MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF MAY 25, 2021

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 1:00 PM on Tuesday, May 25, 2021 via Zoom. These are the minutes of the meeting portion of the C-FSC Retreat.

In attendance were Senators Abel-Bey, Brar, De Bartolo, de Leon, Dickey, Gershman, Hornick, Illingworth, Jahangiri, Killilea, Latimer, Liston, Maier, Maynor, McCarty, Mitnick, Nielsen, Patterson, Rao, Renzi, Tourin, While, and Youngerman; Alternate Senators Birdsall, Bridges, Bruno, Davis, Diamant, Ferguson, Iams (for Yuan), Kleinert, Morrison, Owens, Ritter, Spivakovsky, Sun, Taitel, Tyrell; and Observer Grendell.

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 April 29, 2021 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON

See attached Document A.

Discussion/Questions on Chair’s Report: Ethan Youngerman

Chairperson Youngerman thanked the Council for their service this academic year.

Faculty Governance within Schools

Youngerman noted concerns regarding faculty governance and C-faculty representation in individual schools. It was suggested to gather more information on which schools do not have faculty governance structures and/or representation of C-faculty within these school governance structures.

The Chair’s Report was accepted into the minutes.

PRESENTATION, DISCUSSION, AND VOTE

C-FSC Bylaw Amendments

See attached Document B.

Chairperson Youngerman presented the proposed amendments to the C-FSC bylaws. These are amendments to the Bylaws passed on April 29.

A Senator expressed support for the amendments, except for amendments 2 and 3. She supported keeping the bylaws regarding secret ballots and publishing the election procedures on the C-FSC website.

Senators noted this was moved to best practices because the C-FSC does not have jurisdiction over school election processes, therefore it was recommended listing as best practices rather than bylaws.
It was noted the C-FSC bylaws are subject to the terms of university bylaws.

Youngerman stated the General Counsel will review the bylaws to identify any discrepancies.

Amendments 1, and 4-13 to the Bylaws were approved by vote of the Council. Amendments 2 and 3 were removed.

**NOMINATIONS AND ELECTION OF 7-MEMBER STEERING COMMITTEE**

A Senator suggested hosting an electronic ballot election after the final school results are communicated and the vote of the Board of Trustees on the number of C-FSC seats is finalized. A Senator asked that an electronic ballot remain anonymous.

It was confirmed a call for nominations will take place at this meeting and the election will take place at a later date via secret, online ballot.

Chairperson Youngerman called for nominations. The seven current members of the Steering Committee: John Gershman, Scott Illingworth, Leila Jahangiri, Mary Killilea, Noelle Molé Liston, Agnes Tourin, and Ethan Youngerman were nominated to serve again in 2021-2022. Gershman and Killilea declined the nomination. Senators Latimer, Maier, Maynor, and Patterson were nominated. Patterson declined the nomination.

The election will take place at a later date after school election results are finalized from the following slate of candidates: Scott Illingworth of the Tisch School of the Arts, Leila Jahangiri of the College of Dentistry, Beth Latimer of the Rory Meyers College of Nursing, Noelle Molé Liston of the Faculty of Arts and Science, Sylvia Maier of the School of Professional Studies, Ashley Maynor of the Division of Libraries, Agnes Tourin of the Tandon School of Engineering, and Ethan Youngerman of the Faculty of Arts and Science.

**COMMITTEE REPORTS**

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

*See attached Document D.*

**Faculty Benefits & Housing**

Committee Chair Renzi reported the Committee will meet with the Benefits Office and their T-FSC counterpart Committee to examine the utilization of medical benefits for the prior year, and to make recommendations for the coming year. They have a commitment from the university to continue to make improvements, and they are hopeful that some of the improvements that the budget did not allow them to pursue this past year will be back on the agenda. He noted the C-FSC’s continued focus to place the majority of the premium increase on the highest cost plans.

A Senator inquired on the possibility for housing reimbursements or subsidies for contract faculty. Renzi noted they had discussed in the past increasing the mortgage plan assistance and he will continue to move the discussion on this.

A Senator noted the potential complicating factor of those that choose a higher cost plan based on medical need, rather than financial ability.

He also commented on the importance of the recent edition of up to 70% reimbursement for out of network mental health providers.

Renzi noted the University will be revisiting the potential of switching providers and will be meeting in the fall with United Healthcare to discuss issues with their service. He noted enhancements, such as to mental health,
are possible with cost-savings, such as increased premiums. The suggestion to focus increased premiums on the higher cost plans moves the burden of the cost to the most highly compensated members of the faculty.

Faculty Committee on Course Evaluations

See attached Document D.

Representative Youngerman presented the recommendation on course evaluations.

Youngerman noted an impetus behind this project was a concern that course evaluations are potentially biased instruments.

Senators discussed the design of the questionnaire.

Senators discussed increasing student response rates. Youngerman noted some were in favor of withholding grades. There was also a concern regarding forcing students to complete could lead to inaccurate responses.

No Discussion/Questions on the following submitted reports:

Administration & Technology

Reports at Meeting:

Finance and Policy Planning

Committee Chair Patterson noted the Committee’s work this year focused on 1) monitoring the University's handling of COVID related expenses, 2) the annual budget recommendation, and 3) the ongoing efforts to analyze the salary studies on equity and inversion.

Senators discussed the effect of the minimum salary increase on the compression issue.

Retirement Plan Investment Committee (RPC)

Representative Renzi reported the Committee’s quarterly meeting is the next week. He noted the C-FSC requested in the past for the RPC to add the Vanguard International Bond Fund on the menu and he will again push for this addition.

In the Council’s resolution, it was noted International Bond Index Fund is a high-quality, low-expense investment option for international asset diversification. That it is not also available for direct investment by plan participants seemed to be an oversight due to its inception date. Particularly with the lack of a similar investment option from TIAA, the resolution recommended that this fund should be made available to retirement plan participants as a direct investment option.

ADJOURNMENT

The meeting portion of the retreat adjourned at 2:45 pm.
A very warm welcome to our new representatives: Karen Hornick and Sara Murphy from Gallatin; and Naomi Diamant from Stern!

1. **Chair and Provost Fleming conversation re: ELI.** I was able to have a preliminary conversation with Provost Fleming about ELI. The good news: she and her office are not involved; the bad news: she and her office are not involved. **Several key takeaways for me:** The Provost's office has not initiated a plan to close ELI; nor have they started looking into a plan to do so. If there is such a plan, it's within the walls and purview of SPS. Similarly, the dispersing of English education to various schools was not a Provostial decision. To explain the dispersed English education landscape, the Provost used the analogy of statistics education at NYU (e.g. at CAS, Stern, Wagner, Steinhardt, etc etc.).

My own read on the situation is to be hopeful for SPS conversations with their Dean. If there is anything concerted going on, the most plausible version of it I can guess at is that someone within SPS wanted to greet the incoming Dean with maximal flexibility. In a sense, this is the surface reading of the 1-year contracts: they give SPS flexibility. To be clear: I'm quite upset by this and concerned about it and don't like it. But I think we've all been operating under a fair reading of this shift, namely that there's an imminent closure. It seems to me most likely that the new Dean is being presented with options from within SPS; it seems to me unlikely that the new Dean is being presented with a plan; and it seems to me genuinely unlikely that the new Dean is being presented with a plan from outside of SPS.

Given all of the above, the Steering Committee thinks it doesn’t make sense to have a joint meeting with the Provost and SPS faculty and our committee just yet. The Provost (rightly, I believe) is wary of stepping on the toes of a school and, in particular, a not-even-new-yet Dean.

The Steering Committee has our planned meeting with the Provost's office and intend to check in on this situation then (see below). A version of these thoughts were sent to our ELI colleagues and SPS representatives who have been working so diligently on this issue.

2. **May 19th, NYU Graduation (Chair Only).** I represented (in person!) the CFSC at the NYU-wide virtual graduation ceremony, streamed live from Skirball.

3. **May 27th Steering Committee meeting with the Provost.**

*While we obviously have not yet had this meeting, here is what we sent to the Provost’s Office as a Proposed Agenda for Provost Fleming’s Meeting with the CFSC Steering Committee:

1. **Contact Hours.** This could be a simple practical question, but it may be a more philosophical one. Now that many faculty have made videos of their lecture material, it is not clear what counts for contact hours as we move forward. Some faculty/departments/programs view those videos as replacing class time and some view them as equivalent to time spent reading. The concern, from our colleagues’ point of view: if lectures are replacing reading, then the hours of
active teaching material faculty are producing/responsible for could double. (As is often the case, there are already actual instances of this question coming up -- it’s not just theoretical.)

2. **Blended Courses.** We remain really concerned about accidental blending. There are some very practical suggestions we would love the Provost’s help in pushing (e.g. when a course has multiple sections, can we please just have 1 section online?). But we have also been in touch with Gigi Dopico about more thorny questions, for instance: how should faculty respond to individual student requests for remote attendance due to financial pressures, medical concerns, etc.? It might be helpful, for instance, for us to discuss and then, following this meeting, collaboratively draft model text that faculty could use to respond to such requests. As is often the case, we’re concerned about colleagues who don’t feel empowered in their roles feeling pressure to accede to such requests in a way that would be pedagogically un-ideal for all involved.

3. **ELI.** We appreciated the clarity you provided regarding how involved (and not) the Provost’s Office is in this situation/decision. We recognize that this situation continues to evolve, so we’re just leaving space in our meeting should we all want to keep each other looped in on news.

4. **Distinguished Teaching Awards.** This is a communication/values concern: recipients of the announcement email wondered why teaching award winners were described in terms of their research accomplishments/interests. The multiple C-Faculty on the awards committee confirmed for us that this was (of course!) not the tenor/focus of the deliberations and have been in touch with Charlton who assured them changes are afoot, so this agenda item is mostly just an FYI.

5. **Compensation Structures.** We want to end the year by noting the unique circumstances nearly all NYU faculty find themselves in - still continuously employed without a pay cut. This is, in no small part, a result of massive administrative efforts which we recognize. It is certainly also meaningful that at this moment the university heard our call for an increased salary floor and restored AMI alongside the COVID salary adjustment. As we look ahead, we want to return to the larger issues of AMI/merit and compression, which we continue to hear as significant concerns for longer serving faculty who came in before the current administration’s improvements in these areas.

6. **Faculty Governance Within Schools.** We have concerns about Faculty Governance and C-Faculty representation in individual schools. The tension as we see it is that schools should govern themselves as they see fit and the Provost’s office intervening at the school level is problematic; at the same time, structures which under-represent C-Faculty have a way of perpetuating themselves. [Example: in the 2019 Tandon faculty bylaws, their Faculty Executive Committee is defined as “the Speaker, the Secretary of the Faculty, two T-TT Faculty Senators, and the Chair of the Finance Policies Committee.”] On a practical level, we wonder if we might collaboratively craft a statement supporting explicit T-TT/C-Faculty parity for schools that articulate such distinctions? On a related note, we’re partnering with the TFSC to try to make
University Senate level representation more visible to our colleagues in individual schools. Still, we thought an end-of-year reflection about Faculty Governance writ large might be useful.

Upcoming Meetings for the Semester

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

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

a. C-FSC Council Meetings
   Tuesday, May 25th, 1:00-4:00pm *retreat

b. C-FSC Steering Committee
   i. Meetings with the Provost
      1. May 27th

Appendix A. Communications Sent:

AMI and Minimum Salary Changes for C-Faculty (May 18th, 2021)

Dear C-Faculty Colleagues,

Each year, the C-FSC submits budget recommendations to NYU. Last year, because of the pandemic, our recommendations were carried over to this year and slightly revised. We’re writing now to let you know that NYU has accepted some of our budget recommendations. Attached is the Provost’s response to our Finance and Policy Planning Committee’s proposals, so that you can clearly see both the agreements and the places where we are disappointed and will continue pushing.

First, the AMI pool will be 3%. 2% will be distributed as a Covid-19 salary adjustment for all AMI eligible faculty; an additional 1% will be distributed as a merit increase. Please be aware that different schools may choose to distribute the 1% merit increase through their dean or department chairs in different ways. But all faculty are guaranteed at least a 2% salary increase. We had requested 4%, so we are disappointed at the lower number, but it is still overall good news.

Similarly, we are pleased/disappointed that the university has agreed to raise minimum salaries to $70,000 from $60,000; NYU also agreed that regular review of minimum salaries is appropriate, although not necessarily every three years as we recommended. But we are disappointed that the university did not accept our recommendation for automatic upward adjustments for those serving more than 5 and and more than 10 years. We will continue to press on this issue in the future because we see further compression as an inevitable result of raising the salary floor without also acknowledging years of service in compensation.
The AMI percentages will be effective in September and will be based on the increased base salary for faculty who had been making below $70,000. In addition, salary increases for promotions and for equity adjustments will be independent of the AMI adjustments.

Finally, we will continue to press for eliminating inequities between continuing contract faculty and tenured and tenure track faculty, although the university takes the position that housing will be limited as a recruiting tool for the latter faculty group and for Tisch arts professors.

Sincerely,

C-FSC Finance and Policy Planning Committee
Chris Dickey
Leila Jahangiri
Noelle Molé Liston
Marlene McCarthy
Silvia Maier
Maria Patterson
Jon Ritter
Amendment #1
Rationale: Remove introduction, which is in the University Bylaws and thus not something we could alter, from the bylaws proper and place above bylaws to serve as a preamble instead.

Original Text
“Article 1 Introduction

The Full-Time Continuing Contract Faculty Senators Council (C-FSC) at New York University (hereinafter NYU) shall consider matters of educational and administrative policy and will function as the Faculty Personnel Committee of the University Senate with respect to the Full-Time Continuing Contract Faculty (hereinafter, Continuing Contract Faculty). It will designate representatives on standing committees of the C-FSC, and standing and ad hoc committees of the University Senate, a list of which is attached as Schedule A hereto.”

Proposed changes:
1. Delete original text above.
2. Place, above the bylaws as a preamble, the following text:
Pursuant to Chapter VIII of the University Bylaws, “The Full-Time Continuing Contract Faculty Senators Council may consider any matters of educational and administrative policy and will function as the Faculty Personnel Committee of the Senate with respect to the Full-Time Continuing Contract Faculty. It will designate representatives on the other standing committees, and in appropriate instances on the ad hoc committees, of the Senate. It may bring to the attention of the various committees of the Senate any matters that it believes should be presented to the entire Senate.” Below are the Continuing Contract Faculty Senators Council Bylaws, followed by a Best Practices document.
3. Amend Article 2 to introduce acronym: Original Text
“The composition and membership of the C-FSC” should be changed to “The composition and membership of the Full-Time Continuing Contract Faculty Senators Council (C-FSC)”
4. Amend Article 4 to introduce shortened term for c-faculty: Original Text
“Continuing Contract Faculty Senators shall be nominated” should be changed to “Full-Time Continuing Contract Faculty (hereinafter, Continuing Contract Faculty) Senators shall be nominated....”
5. Correct all Article numbers as a result of deleting #1.
6. Re-title document: CONTINUING CONTRACT FACULTY SENATORS COUNCIL
NEW YORK UNIVERSITY
BYLAWS AND BEST PRACTICES
7. Insert Subheading: BYLAWS
**Amendment #2**

Rationale: This amendment would move text out of the bylaws proper and into the best practices document.

**Proposed Change:**
Move the following sentence out of the bylaws and into the best practices: “The faculties of each school, college and Portal Campus shall be given reasonable notice of the nominations and elections that the electoral process shall be conducted by secret ballot.”
Proposed Amendments to the CFSC Bylaws (5/4/21)

**Amendment #3**
Rationale: This amendment would move text out of the bylaws proper and into the best practices document.

**Proposed Change:**
Move the following sentence out of the bylaws and into the best practices: “A copy of same shall be published on the C-FSC website so that members of each school can know and monitor them.”

[N.b. Steering will also, within the best practices document, replace “each school” with “each college, school, unit, or Portal Campus.”]
Amendment #4
Rationale: This amendment would move text out of the bylaws proper and into the best practices document.

Proposed Change:
Move the following sentence out of the bylaws and into the best practices: Every effort will be made to ensure that the membership of the Steering Committee is representative of different Schools across NYU.
Amendment #5
Rationale: The election of Alternate Senators is dictated by the University Senate and so outside the bounds of our bylaws.

Original Text: The Continuing Contract Faculty of each School shall also elect an alternate representative (Alternate Senator) for each Senator who will be expected to serve if the elected representative is unable to attend a meeting of the C-FSC or of the Senate.

Revised Text:

The election of Alternate representatives (each, an Alternate Senator), are determined by the University Senate. Alternate Senators will be expected to serve if the elected representative is unable to attend a meeting of the C-FSC or of the Senate.
Amendment #6

Rationale: Create expectation of reporting to CFSC.

Original Text:

The C-FSC shall from time to time receive reports from its representatives on the committees or boards of other bodies.

Revised text:

C-FSC Senators who represent the council on the committees or boards of other bodies are expected to make periodic reports to the full C-FSC about the work of those bodies.
Amendment #7

Rationale: The reporting expectation of senators could be organized under the responsibility section rather than in the reporting section of the bylaws.

Original text:
(iii) Reporting as C-FSC Faculty Senators. C-FSC Senators are expected to make periodic reports to their own faculties regarding the deliberations of the Council and its Committees.

Original text location: Article 7 Reports
Proposed new text location: Article 5 Responsibilities (also as item iii)
Amendment #8

**Rationale:** remove Robert’s rules as organizing principle here.

**Original text:** All meetings of the Steering Committee are open to C-FSC members except when an executive session has been duly authorized in accord with Robert’s Rules of Order.

**Proposed new text:** All meetings of the Steering Committee are open to C-FSC members except when an executive session has been called.
Amendment #9

Rationale: approval of the agenda could be part of the order of business.

Original text:
(a) Approval of minutes from previous C-FSC meeting;
(b) Report of the Chair;

Proposed revised text:
(a) Approval of minutes from previous C-FSC meeting;
(b) Approval of Agenda
(c) Report of the Chair;
N.B. All subsequent bullets (d,e,f) to be updated accordingly….
Amendment #10
Rationale: Two pairs of rules could be separated into four separate rules for clarity.

Original Text:
(vii) Every Continuing Contract Faculty Senator or their Alternate Senator shall be entitled to one vote. There shall be no voting by proxy.
(viii) All meetings of the C-FSC shall be conducted in accordance with the latest edition of Robert’s Rules of Order. [N.B. Robert’s Rules notes that Robert’s Rules itself can be suspended upon a 2/3 vote of the council.]

Proposed Revised Text:
(vii) Every Continuing Contract Faculty Senator or their Alternate Senator shall be entitled to one vote.
(viii) There shall be no voting by proxy.
(ix) All meetings of the C-FSC shall be conducted in accordance with the latest edition of Robert’s Rules of Order.
(x) Robert’s Rules can be suspended upon a 2/3 vote of the council.
Amendment #11
Rationale: even though we want electronic ballots, we don’t want amendments to be voted on by folks who aren’t present and informed of the debate.

Original Text:
All proposed amendments must be approved by an electronic ballot of the Senators and approved by a two-thirds majority.

Revised Text:
All proposed amendments must be approved by a synchronous electronic ballot of the Senators and approved by a two-thirds majority.
Proposed Amendments to the CFSC Bylaws (5/4/21)

Amendment #12

Rationale: Clarify nomenclature.

Current Text:
The Steering Committee will serve as the Executive Committee of the C-FSC. Members of the Steering Committee will be elected by a majority vote of the Continuing Contract Faculty Senators.

Proposed Revision:
The Steering Committee will serve as the leadership committee of the C-FSC. Members of the Steering Committee will be elected by a majority vote of the Continuing Contract Faculty Senators.
Amendment #13
Rationale: CFSC committees should be part of our bylaws, subject to our revisions; University Senate Committees, on the other hand, are not subject to our revisions.

Proposed change:
Currently, the CFSC Committees are listed and described in the beginning of Schedule A. This amendment would move them to Article 2, which would read:

Article 2 Committees.
The CFSC shall have the following standing committees:

Administration & Technology
Analyze and monitor policies and issues affecting faculty involving technology-related issues, such as technology-enhanced education, University social media policies and Personal Digital Content Policies.

Diversity, Equity, & Inclusion
Collaborate with the Office of Global Inclusion, Diversity, and Strategic Innovation to create a supportive learning, teaching, and working environment for contract faculty. Review policies relevant to contract faculty in an effort to advocate for principles of diversity, equity, and inclusion.

Educational Policies and Faculty/Student Relations
Interact with the Center for the Advancement of Teaching to enhance the effectiveness of teaching at NYU; develop recommendations to support and enhance faculty-student relations, both in and out of the classroom.

Faculty Benefits and Housing
Advocate, review and make recommendations with regard to faculty benefits (health and retirement plans; tuition remission; etc.); monitor and make recommendations to issues particularly relating to faculty residing in faculty housing; analyze University policies related to housing for faculty.

Faculty Grievance
Hears faculty appeals from a dean’s decision on issues related to reappointment and promotion; monitors compliance with school grievance procedures; makes recommendation to the Provost.

Finance and Policy Planning
Examine and analyze faculty salaries, working conditions, long-range issues and other relevant finance matters, as determined by the Committee and the Council.

Global Network University
Monitor and analyze academic, faculty, and other issues pertaining to the GNU campuses and portals.
Governance
Monitor implementation and impact of University joint shared governance and governance policies and practices in the several schools, programs and divisions, GNU campus sites and portals, particularly as they pertain to full-time continuing contract faculty; Monitor and make recommendations for procedures governing the Council; conduct periodic reviews of the NYU Faculty Handbook; develop and suggest recommendations to the Faculty Handbook and Guidelines mentioned above for presentation to the C-FSC.

Personnel Policies and Contract Issues
Reviews University and school policies and practices including contracts and/or contract modifications and guidelines that affect full-time continuing contract faculty, such as the University Guidelines for Full-Time Continuing Contract Faculty Appointments.

Additional Proposed change:

Currently, the text reads:
“SCHEDULE A: Committees of the CFSC and Senate (as of April 29th, 2021)”
Revise to read:
SCHEDULE A: Committees of the University Senate (as of April 29th, 2021). These committees are constituted outside the scope of these bylaws.
Proposed Amendments to the CFSC Bylaws (5/4/21)

**Additions to Best Practices** (n.b. These do not need an amendment! But as these grew out of deliberations about the Bylaws document as passed on April 29th, we wanted to explicitly call attention to these additions as part of the amendment packet)

1. Although the bylaws note that a “calendar of C-FSC and Senate meetings shall be sent to all members of the C-FSC at the beginning of each academic year” it is a best practice to send out the calendar earlier, preferably before the end of the previous spring semester.

2. The Best Practices document notes “We expect both the Bylaws and this best practices list to be living documents, open to change over time. That said, we hope this document will allow for more informal updating as our council continues to grow and learn.”

   Revise to: We expect both the Bylaws and this best practices list to be living documents, open to change over time. The best practices document is not covered by the bylaws as such and thus need not go through an amendment process in order to be revised. Despite the more open nature that we hope to facilitate in the best practices document, we nonetheless don’t want senators constantly editing this document. Additions to the best practices document should be made by, or in consultation with, the Steering Committee. That said, we hope this document will allow for more informal updating as our council continues to grow and learn.
The C-FSC Administration & Technology Committee Report 05252021

The committee has been in support of and in collaboration with the Educational Policies & Faculty Student Relations Committee, out of concern for what we might term ‘accidentally blended’ courses (remote students attending in-person courses) that has been raised with Clay Shirky, Vice Provost of Educational Technology.

This includes a discussion with University Leadership in planning for how to best teach blended courses. It is in advocation for thoughtful and deliberate blended learning design for AY-21-22. And what kinds of technologies would best facilitate blended learning.

This includes the proposal for a survey to all teaching and/or an alternative source of data/information to learn from their experiences.

There are no other action items to report.
Committee on Faculty Benefits and Housing
Report to the C-FSC meeting of May 25, 2021

Harry Chernoff, Chris Dickey, Michael Ferguson, Vittoria Flamini, Robin Mitnick

Vincent Renzi, chair

The committee will be meeting jointly with its T-FSC counterpart on June 22nd for the annual review of proposed medical benefits premiums for the coming calendar year.
The Ad Hoc Course Evaluations Committee has been meeting since November of 2019. While our workflow was changed by the pandemic, there are currently nearly-final drafts of two related recommendations: proposed university-wide common questions for student evaluation of teaching; and proposed recommendations about student evaluations of teaching, with suggestions ranging from how to boost response rates to how to lower the influence of evaluations on reappointment. In truth, although the committee was put together to create a better university-wide survey on teaching, the recommendations on how those survey results will be used represent, to my mind, a much larger culture-shift.

I’m pleased with the attention to C-Faculty that this process has had (indeed, the committee itself was formed largely as a result of a CFSC report from 2017/2018). In addition to myself, representing the CFSC explicitly, there have been multiple C-Faculty involved in this committee’s work, including John Halpin and Trace Jordan (representing the Undergraduate Academic Affairs Committee), and Sarah Murphy (representing Gallatin). Amy Becker (Assistant Dean for Curriculum and Senior Lecturer in the NYU-SH Writing Program) and Kevin Bonney (Assistant Dean of Faculty Development and Clinical Associate Professor in Liberal Studies) were also on the committee. The conversations we had over the last year and a half were, I believe, always attuned to the ways in which course evaluations are used (and potentially misused) in the work cycles of C-Faculty.

But the above reporting on the process is not meant to circumvent thinking about the substance. Here are the draft recommendations on course evaluations; and here is the draft of the common course evaluation survey. As you can see from the recommendations, there will be an extended pilot of the new survey; many of us on the committee are trained in survey design, so expect this pilot to be thoughtful.

I would love any feedback you have that I might pass along to Ryan Poynter and Gigi Dopico (who have chaired this committee), as part of the final drafting of these documents. Although I myself am always interested in wordsmithing, I think the most useful comments at this point would be pointing out any perspectives or situations that you think these recommendations don’t address. If there are recommendations/questions you think might be useful for the pilot/survey testing phase (e.g. “what do students think [x] means”), those would also be useful.

Respectfully Submitted,
Ethan Youngerman