



## **MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF DECEMBER 11, 2018**

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Tuesday, December 11, 2018 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5<sup>th</sup> Floor Colloquium Room.

In attendance were Senators Davis, De Bartolo, Ferguson, Gold-Von Simson, Howard-Spink, Illingworth, Jahangiri, James, Killilea, Kim, Lee, Leone, Mitnick, Patterson, Renzi, Saravanos, Slater, Unnikrishnan, Wang, Watkins, White, Williams, and Youngerman; Alternate Senators Bianco, Cohen, Funk, Goldmann, Grillo, Hersh, Kleinert, Lim, Maynor, Pietro, Ritter, Shullenberger (for Liston), Spivakovsky, Taitel, Talib, and Tourin.

### **APPROVAL OF THE AGENDA**

Upon a motion duly made and seconded, the meeting agenda was approved unanimously.

### **APPROVAL OF THE MINUTES OF THE MEETING HELD NOVEMBER 13, 2018**

Upon a motion duly made and seconded, the minutes of the November 13, 2018 meeting were approved unanimously.

### **REPORT FROM THE CHAIRPERSON: MARY KILLILEA**

*See attached Document A.*

#### **Steering Committee (SC) Meeting with the Provost**

Chairperson Killilea reported the Steering Committee met with Provost Fleming on Thursday, November 29, 2018.

They discussed changes in continuing contract faculty contracts in relation to administrative duties. The Council was encouraged to inform the Steering Committee of any specific examples they are aware of that involve such changes to contracts. The SC can then collect the pertinent information and find the best way to advocate for the faculty member affected. The SC expressed the importance of dealing with this as a school-specific issue.

The SC also raised the issue of teaching assignments and work-life balance. Grace Cosachov Protos, Executive Director of the Work Life Office, has contacted the SC to begin working with the Council.

The C-FSC recommendations on Student Evaluations of Teaching were received with enthusiasm and work has started on how to address them. Killilea noted they discussed creating a fact sheet on the inherent biases to the evaluations to be shared with the renewal committee for contract faculty across the university. It was also suggested to give students this information. Institutional research would be charged with researching the bias in evaluations.

## **Steering Committee Meeting with the President**

The SC met with the President on December 7, 2018.

They discussed the case of Matthew Hedges, the British graduate student arrested in the United Arab Emirates (UAE). The SC inquired on the University administration's communication with NYU Abu Dhabi (AD) faculty on this issue.

An AD Senator commented on the situation. He noted the AD Faculty Council discussed this issue and asked specific questions such as what the process would be if this situation happened to a NYU faculty member, etc. He noted AD faculty council members' support of further engagement between Abu Dhabi and the Square, and Shanghai as well, so that faculty are aware of what is being discussed and assumptions are not made about the climate in AD without full communication.

## **Engagement with the Board of Trustees**

Killilea reported she attended the Senate Executive Committee (SEC) with the Board of Trustees (BOT) Executive Committee on December 4, 2018 and the C-FSC Steering Committee (SC) met with members of the BOT on December 11, 2018.

At the SEC meeting, the Student Council again raised the issue of having a student representative on the Board. The T-FSC discussed providing more flexibility for older faculty to retire, including reduced workloads and phased retirement options. Senators discussed the disincentives to retire because of health benefits and housing.

Senators discussed more equitable decisions in housing, including moving those who no longer have children at home out of larger apartments to offer young families better housing options.

Killilea brought up the idea of NYU's locational endowment as a way to recruit faculty to NYU and increase satisfaction of current faculty. This includes opportunities to partner with New York based institutions. She offered the example of joint appointments with the New York Genome Center.

Killilea reported at the SC meeting with BOT members, they discussed the lack of transparency regarding compensation. They mentioned the Finance Committee's request for a third party review of compensation and the challenge in receiving this data.

A SC member recommended engaging alumni with mentor opportunities for undergraduates. Alumni would donate 3 thirty minutes time slots to advising students via conference call. The needs of students would be matched with the expertise of alumni.

The Chair's Report was accepted into the minutes.

## **COMMITTEE REPORTS**

*See attached Document B.*

### **Discussion/Questions on the following submitted reports:**

#### **Faculty Benefits & Housing**

Chairperson Renzi added an additional update to his Committee report. He stated beginning in January 2019 there will be a separate \$1,600 deductible for in-network and for out-of-network. This mean if one spends

\$1,600 in-network, it will not count towards eligibility for out-of-network reimbursement. He noted this might particularly affect those who use physical and mental health therapists, who are often out-of-network.

In response to questions regarding consultation with the Committee, Renzi noted the Committee is asked to review proposals regarding premium increases, etc. but for other plan administration changes the Committee is not generally asked for an advisory opinion.

Senators discussed their concerns over this new policy. Renzi will present these concerns to human resources.

Senators supported the Council having input into these plan administration decisions, including changes to deductibles, etc.

In response to a Senator's inquiry on what benefits the Committee examines, he explained the Committee does not review School of Medicine, NYU Abu Dhabi, or NYU Shanghai benefits which are separate. A SOM Senator noted the SOM Faculty Council does not have input into medical plan changes. She noted the push at the SOM for the NYU Empire Plan.

Renzi stated his interest in asking the University to issue a request for proposal (RFP) for its health insurance options, similar to the current request regarding dining services.

A Senator raised concerns regarding costs associated with being treated at a hospital in another state or country. Senators discussed and posed questions regarding the benefits of Geo Blue insurance. Some Senators had good experiences with the coverage of the program; another Senator reported issues with students traveling abroad. A Senator noted an informative presentation at the College of Dentistry on the program. The Benefits Committee will look into this program and provide more information.

### **Emergency Management Advisory Council**

Chairperson Killilea, who serves as the representative on this University Committee, reported on the Safe NYU app and NYU Traveler. She encouraged Council members to download Safe NYU on their phones. It was noted this app includes a panic button.

She noted the benefits of NYU Traveler, a web-based portal that is linked to NYU's Department of Public Safety.

She noted another topic discussed by the Committee regarding active threat training. She noted college freshman have had trainings in this area since the beginning of their school life. These trainings at the K-12 level revolve around taking direction from the teacher. She noted concerns with the level of preparedness of NYU faculty. She noted K-12 teachers go through multiple trainings and are working within an individual space, versus University faculty members who move to different classrooms each semester, etc.

It was suggested to invite Public Safety to present at an upcoming Council meeting and/or University Senate meeting to discuss NYU Traveler, the NYU Safe app, Global travel implications, etc.

Senators discussed the current safety trainings and ways to make them more specific to NYU and the possibility of mandating trainings. It was noted it is difficult to mandate trainings, unless there is a state regulation. It was noted the mandatory sexual misconduct training, which is mandated by the state, had about an 80% response rate. A Division of Libraries Senator discussed disaster trainings specific to library faculty and the new focus on psychological flexibility in disaster awareness training.

A Senator brought up the topic of student mental health. Senators discussed wellness center trainings on how to help students in crisis. It was suggested, in addition to inviting Public Safety, to invite contacts from the Wellness Center.

**No Discussion/Questions on the following submitted reports:**

Finance & Policy Planning

**Reports at Meeting:**

**Global Network University**

Committee Chair Howard-Spink discussed the GNU Meeting. He stated the AD faculty commented there is not an issue with academic freedom at AD. An AD Senator noted the research produced in AD is an example of the protections to academic freedom and the ability to study controversial topics.

A Senator inquired if the Committee is trying to gain a better sense of experiences of faculty in AD, particularly if it seems there is a perceived lack of understanding or assumptions of their experiences. Howard-Spink noted there is an emphasis by AD faculty for enhanced communication between AD and the Square. They noted the importance of communicating the specific experiences of the researchers and academics at NYUAD to understand the climate in AD.

The reports were accepted into the minutes.

**Communications**

A Senator inquired on the status of the Communications' Committee projects, such as the newsletter. It was noted the Communications Committee still needs to elect a Chairperson.

It was noted that Senators have access to their school faculty lists, through the School Dean's office. If Senators have any issues gaining access, they should alert the SC.

It was noted one task of the Communications Committee will be to develop templates for emails to all faculty.

**NEW BUSINESS**

A Senator expressed concern regarding the policy to contact the parents of students that are protesting, in cases where the protest halts university operations and the students may be subject to suspension.

Senators questioned if this is a written policy and if it is communicated properly to students.

It was noted the student conduct policy is being updated by the Judicial Board and they are developing clearer communication on the consequences of acts such as protesting.

A Senator noted his understanding is the policy on contacting parents is not a written policy.

It was suggested the Grievance Committee examine this issue.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.

**C-FSC—Chair's Report  
Chairperson Mary Killilea**

**Report as of December 11, 2018**

**1. Welcome**

It's been a great semester, and I hope all enjoy the winter break.

**2. Steering Committee Meeting with the Provost**

The steering committee met with Provost Fleming on Thursday November 29, 2018 and discussed four topics:

1. We had a discussion regarding changes in contract faculty contracts in relation to administrative duties.
2. We raised the issue of teaching assignments and work-life balance, and Grace Protos has reached out to begin working on this with us.
3. The C-FSC recommendations on Student Evaluation of Teaching were received with enthusiasm and work has started on how to address them.

**3. Steering Committee Meeting with the President**

The steering committee will meet with the President December 7, 2018. I will give a verbal report of the meeting.

**4. Engagement with the Board of Trustees**

I attended The Senate Executive Committee will meet with the Board Executive Committee on December 4, 2018 and the C-FSC Steering Committee will meet with Members of the Board of Trustees on December 11, 2018 before this meeting.



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**TO:** Steering Committee of the Full-Time Continuing Contract Faculty Senators Council

**FROM:** Terrance Nolan, Secretary

**CC:** Carol Morrow, Karyn Ridder

**DATE:** December 7, 2018

**RE:** Resolution Passed at December 5, 2018 Board of Trustees Meeting

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In addition to the resolutions sent to you earlier today, a resolution was passed at the December 5, 2018 New York University Board of Trustees meeting concerning suspension of Bylaw 81(c) to allow a faculty member to enroll in a doctoral program at NYU. Given the confidential nature of this resolution, it is not provided for distribution.



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**TO:** Steering Committee of the Full-Time Continuing Contract Faculty Senators Council

**FROM:** Terrance Nolan, Secretary

**CC:** Carol Morrow, Karyn Ridder

**DATE:** December 7, 2018

**RE:** Resolutions Passed at December 5, 2018 Board of Trustees Meeting

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Please find attached copies of resolutions passed at the December 5, 2018 meeting of the New York University Board of Trustees that pertain to the academic operations of the University.

For your convenience, below is a list of the attached resolutions:

- Approve Honorary Degree Candidates
- Approve Named Professorships
- Approve Amended and Restated Bylaws

The latest version of the University Bylaws is now available on the NYU website:  
<https://www.nyu.edu/about/leadership-university-administration/board-of-trustees/governance/university-bylaws.html>

Attachments

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF NEW YORK UNIVERSITY**

**HONORARY DEGREE CANDIDATES**

WHEREAS, the New York University (the "University") Academic Affairs Committee of the Board of Trustees (the "Board") has recommended the candidates as set forth below as potential recipients of honorary degrees for the University's Commencement Exercises in May 2019 or for a subsequent University Commencement.

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the granting of honorary degrees to the following candidates, in each case subject to the President and/or his designees offering the degree and the Candidate's acceptance of the terms of the offer for the degree as established by the President and/or his designees:

Melinda Gates  
Thelma Golden  
Agnes Gund  
Amy Schulman  
Carrie Mae Weems

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF NEW YORK UNIVERSITY**

**APPROVE NAMED PROFESSORSHIPS**

*Gallatin School of Individualized Study*

BE IT RESOLVED, that the Gallatin Distinguished Professorship in Interdisciplinary Scholarship be established in the Gallatin School of Individualized Study, effective December 5, 2018.

*School of Law*

BE IT RESOLVED, that the Aronson Family Professorship in Criminal Justice be established in the School of Law, retroactive to September 1, 2018; and be it

FURTHER RESOLVED, that Bryan A. Stevenson be named the first incumbent of this professorship, retroactive to September 1, 2018.

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF NEW YORK UNIVERSITY**

**AMENDED AND RESTATED BYLAWS**

RESOLVED, that the Board of Trustees of New York University adopts the amended and restated Bylaws of New York University as presented.

## CHAPTER III

### BOARD OF TRUSTEES

#### 12. Number and Qualifications

The Board will be composed of not less than twenty-five nor more than seventy voting Trustees, including Elected Trustees as described in Section 14(b), Ex Officio Trustees as described in Section 14(c), Alumni Trustees as described in Section 14(d), and Young Alumni Trustees as described in Section 14(e). The number of voting Trustees that will constitute the Board at any time will be the number of voting Trustees elected by the members or serving as Ex Officio Trustees who have not ceased to serve as voting Trustees, whether due to their death, incapacity, disqualification, resignation, removal or expiration of term. Each voting Trustee must be a natural person at least eighteen years of age, be committed to the advancement of the University and its goals, and provide expertise and support to assist the University and help it attain its goals. No person who has reached the age of seventy-five is eligible to be elected or reelected as an Elected Trustee or an Alumni Trustee except as provided in Section 25 (Chair Emeritus), Section 29 (Chair), and Section 40 (Election and Removal of Committee Members, Chairs and Vice Chairs).

#### 13. Powers

The Board will establish policy and strategic direction for the University and oversee the business and affairs of the University. The Board may exercise all powers and take all actions not prohibited by law, the Charter or these Bylaws.

#### 14. Voting Trustees: Election and Term

a. Categories. There will be four categories of voting Trustees: Elected Trustees; Ex Officio Trustees; Alumni Trustees; and Young Alumni Trustees.

b. Elected Trustees. Elected Trustees will be elected upon nomination by the Committee on Trustees or, with not less than thirty or more than sixty days' notice to the members proposing a specific nomination, upon nomination from the floor, by the vote of a majority of the members present at any meeting at which there is a quorum of members. Unless otherwise provided by the members, Elected Trustees will take office upon their election. An Elected Trustee may be elected for a full term of six years, for the remainder of an unexpired term or for term of less than six years to better equalize the size of the respective classes, and will serve until the annual meeting of the members proximate to the expiration of such Elected Trustee's respective term and until the Elected Trustee's successor is elected and qualified, or until such Elected Trustee's sooner death, incapacity, disqualification, resignation or removal. At the expiration of any term, any qualified Elected Trustee may be reelected.

c. Ex Officio Trustees. The Chair of the Board for the two years following the end of his or her service as Chair, if able and willing and if not at that time an Elected Trustee, will serve as an Ex Officio Trustee. The President and Chancellor during his or her service as President and Chancellor, other than on an acting basis, will serve as an Ex Officio Trustee. The President of the NYU Alumni Association Board of Directors, if not already an Elected Trustee, will serve as an Ex Officio Trustee for the duration of his or her term as President of the NYU Alumni Association Board of Directors.

d. Alumni Trustees. Alumni Trustees, who must be graduates of the University, will be elected upon nomination of the Committee on Trustees by the vote of a majority of the members present at any meeting at which there is a quorum of members. Prior to making any nomination, the Committee on Trustees will consult with the University's Alumni Association in such manner as determined by the Committee from time to time. Unless otherwise provided by the members, Alumni Trustees will take office upon their election. An Alumni Trustee may be elected for a full term of six years or for the remainder of an unexpired term, and will serve until the annual meeting of the members proximate to the expiration of such Alumni Trustee's respective term and until the Alumni Trustee's successor is elected and qualified, or until such Alumni Trustee's sooner death, incapacity, disqualification, resignation or removal. An Alumni Trustee may not be reelected as an Alumni Trustee; provided, however, that an Alumni Trustee who served less than a full-term may be reelected as an Alumni Trustee to a partial term that, together with the term served, does not exceed six years plus such additional days as necessary to end the term at the annual meeting of the members following such six-year period.

e. Young Alumni Trustees. Young Alumni Trustees, who must be graduates of the University who have not attained the age of forty when first elected as a Young Alumni Trustee, will be elected upon nomination of the Committee on Trustees by the vote of a majority of the members present at any meeting at which there is a quorum of members. Unless otherwise provided by the members, Young Alumni Trustees will take office upon their election. A Young Alumni Trustee may be elected for a full term of three years or for the remainder of an unexpired term, and will serve until the annual meeting of the members proximate to the expiration of such Young Alumni Trustee's respective term and until the Young Alumni Trustee's successor is elected and qualified, or until such Young Alumni Trustee's sooner death, incapacity, disqualification, resignation or removal. A Young Alumni Trustee may be reelected for a second three-year term as a Young Alumni Trustee but may not thereafter be reelected as a Young Alumni Trustee; provided, however, that a Young Alumni Trustee who served less than two full-terms may be reelected as a Young Alumni Trustee to a partial term that, together with the term served, does not exceed six years plus such additional days as necessary to end the term at the annual meeting of the members following such six-year period.

f. Staggered Classes of Trustees. Voting Trustees other than Ex Officio Trustees will be divided into six classes based on the year of expiration of their respective terms, with such classes as nearly equal as practicable.

## 15. Life Trustees

Upon recommendation of the Committee on Trustees, the members may elect a retiring member of the Board or other person as an Honorary Trustee with the title of Life Trustee. Life Trustees will receive notice of Board meetings and have the right to attend meetings and participate in deliberations, but will not be counted in determining the presence of a quorum and will have no vote. Life Trustees are eligible to be appointed to committees and to serve as committee chairs and vice chairs.

## 16. Attendance at Meeting

Absent compelling circumstances, the members will remove any Voting Trustee who fails to attend at least fifty percent of all Board meetings during any two consecutive fiscal years.

## 17. Removal

Any Elected or Life Trustee may be removed with or without cause at any time by the vote of a majority of the members present at any meeting at which a quorum of at least sixty percent of the members, excluding the member who is the subject of the removal proceeding, is present; provided that members receive not less than thirty or more than fifty days' notice of the meeting.

## 18. Resignations

Any Trustee may resign at any time by giving written notice to the Chair or Secretary and General Counsel. The resignation will take effect at the time specified in the notice or immediately if no time is specified.

## 19. Vacancies

A vacancy caused by the death, incapacity, disqualification, resignation, or removal of a Trustee, or by the creation of a new Trusteeship, may be filled by the voting Trustees or the members at any meeting.

## 20. Meetings

a. Regular Meetings. A regular meeting of the Board denominated as the annual meeting will be held each year, usually during the month of June, jointly with or immediately following the annual meeting of the members. At the annual meeting, the Board will elect the Officers. The Board will hold at least three other regular meetings each year. Regular meetings may be held at such dates, times, and places as set by resolution of the Board, or as determined by the Chair of the Board, on at least thirty days' notice.

b. Special Meetings. Upon the written request of the Chair, the President and Chancellor, or at least ten percent of the voting Trustees then in office, setting forth the purpose, the Secretary and General Counsel will call a special meeting of the Board on at least thirty days' notice, specifying the purpose, date, time, and place

of the meeting. The meeting may be held on less than thirty days' notice, but not less than twenty-four hours' notice, if in the judgment of the Chair or President and Chancellor an urgent situation requires less notice.

c. Executive Sessions. The Board may hold one or more executive sessions at any meeting on the request of the Chair, President and Chancellor, or at least five voting Trustees. The Board may exclude from an executive session persons who are not voting Trustees, voting Trustees who are employed by or have business relationships with the University or its affiliates, and/or voting Trustees who may have a conflict of interest with respect to a matter being discussed.

21. Waiver of Notice

Notice of a meeting of the Board need not be given to a member who submits a waiver of notice before or after the meeting, or who attends the meeting without protesting the lack of notice prior to the commencement of the meeting.

22. Quorum

At each meeting of the Board, one-third of the voting Trustees then in office will constitute a quorum for the transaction of business.

23. Voting at a Meeting

Each voting Trustee will have one vote. Except as required by applicable law or these Bylaws, the vote of a majority of the voting Trustees present at any meeting at which there is a quorum of voting Trustees will be the act of the Board.

## Committee on Faculty Benefits and Housing

On January 24, 2019, the C-FSC, T-FSC, and AMC Benefits Committees are scheduled to meet jointly with representatives from Carebridge Life Resources, the University's employee assistance plan benefit provider.

The University recently informed the C-FSC, T-FSC, and AMC that the University Retirement Plan Committee is being reorganized into two separate groups: one to oversee plan administration, and an investment committee. When this reorganization is complete—expected to be early in 2019—each of the three councils will be given representation on the investment committee.

Respectfully submitted,

Vincent Renzi,  
chair

## **C-FSC Governance Committee Report dated December 6, 2018**

Present: Lauren Davis and Antonios Saravanos

The C-FSC Governance Committee met at noon on Friday 2nd of November. The committee agreed to focus on: 1) Creating recommendations and best practices guidelines for nomination and election of full-time continuing contract faculty senators for distribution to Schools across NYU; and 2) Creating and proposing by-laws for adoption by the C-FSC.

We also reached out to the T-FSC to identify a time to meet to work on the shared governance survey conducted in 2016 and to discuss opportunities to collaborate.

The meeting adjourned at 12:27pm.

Past the meeting the committee has been interacting electronically on these tasks.

**Emergency Management Advisory Council Report  
Mary Killilea**

**Report as of December 11, 2018**

The Emergency Management Advisory Council met on December 5, 2018. The council is working on a formal charter and working towards accreditation. A couple of important notes for faculty from the meeting:

1. Install the Safe NYU app on your phone.
2. NYU Traveler is being updated to be more user friendly and I encourage faculty to use it for future travel.
3. We had an interesting discussion about the way student's may turn to faculty for leadership during an emergency, so I would like the C-FSC to consider
  - a. Do we know what to do during an emergency
  - b. What do we need in order to be prepared?