



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF APRIL 25, 2017

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at noon on Tuesday, April 25, 2017 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Carl, Celik, Ferguson, Gershman, Halpin, Howard-Spink, Jahangiri, Joachim, Killilea, Kim, Mooney, Paiz, Sacks, Slater, Stehlik, Stewart, Watkins, Williams, and Youngerman; Alternate Senators Bianco, Casey, Depaola-Cefola (for Herman), Elcott, Fitterman (for White), Funk, Lee, Mandracchia, Mirabito (for Morton), Renzi, Sahin (for Borowiec), Smith.

APPROVAL OF THE AGENDA

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

APPROVAL OF THE MINUTES OF THE MEETING HELD MARCH 28, 2017

Upon a motion duly made and seconded, the minutes of the March 28, 2017 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: FRED CARL

See attached Document A: C-FSC Chair Update

T-FSC Resolution in Support of Student Senators Council Resolution re: Board of Trustees

Chairperson Carl clarified the student resolution will be delayed until the fall and the T-FSC will also wait to present their resolution regarding faculty involvement on the Board of Trustees.

Senator Slater noted the students presented at the meeting of the Senate Committee on Organization and Governance (SCOG) and SCOG made recommendations regarding the resolution, including gaining a better understanding of the board functions and condensing the number of requests.

Retreat

Chairperson Carl asked for volunteers to assist the Communications Committee in planning and organizing the retreat.

C-FSC End of Year Celebration

Chairperson Carl reminded Council members of the End of Year Celebration on Wednesday, April 26. He noted special guests who will be in attendance.

Final Council Meeting of Academic Year 2016-2017

Chairperson Carl noted the final meeting of the academic year is on Thursday, May 11. At the meeting, the Personnel Policies and Contract Issues Committee will present their review of the Faculty of Arts & Science (FAS) Continuing Contract Faculty Policy. The Steering Committee elections for 2017-2018 will also take place. He noted that some school's elections may not be completed by this date. If any newly elected Steering Committee members do not get re-elected by their school, the seat will become vacant and in the fall the C-FSC will choose the replacements for any vacant seats. He noted all Senators are eligible to run for Steering Committee positions.

Publications, Performances, Awards and Distinctions

John Gershman, John Halpin, and Heidi White received Distinguished Teaching Awards.

Jamie Skye Bianco was awarded the Steinhardt Continuing Contract Fellowship for next year.

The Chair's Report was accepted into the minutes.

COMMITTEE REPORTS

See attached Document B: Committee Reports

Discussion/Questions on the following submitted reports:

Communications: Susan Stehlik

Senator Stehlik noted the newsletter was sent to all Continuing Contract Faculty (C-Faculty), but with some errors. She proposed re-sending a corrected version. The Committee also received a recommendation to develop a policy regarding receiving permission of faculty members before any photos are posted in the newsletter, even if the photo is on a school website and already public.

She clarified the errors included typos and issues of clarity in the list of terms limits.

A Senator suggested making a distinction between individual people versus group photos. For individual photos, he suggested asking the individual first before publishing. A Senator noted the Photo Bureau offers professional headshots.

Senators noted the election information was correct and suggested to not re-send the newsletter.

Senate Public Affairs

A Senator reported at the Committee meeting it was noted that uniformed officers at NYU only have the rights of private citizens.

No Discussion/Questions on the following submitted reports:

Educational Policies and Faculty/Student Relations: Ben Stewart

GNU: Sam Howard-Spink

Personnel Policies and Contract Issues: Brian Mooney

Senate Academic Affairs: Ben Stewart

Senate SCOG: Larry Slater

Undergraduate Academic Affairs: Ethan Youngerman

Senate Ad Hoc Committee on Work-Life Issues: Diane Mirabito

Faculty Committee on the Future of Technology-Enhanced Education: Mary Killilea

Faculty Working Group on Global Learning Outcomes: Mary Killilea

Reports at Meeting:

Diversity, Equity and Inclusion: David Elcott

Senator Elcott reported the Committee is gathering information on C-Faculty and T-Faculty regarding diversity including race, ethnicity, gender, rank, and contract terms and also pay scale within the bands. In addition, the Committee is interested in gathering qualitative data by meeting with the diversity chairs of every school.

A Senator mentioned the Faculty of Arts and Science (FAS) equity report. It was noted the intention is to gather similar data for each school.

A Senator noted the recommended proposal to the Financial Affairs Committee requested a third party consultant do a complete compensation benefits study throughout the University.

It was noted the Committee is drafting the request and will bring to the Council for vote prior to sending the request to the University Administration.

A Senator noted the University Task Force on Diversity and Inclusion received demographic information regarding diversity and she recommended asking for data by school.

Finance and Policy Planning: Susan Stehlik

Senator Stehlik noted the memo from the Provost confirming the base compensation for full-time continuing contract faculty will be raised to a minimum of \$60,000/year by September 1, 2017. In addition, the Provost has asked all the deans to promptly make clear how and for what purposes full-time continuing contract faculty can avail themselves of professional development funds.

Affordability Steering Committee: Susan Stehlik

Stehlik reported the Committee will meet this summer. She noted the Committee is examining the cost of transportation and transportation options and encouraged Council members to send any comments and suggestions.

The reports were accepted into the minutes.

PRESENTATIONS

Presentation, discussion and vote on recommendations regarding Tandon Guidelines for Full-Time Continuing Contract Faculty Appointment, Reappointment and Promotion.

See attached Document C: Tandon Recommendations.

Senator Mooney noted the T-FSC submitted their recommendations and attached the C-FSC recommendations they supported. The eight recommendations the T-FSC omitted concerned whether reappointment committee members should be elected or appointed and if a person is denied reappointment whether they have access to the full file.

A Senator suggested recommending an edit to section E. (2) (b), which currently states:

Where such an appeal is made, the Dean shall transmit to the Provost a report of the proceedings in the case at earlier stages. The Provost shall in each case obtain the advice of an ad hoc advisory committee—the Continuing Contract Faculty Senators Council (C- FSC) Grievance Committee—drawn from a standing committee that shall consist of the members of the C-FSC Grievance Committee and the T-FSC Grievance committee.

He recommended instead stating one member from each of those committees plus one senior administrator selected by the C-FSC Steering Committee.

Mooney confirmed the Committee will make the correction.

The Senator also recommended the Committee review section F. (7) and ensure it follows new guidelines for grievances not having to do with appointment, reappointment, and promotion. This section states:

Appeal from a Dean's Decision on Matters such as Duties, Salaries, Perquisites, and Working Conditions

Where such an appeal is desired by a faculty member and the Provost is so informed within 15 days after the faculty member is notified of the Dean's decision, the Provost shall make informal s available. Appeal from a Dean's decision can only be made on the same grounds as in (B) above.

A Senator noted typos in Recommendations 26, 49, and 50.

Senators discussed the recommendations regarding contracts being at least three years. A Senator noted some faculty members may prefer a one year or two year contract.

A Senator noted if a faculty member on a three year contract decides to leave after a year, they can break the contract.

It was suggested to add language allowing a faculty member to request a shorter contract. A Senator noted the downside of offering this option and the possibility of junior faculty being persuaded to ask for a one year contract.

A Senator asked if there is a standard time table for the reappointment process regarding notification. It was clarified for a one year appointment the faculty member will be notified by March 1 and for a three year appointment the faculty member will be notified by August 31 in the penultimate year.

The recommendations, with suggested corrections, were approved by vote of the Council.

Presentation, discussion and vote on two recommendations regarding faculty evaluations from the C-FSC Educational Policies and Student/Faculty Relations Committee

See attached Document D: Educational Policies recommendation.

Senator Stewart reported on the recommendations of the Committee. He noted on page 2 of the report under Recommendations for the Assessment of NYU's SET system, the implication is that if general global measures do not correlate to more specific questions, this would be an indication that those general questions are measuring professor likeability or personality rather than teaching ability. The Committee proposes adding a third recommendation that states if those measures do not correlate, the Provost office will charge a body with revising the first two questions to be more specific.

A Senator suggested it be made clear this is a course evaluation rather than an instructor evaluation. A Senator noted in undergraduate programs, certain courses may have more drop-outs and in order to improve the quality of education, the task is to identify the relation to content or to the faculty member. A Senator noted schools use these evaluations to evaluate teaching effectiveness. Senators expressed concerns with the evaluations ability to accurately convey teaching effectiveness.

A Senator noted, as seen in the revision done at CAS, by focusing questions and asking students to respond to a single item more focused feedback is received. He also noted the importance of focusing on actionable items, i.e. feedback stating course goals are not clear.

He suggested in recommendation IV.2. regarding statistical validity of the sample, adding distribution scores in addition to the size of the class and the response rate.

He noted that extracurricular events outside the classroom can strongly affect evaluations. He suggested specific examples could be used.

He suggested tempering the language regarding grade inflation to recognize the potential reasons for the difference in grading. He noted continuing contract faculty frequently teach courses, such as introductory courses, in which there is a wide distribution in student abilities.

A Senator noted in cases where slanderous or threatening comments are sent, it may be important to note where information is secured for security purposes.

A Senator suggested the Committee also look at increasing response rates, which went down with online evaluations. He noted the College of Arts and Science requested faculty members devote the last ten minutes of the last class to the evaluations. A Senator noted at College of Dentistry students are required to submit evaluations in order to receive a grade.

A Senator stated at the Stern School 60% of the contract appointment is based on faculty evaluations.

Senators discussed the option to add additional questions to the evaluations in order to customize. Several schools do this.

A Senator asked about confidentiality and a Senator agreed that confidentiality should be emphasized. It was noted this refers to comments. The average numbers will be publicly available.

Senator Stewart thanked the Council for their comments.

Presentation, discussion and vote on recommendations from Senate Committee on Organization and Governance (SCOG)

See attached Document E: SCOG Proposed Resolution.

Senator Slater presented the proposed resolution from SCOG.

SCOG considered bylaws revisions related to Sections 65-69 of the University Bylaws. SCOG has recommended a change to Section 66. The Full-Time Continuing Contract Faculty Senators Council, Section (a) Functions. The suggested change is as follows for the final sentence:

Original: It will perform such other educational functions as requested of it by the President and Chancellor, or by the Board.

Suggested: It may perform such other functions as are requested of it by the President and Chancellor, by the Board, or by the Senate.

The resolution was approved by vote of the Council.

Presentation, discussion and vote on recommendation regarding tuition benefits from C-FSC Benefits and Housing Committee

See attached Document F: Faculty Degree Study.

Alternate Senator Renzi reported the Committee examined the issue of tuition benefits for faculty. The Committee is also asking the T-FSC Benefits Committee to examine.

Renzi noted an amendment to the recommendation requesting the Provost ask the Board of Trustees for authorization to grant waivers to faculty who were eligible for this benefit as of September 1, 2014.

A Senator noted when dependent tuition benefits were changed from 100% to 90% tuition remission current students were not grandfathered in.

The recommendation, with suggested changes, was approved by vote of the Council.

NEW BUSINESS

Retreat Planning: Leila Jahangiri

The Communications Committee asked for suggestions regarding the May C-FSC retreat.

Senator Jahangiri recommended the Mindful Leadership conference, and noted it is offered by a NYU alum. She offered this type of leadership session as a suggestion and asked for other suggestions.

A Senator recommended programs through the Vice Provost of Diversity Initiatives.

A Senator recommended using the retreat to set agenda items for the next academic year, and commented he found this to be a valuable exercise last year.

A Senator recommended structuring around general categories, such as global, financial, diversity, etc., to gather priorities and help format committee membership based on interests.

ADJOURNMENT

The meeting adjourned at 2:00 PM.