice Provost for Faculty, about the climate survey that his office is currently designing.

Submitted by Ben Stewart

Committee on Faculty Benefits and Housing

On October 28th, the co-chairs met with David Backus and Wen Ling, the co-chairs of the T-FSC Committee on Faculty Benefits and Housing. We learned that the University is currently conducting a search for a new vice president for human resources and that David and Wen had been involved in screening and interviewing candidates. We agreed that we would seek to hold a joint meeting of the two committees after the new person was hired.

We also contacted executive vice president Alison Leary to ask that we be involved in what remained of the hiring process, and we subsequently met with the two finalists.

Respectfully submitted,

Joseph Borowiec, Vincent Renzi
co-chairs

Report of the
C-FSC Global Network University Committee
December 1, 2015

Committee Members: Amy Becker (chair); John Burt; Mary Killilea; Vincent Renzi; Larry Slater

Committee members will attend a joint meeting with the Faculty Committee on the Global Network and the T-FSC GNU Committee on Thursday, December 3, 2015. One goal of the meeting, among others, is to identify areas for collaboration.

Committee members, along with T-FSC GNU members, will attend a meeting with Matthew Santirocco on December 9, 2015. The purpose of the meeting is to discuss “learning outcomes for study away, and...metrics for assessing whether these outcomes are being met.”

The Committee would like to point Senators and their constituents to two GNU resources:

Faculty in the Global Network: <https://www.nyu.edu/faculty/faculty-in-the-global-network.html>

Faculty Committee on the Global Network’s “Documents” page:
<http://www.nyu.edu/about/university-initiatives/faculty-advisory-committee-on-nyus-global-network/documents.html>

Respectfully submitted,
Amy Becker

NYU Tenure Faculty Finance and Planning Committee Meeting Report

Date: Thursday, November 5, 2015;

Attending from the CFSC: Jamie Skye Bianco, Tommy Lee, Susan Stehlik,

Discussion items:

- **Wasserman presentation** on success rates for our graduates throughout the university.
Copies of report can be posted on CFTC site.
- **Alumni Engagement;** more from the Wasserman Center on their success rates.
- Budget policy
 - Members were encouraged to begin considering topics for the Committee to consider in 2016.

NYU Tenure Faculty Finance and Planning Committee Meeting Report

Date: Thursday, December 3, 2015;

Attending from the C-FSC :Jamie Skye Bianco, Tommy Lee, Susan Stehlik,

Discussion items:

- **Wasserman survey** on jobs, internships or other working opportunities for Juniors; 76% of students responded to survey and over 95% reported some form of employment over the summer. Full report will be made available. Note: these are students that use the Wasserman Center.
- **Annual Budget Cycle**
 - September: Deans submit a strategic plan for hiring, SWOT analysis, and plan regarding any connection to the global university; most plans should be projected out for 18 months.
 - December: agreement is reached on preliminary budget guidelines; should take place during the week of Dec. 7
 - Mid-late March; all Schools and Councils should submit **their final official recommendations and concerns** to the Tenure Track Faculty Finance and Planning Committee.
 - April: Budget office compiles all recommendations and applies various stress tests to the plans; they also apply metrics from rating agencies and our own benchmarks which were set in 2012. Most capital plans are finance with debt.
 - May: Board of Trustees review and approve budget; they may adjust from submissions.
 - **IMPORTANT for the C-FTC; C-FTC should compile our preliminary recommendations and present to this committee officially in the February meeting. Our preliminary recommendations should be solicited from each School and compiled before the January meeting which will be held in the last week of the month.**
 - **We are encouraged to address all fiscal issues in our recommendations, not just Annual Merit (Salary) Increases.**
- **Budget Architecture**
 - A sample current budget was explained line by line to show how the University reviews revenue and expenses
 - Important to note is the allocation of expenses when courses are taught across schools. For an undergrad course, the teaching/host school receives 70% of the tuition; the supplying school receives 30%. For Grad students, the teaching host school receives 100% of the tuition. Exceptions exist for Stern, Tisch, Tandon.

NOTE: This is the last meeting of this Committee for 2015.

Report of the
C-FSC Personnel Policies and Contract Issues Committee
Dec. 3, 2015

Committee members: Amy Becker, Nancy Fefferman, John Halpin (chair), Brian Mooney, Heidi White

The Committee has completed drafts of our reviews of the Appointment/Reappointment/Grievance documents for the Stern and Wagner schools and we have exchanged those documents with those of the T-FSC PPCI committee. Since our last report we have met three times (Nov. 2, Nov. 11, and Nov. 22), and have a joint meeting with our T-FSC counterpart scheduled for Dec. 7. We are currently in the process of reviewing Appointment/Reappointment/Grievance documents from Gallatin, CUSP, and the School of Law.

Respectfully submitted by John Halpin

Report of the Senate Academic Affairs Committee (SAAC)

Committee members: Peggy Morton, Larry Slater, Ben Stewart (chair)

- The committee met on November 19th.
- In the first half of the meeting we reviewed nominations for Honorary Degrees.
- In the second half of the meeting Matthew Santirocco joined us in his capacity as chair of the Undergraduate Academic Affairs Committee (UAAC). Matthew updated us on that committee's development of a University-wide system for administering student evaluations and for making their survey data available.

Historical side note: the call for a university-wide evaluation system came from a (unanimous) 2012 resolution of the Faculty Senators Council.

The survey design is now complete. Although students in all schools will fill out the university-wide portion of the evaluation (which consists of seven questions), each of the schools will be able to customize the evaluation by adding their own questions.

At the end of the current semester, the new evaluation will be administered as a pilot in Shanghai. Depending on the feedback from the pilot, other NYU schools may decide to use the new system at the end of Spring 2016.

- Finally, via email, we discussed the UAAC's Advisory on Student Writing. Subsequent to that discussion, the committee asked Matthew, in his capacity as Vice Provost for Academic Affairs, to convene the directors of the writing programs of NYU's various schools. The call to bring the writing program directors together is the primary recommendation of the UAAC's writing advisory. The advisory hopes that the discussion that emerges will "identify best practices in writing instruction upon which all schools and programs can build."

Submitted by Ben Stewart

Report of Representative to the Faculty Committee on the Global Network

At its meeting of November 10, 2015, the committee heard from Linda Mills, Vice Chancellor for Global Programs and University Life, who gave an update on and overview of Global Program's work on curriculum planning and program development for the global academic centers.

Minutes of the meetings are available on the committee's website—

<http://www.nyu.edu/about/university-initiatives/faculty-advisory-committee-on-nyus-global-network/meeting-schedules-and-summaries.html>

Respectfully submitted,

Vincent Renzi

TO: Full-Time Non-Tenure Track/Contract Faculty Senators Council
FROM: Susan Stehlik, Stern Senator
DATE: November 13, 2015
RE: Summary Report of the Ad Hoc Sexual Misconduct Committee

Members of the Committee:

Chair: Gabrielle Starr <gabrielle.starr@nyu.edu>	Acting Secretary: Craig Jolley <craig.jolley@nyu.edu>
Andrew W Williams <andrew.williams@nyu.edu>, Arthur C Tannenbaum <arthur.tannenbaum@nyu.edu>, Barbara Augustin <baugustin@nyu.edu>, Carolyn Cole <cjc648@nyu.edu>, Christine Janick <cbj200@nyu.edu>, Daniel Holub <daniel.holub@nyu.edu>, Diane Yu <diane.yu@nyu.edu>, "Gold-Von Simson, Gabrielle" Gabrielle.Gold-VonSimson@nyumc.org Jeremy D Lakin <jdl480@nyu.edu>, Jessica Hawk <jlh548@nyu.edu>	Kevin L Jones <klj270@nyu.edu>, Malina J Webb <malinawebb@nyu.edu>, Masha Leonov <ml3398@stern.nyu.edu>, Nancy L Van Devanter <nvd2@nyu.edu>, Sinan Antoon <sinan.antoon@nyu.edu>, Susan Stehlik <sstehlik@stern.nyu.edu>, Thomas Grace <thomas.grace@nyu.edu>, Victoria Stanhope <victoria.stanhope@nyu.edu>, William H Miller <william.miller@nyu.edu>, William J Belknap <wjb269@nyu.edu>, Zoe Ragouzeos <zr1@nyu.edu>

The Committee met to discuss updates on the policy because of a change in NY State law as of Sept. 30, 2015.

Changes:

- In the review of process and preparing a final report the central question was whether there was a preponderance of evidence; now it reads whether there is sufficient evidence
- The hearing process required a panel or a single judge; now we have a single adjudicator, which is typically Thomas Grace, Director of community Standards. If an employee is involved, it will go to the Dean, Provost and HR.
- Appeal process is in front of a panel (state law); it is not a retrial, it is a review of the entire process.
- Appeals panels are selected from a pool, students affairs deans, high ranking administrators; not lawyers. The panel is trained.
- There is a good faith effort to complete any investigation within 30 days and resolve within 60 days.

Discussion centered on the following topics:

- Definition of a minor which varies from state to state and country; hard to define in a policy
- Need for a survey on the sexual climate within the University
- Need for more comprehensive training of faculty and staff, as well as on-going training
- Every school needs a Title IX Coordinator
- How to interpret the new language "Enough is Enough"
- How to assure diversity of participants in the entire process particularly with the panels

Note: more information can be found at the following url: <http://www.nyu.edu/life/safety-health-wellness/sexual-respect.html>



Proposed C-FSC Resolution Regarding Standing Committee on Diversity

*Presented by the Governance Committee for consideration
at the C-Faculty Senators Council Meeting, 12/8/15*

Whereas the recent “Listening Session” at NYU attracted more than 1,000 participants and revealed what President Sexton afterwards identified as the “criticisms, pain and disappointment” voiced by NYU’s community of students, faculty, and staff from historically under-represented and disenfranchised populations and,

Whereas there appears to be a significant gap between NYU’s stated commitment to diversity and inclusiveness and the reality experienced by under-represented populations at NYU, the C-FSC hereby resolves that:

The C-FSC form a “Standing Committee on Diversity at NYU” to study ways in which the continuing faculty at NYU can best address and enhance the reality of diversity and inclusiveness at New York University.