



Date: February 5, 2018

Memo to: Katherine Fleming, Provost

From: Mary Killilea
Chairperson, C-Faculty Senators Council
A/Y 2017-2018

Subject: C-Faculty Senators Council Resolution Supporting Enforcement of the Policy on the Termination or Reorganization of Academic Programs Affecting Full-Time Continuing Contract Faculty

The C-Faculty Senators Council submits the attached resolution, passed at the February 1, 2018 Council meeting.

Cc: Carol Morrow, Vice Provost
Ellen Schall, Senior Presidential Fellow
Cybele Raver, Vice Provost for Academic and Research Affairs

C-FSC Steering Committee Members:
Susan Stehlik, C-FSC Vice Chairperson
Lauren Davis
John J. Gershman
Leila Jahangiri
Larry Slater
Beverly Watkins

Antonios Saravanos, C-FSC Governance Committee Co-Chair

C-FSC Proposed Resolution Supporting Enforcement of the Policy on the Termination or Reorganization of Academic Programs Affecting Full-Time Continuing Contract Faculty

WHEREAS the members of the Full-Time Continuing Contract Faculty (**FTCCF**) are recognized to be a distinct and important part of the University academic community and contribute significantly to the University's academic missions;

WHEREAS the Full-Time Continuing Contract Faculty Senators Council (**C-FSC**) function as the Faculty Personnel Committee of the Senate with respect to the FTCCF;

WHEREAS the New York University Board of Trustees adopted on December 10, 1979 procedures that are in effect as of December 14, 1981, and were previously approved by the University Senate, to govern the termination and reorganization of academic programs, which appear in the Faculty Handbook in the section entitled "Selected University Policies" under the heading "Selected Policies Concerning the Protection of Rights and Other Matters" as "Procedures for Termination or Reorganization of Academic Programs" (**Policy**) ;

WHEREAS the Policy highlights that "Because one of the main responsibilities of the faculty is the curriculum, no program leading to a degree or certification in any school of the University should be discontinued or reorganized without the involvement of the faculty of that school in reaching the decision."

WHEREAS the Principles of Joint Shared Governance with respect to the C-FSC (**Principles**) were approved on February 19, 2015 and define the roles and responsibilities of the C-FSC with respect to joint shared governance at the University;

RESOLVED that the Provost affirms that the Policy is in effect and applies to FTCCF;

FURTHER BE IT RESOLVED that should a termination or reorganization of an academic program take place the affected FTCCF are to be fully included in the processes prescribed by the Policy;

FURTHER BE IT RESOLVED that should a termination or reorganization of a department or division that contains one or more academic programs take place the Policy is to apply and the affected FTCCF are to be fully included in the processes prescribed by the Policy;

FURTHER BE IT RESOLVED that should a termination or reorganization of an entire school take place the affected FTCCF are to be fully included in the processes prescribed by the Policy;

FURTHER BE IT RESOLVED that should a program comprised entirely of FTCCF undergo termination or reorganization then the policy must be applied and the processes prescribed by the Policy strictly adhered to and include all affected FTCCF;

FURTHER BE IT RESOLVED that a reorganization includes any changes in the name of a program, department, division, or school, the moving of faculty from one program, department, division, to another, program, department, division, or school, the moving of a program from one department, division, to another, program, department, division, or school, the elimination of FTCCF positions, as well as the replacement of FTCCF positions with adjunct positions;

FURTHER BE IT RESOLVED that should a program that includes FTCCF be terminated or reorganized and the Policy is to be applied, the Office of the Provost as a courtesy should inform the C-FSC as it is the Personnel Committee of the Senate with respect to the FTCCF;

FURTHER BE IT RESOLVED as the C-FSC is the Faculty Personnel Committee of the Senate with respect to the FTCCF, and in accordance with the mutually agreed upon Principles, the C-FSC Personnel Policies and Contract Issues Committee is assigned the responsibility of monitoring all termination or reorganizations of academic program that include FTCCF to ensure that the C-FSC is able to adequately participate in joint shared governance and appropriately advise the Senate, the Provost and President of the University;

FURTHER BE IT RESOLVED that all Grievance Policies that have been developed and apply to FTCCF be updated to allow for FTCCF to grieve in instances where a FTCCF has met expectations but was not reappointed due to a termination or reorganization of an academic program and the Policy was not explicitly followed;

FURTHER BE IT RESOLVED that the Provost and President not approve any request for termination or reorganization unless evidence has been provided that this Policy has been applied;

FURTHER BE IT RESOLVED that the University put aside funds and allow adequate time for FTCCF to obtain professional development to ensure that their skills remain current;

FURTHER BE IT RESOLVED that should the Policy be applied and FTCCF will be terminated the University should give priority to them for any internal job application they make;

FURTHER BE IT RESOLVED that should the Policy be applied and FTCCF will be terminated the University should make a good faith effort to find a new position for them within the University.