



## **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, White, 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.