

Faculty Senators Council Newsletter

Fall 2010

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Dates to Remember:

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Tuesday, February 1, 2011
The Torch Club
- Faculty Family Day
Sunday, February 13, 2011
Coles Sports Center

NYUFSC

From the Chairperson Greetings to our Faculty Colleagues

Robert G. Schacht MD
Professor of Pediatrics
Division of Pediatric Nephrology
Chair, NYU Faculty Senators Council, A/Y 2010-2011

While we are well into our first semester endeavors the Faculty Senators Council (FSC) welcomes back the Faculty from their summer respite and embraces the terrific newly appointed Faculty. I am honored to serve as the Chair of the FSC and take on the responsibilities of this office.

We are keenly aware that without an outstanding Faculty there is no outstanding University. This truth was pressed upon me as I attended the class of 2010's graduation ceremony (my daughter's) in the Yankee Stadium. As our past chair, Floyd Hammack, led our Faculty in review there was a magnificent roar and applause given by our graduates demonstrating their appreciation of the Faculty who taught them, mentored them and supported them. Well Done Faculty! Let us strive to top that this year.

As our NYU is undergoing unparalleled growth academically and physically – my daughters inform me that it is “The Hottest”- there are strong fiscal, political and perceptual pressures that oppose us. We are not alone as many Universities have had to struggle – eliminating courses, faculty and support personal. We applaud President Sexton and his administration as they move as through this current academic environment and appreciate their efforts informing us as well as seeking our input.

Let me remind you that the FSC – Your Council – is the elected representative body of the faculty within the university governance structure. When I accepted the honor of being the chair this year I called for a “bottom up not a top down” platform. We are elected by you as your representatives to consider and debate any matters of educational or administrative policy and to bring your concerns through our committee structure forwarding them if necessary to the Senate and the President. To enable rapid communication please visit our website (www.nyu.edu/facgov).

Our minutes as well as a short summary of our activities and discussions are posted here. I also urge you to participate in your individual school's governance structure and to read the Faculty Handbook which delineates in detail the rights of the faculty.

WHAT HAVE WE ACCOMPLISHED SO FAR?

1. When two of fourteen members of the faculty notified the benefits' committee in late July that their dependants' tuition remission had been rescinded due to a change in IRS age limits we were able to negotiate a one year extension for those students. We thank administration for this concession.

2. We have renewed a welcome reception for our new faculty this year which was attended by approximately 90-100 new

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From the Chairperson

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faculty, many seasoned faculty and representatives of the Presidents office. The FSC also co-sponsored a luncheon reception for the new faculty with the Office of Faculty Resources.

3. Having requested last year that all Trustees' resolutions be forwarded to the FSC, several resolutions have been received.

4. Over the summer the FSC reviewed the results of a campus wide faculty survey. We have now publicized the results to the entire faculty and administration. The FSC is utilizing these results to be a template for committee actions this year.

5. The FSC sponsored two Faculty Forums relative to the 2031 project – a six million square foot expansion. Plans were excellently presented and evoked vibrant responses.

WHAT DO WE WANT TO ACHIEVE THIS YEAR?

1. We want to hear from you – your concerns, your advice and your needs.

2. The FSC committee structure has been populated and active utilizing the faculty survey as a guide. I must say that at our three FSC meetings we have had palpable discussions. Please read the committee updates in this newsletter as well as accessing our website for the short one page summary of the minutes as well as the entire minutes.

3. We have requested from administration that when faculty are appointed or recruited to ad hoc committees they be elected by the FSC rather than selected. This will enable those members to inform the FSC regarding progress as there is no discussion without information.

4. We need to define the role of the faculty in the Global University and Project 2031.

5. Others serious concerns center around the Far 4 issue, representation of the non-tenure track full time faculty in University governance, governance & representation as the number of schools increase, the economics of the University as related to its excellence, faculty benefits, housing and salaries and developments at the Medical Center.

6. The FSC will hold at least two Town Hall meetings early next semester.

Remember we, the Faculty, are one body with many members. We are strong

when we articulate with one another. The Faculty Senators' Council is your voice to administration. Our goals, research and teaching, are the same – EXCELLENCE.

I wish you all a great year and hope to see you at the Spring Semester Faculty Reception.

Committee Updates

Administrative Issues

*Carol Hutchins, carol.hutchins@nyu.edu
Committee Chair, A/Y 2010-2011*

The Administrative Issues Committee examines non-academic areas which have an impact on faculty.

Communications

*Carol Hutchins, carol.hutchins@nyu.edu
Committee Chair, A/Y 2010-2011*

The Communications Committee develops the means whereby faculty can express their opinions and concerns to the FSC and develop a variety of methods

whereby the FSC can report back to all faculty.

The Communications Committee was established last year (2009-10) with the goal of improving the effectiveness of the Council's communications (emails, newsletter, web). This year, we are continuing in a similar vein. In particular, we have worked through the final stages of analysis and preparation of the findings from the Survey of NYU Faculty, Spring 2010.

A tremendous amount of careful thought went into drafting the survey. Even though we sought to do this in a way that would lead straightforwardly to compilation, a certain amount of manual data cleaning was needed. For example, we asked respondents to tell us their school; well, given an open text field, an amazing mix of school abbreviations, department, or program names were filled in! While we have not discussed or planned doing a second survey, we have learned some valuable things. Most of all, the results help us better represent our colleagues.

We would have guessed, or hoped, that by this time the FSC's web presence would have been transferred over to the university's content management system. That has, at this writing, not happened. However, Coordinator Karyn Ridder



FSC Senators (left to right beginning with bottom row: C. Reiss, C. Lebowitz, D. Zwanziger, C. Hutchins, R. Schacht, K. Ridder, F. Hammack, R. Goldman, R. David, M. Monaco, B. Bogart, R. Karl, M. Nolan, M. Jones, J. Phillips, J. Hendin, A. Tannenbaum, E. Simon, N. Van Devanter, A. Deneys-Tunney, K. John, L. Capan, S. Al-Askari, N. Economides, T. Moran, L. Raiken, M. Dinwiddie, R. Sundaram)

will be trained in the system soon. The committee is brainstorming how the elements of the present web site might be mapped into a different arrangement.

Educational Policies: Teaching Excellence

Terence Moran, tpm1@nyu.edu
Committee Chair, A/Y 2010-2011

The Educational Policies: Teaching Excellence Committee acts as the Faculty Senators Council counterpart to the Academic Affairs Committee of the University Senate and interacts with the NYU Center for Teaching Excellence.

The committee met on Oct. 20 to examine the results for The Teaching Excellence Section of the Faculty Senators Council (FSC) Survey Data, Spring 2010. Based upon our discussion of these results we will be making five specific recommendations for improving and rewarding teaching excellence at New York University to the full Faculty Senators Council at the Thursday, Nov. 18 meeting. When the full Council acts upon these recommendations, they will be communicated to the appropriate people and offices.

Educational Policies: Branch Campuses

Paul Wachtel, pwachtel@stern.nyu.edu
Committee Chair, A/Y 2010-2011

The Educational Policies: Branch Campuses Committee analyzes academic issues regarding branch campuses and the implementation of the Global Network University initiative.

The committee will be meeting with Ulrich Baer, Vice Provost for Globalization and Multi-Cultural Affairs, in late November to discuss the current status of the university's plans to develop a branch campus in Shanghai. The committee will be interested in a wide range of issues that might arise including academic freedom in China, the financial support for the campus and the precise nature of the university's plans with regard to faculty hiring, student recruitment, degrees offered, etc. At the same time the committee will

meet to determine what concerns regarding the new branch campus in Abu Dhabi and the study abroad centers around the world need to be addressed this academic year.

Faculty Benefits

Mary Ann Jones, maj1@nyu.edu
Committee Chair, A/Y 2010-2011

The Faculty Benefits Committee reviews and makes recommendations with regard to faculty benefits.

Early in the fall semester, the Benefits Committee focused on the imposition of an age limit on tuition remission (TR) eligibility for dependent children (DC) enrolled in an NYU undergraduate program. The age limit was announced in a July 28 memo from the Benefits Office, which said that effective immediately "a dependent child must be age 23 or younger as of the end of the calendar year to be eligible for TR in that year." Prior to this action, NYU imposed no age limit on TR and accepted current tax filings as evidence of dependency.

In response to this dramatic and unexpected change in the rules regarding TR eligibility, the Benefits Committee proposed a resolution to the Faculty Senators Council that was accepted unanimously, which stated:

"Dependent children of active or retired NYU faculty who have been officially accepted by a degree-granting

program at NYU as of September 1, 2010, will be eligible for the same tuition benefits for which they would have been eligible under NYU's previous definition of a dependent child, which imposed no age limit."

The resolution was forwarded to members of the university administration and quickly denied without discussion. Official notification of the denial of the resolution was accompanied by two recommendations as to how DC might obtain some relief for the unexpected tuition expenses they were now facing: 1) they could obtain full-time employment at NYU so that in 3 years they could qualify for TR on a part-time basis as an NYU employee, or 2) their faculty parent could petition the dean of his/her school to make up for the lost benefit.

The Executive Committee of the FSC appealed the decision to President John Sexton and was subsequently informed that the 14 students who had already aged out of TR eligibility as of this fall semester will have their TR reinstated for this academic year. Other currently enrolled dependent children who will age out of TR eligibility before completing their undergraduate degree will receive no relief.

The FSC is gratified that those most egregiously affected by the new age limit will have one more year of TR at NYU, but urges that greater discussion take place about planned reductions in benefits before they are implemented so that the

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FSC Executive Committee (left to right: Vice Chairperson Daniel Zwanziger, Secretary Carol Hutchins, Chairperson Robert Schacht, Immediate Past Chair Floyd Hammack)

impact on existing employees can be given proper consideration.

The Benefits Committee is now reviewing the findings and comments from the FSC Faculty Survey regarding benefits and identifying issues that require information gathering and discussion with the Benefits Office.

It is very useful for the Benefits Committee to learn of the personal experiences of faculty members regarding benefits in order to become aware of matters that require attention, so we urge you to keep us informed of such matters by contacting us at faculty.senators.council@nyu.edu. You do not need to wait for another survey!

Faculty/Student Relations

Daniel Tranchina, tranchina@cims.nyu.edu
Committee Chair, A/Y 2010-2011

The Faculty/Student Relations Committee proposes, develops, and implements new programs to enhance faculty participation in campus life, interacts with the University Committee on Student Life (UCSL), and helps to inform the faculty about opportunities on campus for faculty-student interaction.

Finance and Policy Planning

Nicholas Economides,
neconomi@stern.nyu.edu
Committee Chair, A/Y 2010-2011

The Finance and Policy Planning Committee studies faculty salaries, working conditions, negotiation processes, and examines long-range issues. It also addresses other relevant financial matters.

The USFC Finance and Policy Planning Committee members participate in the Senate's Financial Affairs Committee together with representatives of the students, deans, and the administration. Although the degree of transparency of data presented to the Committee has increased in the last few years, there are many key aspects of the finances of the University that are not disclosed to the committee. Among these are insights on the financial situation of the School of Medicine and Hospital.

On the aspect of faculty salaries, the committee notes that, over the last decade (2000-2010), the salaries of continuing faculty at NYU have not kept up with inflation, and are in fact, when adjusted for inflation, approximately 6% lower in 2010 than 2000. Faculty salaries did not benefit from the very significant increases in NYU tuition which in 2010 is 45% higher than in 2000.

The Committee plans to soon submit recommendations to the administration on matters pertaining to faculty compensation and to faculty benefits for the academic year 2011-2012.

Governance

Christine Harrington,
christine.harrington@nyu.edu
Committee Chair, A/Y 2010-2011

The Governance Committee monitors University-wide governance and the governance process in the several schools, considers the impact of policies that affect faculty governance, and conducts regular periodic reviews of the NYU Faculty Handbook.

Grievance

Carl Lebowitz, cfl1@nyu.edu
Committee Chair, A/Y 2010-2011

The Grievance Committee hears faculty appeals from a dean's decision on appointment, reappointment, promotion, or tenure, ascertains compliance with school grievance procedural safeguards, and makes recommendations to the Provost and President.

Housing

Nicholas Economides,
neconomi@stern.nyu.edu
Committee Chair, A/Y 2010-2011

The Housing Committee focuses on faculty housing issues. NYU owns about two thousand apartments near its Washington Square campus and rents more than one thousand of these to faculty. The remaining apartments are rented to administrators, graduate and post-doc students, retirees and unaffiliated long term residents.

The Housing Committee had a very cordial meeting with the head of Faculty Housing, Karen Nercessian Gulino, Assistant Vice President, Faculty Housing and Residential Services, and discussed faculty housing issues. Among the issues discussed were the following.

1. Regular residential building maintenance seems to have been deferred during the last five years and this requires immediate attention. For example, at 7-13 Washington Sq. N., the condition of some windows is so bad that there is a danger that panes will fall off and cause accidents. A decade-old promise to fix windows at this building has not been followed up, although it is repeated by every management company.

2. Demand for faculty housing significantly exceeds supply, especially for larger apartments. The administration has recently stated that demand does not exceed supply, but the committee strongly disagrees and has invited the administration to provide evidence to back its position.

3. One solution is for NYU to provide to all tenured and tenure track faculty currently at NYU housing, if they were to buy an apartment and leave NYU housing, the opportunity of a loan from NYU at 2.5% interest for up to a third of the value of the apartment with a maximum \$400,000. Over 150 such loans have been offered to NYU faculty, and the Committee's proposal is to make them available to all tenured and tenure track faculty. Results of the recent survey by the FSC show that about 40 faculty members are very likely to take such loans if they are offered. Such a program can be financed by NYU selling the 25 or so apartments it has been holding unoccupied for five or more years at Roosevelt Island.

4. The number of apartments available to faculty for rent should be quickly increased by significantly reducing the number of apartments currently rented to students and post-docs to implement the Provost's decision of over seven years ago. The present state of affairs where the housing office does not receive the full rent from apartments rented to students and post-docs (but rather a substantial percentage of the rent goes to another office of NYU) should end immediately.

5. Faculty who have been at NYU for a long time tend to have larger apartments. Some faculty delay their retirement to avoid moving to a studio. This can hurt both faculty and NYU. We discussed the possibility of other arrangements in which a faculty with a large apartment may be offered something larger than a studio.

6. The Committee asked for smaller rent increases during this period of zero and small faculty raises. Although this request has been rejected in principle, we were told that once an apartment has faced one or two 3-year cycles of significant rent increases, further increases will be relatively small.

Personnel and Affirmative Action

*Molly Nolan, mn4@nyu.edu
Committee Chair, A/Y 2010-2011*

The Personnel and Affirmative Action Committee reviews University personnel policies and practices, including affirmative action, that affect the faculty.

The Personnel and Affirmative Action Committee has begun deliberations on the complicated and contentious issue of representation in the FSC and/or the Senate for Non Tenure Track Full Time Faculty. NTTFT faculty are a growing portion of the faculty at NYU and we are gathering information on how rapidly their numbers have increased in the past decade, where they are employed and under which conditions. We are also studying the FSC survey views about whether NTTFT faculty should be part of the FSC or have separate representation and how representatives might be chosen. PAAC has discussed this question in past years and hopes to come up with a recommendation this academic year. We will also be discussing the question of representation for faculty at NYU Poly and NYU Abu Dhabi.

PAAC has also reviewed a draft of Steinhardt guidelines for the appointment and review of contingent faculty. These guidelines seek to bring greater clarity, consistency and transparency to the

conditions of employment for contingent faculty there.

Later this year PAAC will be reviewing policies drafted by the Provost's office regarding postdoctoral appointments, research appointments, and conflict of interest.

Tenure Modifications

*Marie Monaco, mem6@nyumc.org
Committee Chair, A/Y 2010-2011*

The Tenure Modifications Committee considers any proposals affecting tenure; examines problems experienced under tenure rules and considers alternative solutions.

The tenure system at American Universities has recently been the subject of heated debate. As a result of the 1986 amendment to the Federal Age Discrimination in Employment Act, tenured faculty are no longer subject to mandatory retirement for age. Given the uncertainty of the current economic climate, a number of universities have begun reevaluating the relationship between tenure and salary. Such re-evaluation has been ongoing at the School of Medicine for the past three years, and attempts to dissociate tenure from salary by the administration of the School of Medicine, supported by the President and the Provost of the University, have raised objections, in the form of two resolutions, by the Faculty Senators' Council. The Tenure Modifications Committee will continue to monitor the situation and is currently planning a strategy for the coming year. Please contact the committee chair, Marie Monaco (mem6@nyu.edu), if you become aware of any issues concerning tenure that are relevant for discussion by the committee.

Faculty Senators Council

The Faculty Senators Council (FSC) exists as the representative body of the faculty within the University governance structure. The Council consists of not more than thirty-six members. Thirty-three are professional representatives elected by the voting members of the several faculties of the schools. Three are appointed at-large to represent groups not otherwise represented. Each year, the University Secretary provides to the Faculty Senators Council and the secretary of the faculty of each school the number of faculty representatives to which each school is entitled.

FSC Survey of NYU Faculty

On March 31, 2010, the FSC distributed an on-line questionnaire to 2440 full-time tenured, tenure-eligible, and non-tenure eligible contract or clinical faculty. The School of Medicine faculty members were not included in the survey because of differences in their benefits package and administrative structure compared to the other schools, rendering many of the questions not applicable to that group. All other NYU schools were included. In addition to the active faculty, the questionnaire was distributed to 576 retired faculty who had NYU email addresses.

The purpose of the survey was to determine the faculty's experience and level of satisfaction with such matters as benefits, housing, tenure, faculty governance, etc. and to elicit their ideas, recommendations, and priorities about issues of concern to all faculty.

Responses were received from 796 individuals, for an overall response rate of 26% of the 3016 active and retired faculty to whom the survey was sent. Faculty status was available for 709 of the respondents (670 active and 39 retired faculty), which permitted the calculation of the following response rates: 32% for tenured and tenure-track faculty, 26% for clinical faculty, and 7% for retired faculty.

The FSC committees are currently evaluating the sections of the survey that come under their purview in order to identify issues and concerns that require investigation and further action.

A report of the survey findings is posted on the FSC website: www.nyu.edu/facgov/

An email with this report and link was sent during the fall semester.

We wish to thank all faculty who shared their experiences and views with us in this survey. If you have any comments or questions regarding the survey, please contact us at: faculty_senators.council@nyu.edu

Fall FSC Events

New Faculty Luncheon

On Thursday, Oct. 7 the FSC co-sponsored a New Faculty Luncheon with the Office of Faculty Resources. The event was first held in 2007 and has become an annual tradition.

Provost David McLaughlin, Chairperson Robert Schacht, and President John Sexton welcomed new faculty members to the NYU community.

Faculty Forums on NYU 2031 Space Planning

The FSC organized two faculty forums on NYU 2031 on Tuesday, Nov. 2 and Wednesday, Nov. 3. The discussion was lead by Lynne Brown, Senior Vice President for University Relations and Public Affairs; Alicia Hurley, Vice President

for Government Affairs and Community Engagement; and Lori Mazor, Associate Vice President for Planning and Design. Attendees received an update on NYU's long-term, citywide strategy for future growth, titled NYU 2031: NYU in NYC. The presenters answered questions from the audience regarding estimated start dates, new academic spaces, changes to faculty housing, and other inquiries. The events took place at the exhibition and event space NYU Open House, located at 528 La Guardia Place, which contains models, panels, and projected digital renderings of the 2031 plan.

Re-Imagining Work-Family in the Academy

On Thursday, Nov. 11 the FSC co-sponsored a panel session "Re-Imagining Work-Family in the Academy" with NYU Family Care, Office of Faculty Resources, NYU ADVANCE, and NYU

Steinhardt Commission on Gender, Race, and Social Justice.

Gender and work-family scholars Kathleen Gerson (NYU, Sociology) and Joya Misra (UMass-Amherst, Sociology) discussed their research on the new generation of faculty scholars and the challenges they face to successfully balance work, family, and a personal life. Taking a local and global view, Gerson and Misra presented the latest research, explored trends, and identified legislative and organizational policies and practices that are working to change the culture on college and university campuses and around the globe. The panelists provided insights into which policies are most effective for both the individual and the enterprise and explored key factors that ensure their success. The panel was chaired by Ron Robin, NYU's Senior Vice Provost for Planning.

New Faculty Welcome Reception

The FSC hosted a welcome reception for new faculty on Tuesday, Sept. 28 at the Kimmel Center. New faculty members met and mingled with colleagues, FSC senators, and members of the university administration. Chairperson Robert Schacht welcomed the new faculty members and FSC senators presented introductions.



Senator Molly Nolan from the Faculty of Arts & Science at the Welcome Reception



Senators' presentations



Senator Mary Ann Jones from the Silver School of Social Work greets new faculty members



New colleagues are introduced

Cut along dotted line.

New York University

NYU FSC

Faculty Senators Council

194 Mercer Street, 4th Floor, New York, NY 10012 • (212) 998-2230 • fax: (212) 995-4575
www.nyu.edu/facgov *Keep for future reference!*

Cut along dotted line..

Faculty Senators Council Members

Fall 2010

Please do not hesitate to reach out to any member of the Council at the contact information provided, or you may contact the FSC at faculty.senators.council@nyu.edu or (212) 998-2230.

College of Dentistry		
Nancy Van Devanter	998-5328	nvd2@nyu.edu
Anthony Vernillo	998-9859	atv1@nyu.edu
Division of Libraries		
Jason Phillips	998-2514	jason.phillips@nyu.edu
Silver School of Social Work		
Mary Ann Jones	998-5972	maj1@nyu.edu
Faculty of Arts and Science		
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Floyd Hammack (Immediate Past Chair)	998-5542	fmh1@nyu.edu
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Ricki Goldman (Steinhardt)	998-5524	ricki@nyu.edu
Carol Hutchins (Libraries) (Secretary)	998-3314	carol.hutchins@nyu.edu
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Karyn Ridder	998-2232	karyn.ridder@nyu.edu

NYUFSC

Faculty Senators Council

194 Mercer Street, 4th Floor
New York, NY 10012

Event Announcements

All faculty are cordially invited for
hors d'oeuvres, cocktails
and conversation with colleagues.

Spring Semester Faculty Reception



Tuesday, February 1, 2011
5:00 - 7:00 p.m.

The Torch Club
18 Waverly Place

NYUFSC

Hosted by the NYU Faculty Senators Council.
For more information, contact the FSC office at
faculty.senators.council@nyu.edu or (212) 998-2230.
No RSVP required.

FACULTY FAMILY DAY AT COLES

NYUFSC

Sunday, February 13, 2011

12:00–4:00 p.m.

Coles Sports Center

181 Mercer Street

NYU
vs.
Carnegie Mellon University

Men's Basketball - 12:00 P.M.

Women's Basketball - 2:00 P.M.

Team spirit gifts for all and
prizes for kids at
half-time shoot-out!



★ Complimentary Buffet Lunch
(between games)

★ Meet the Bobcat!

Sponsored by the NYU Faculty Senators Council

For more information, contact the FSC office at
faculty.senators.council@nyu.edu or (212) 998-2230
No RSVP required



For more information on the events and activities of the Faculty Senators Council, please visit www.nyu.edu/facgov