

December 13, 2020

To: T-FSC

Fm: Robert Lapiner & Judith Zelikoff, Co-Chairs

CC: Alex Jassen; Francisco de Leon; Nicola Partridge; Gwendolyn Quinn; Janet Van Cleave

Re: Final Fall Semester Report of the Personnel Policies & Tenure Modifications Committee

The PP&TM Committee has been busy this semester.

- Since our last meeting, the committee as a whole met on November 19 to complete our review of the NYU Abu Dhabi Guidelines for Promotion and Tenure--that we had started in October. Because of the challenging time-zones that separate our campuses, we couldn't arrange to have our NYU AD Senators join our meeting; so the co-chairs met with them separately shortly thereafter to benefit from their insights about the context of the development of the guidelines, and to seek input and clarifications about areas where our committee had questions.

That consultation enabled us to prepare the document with our collective observations and recommendations, that has been put on the agenda of our December 17 meeting for discussion—and Council support.

- At our last meeting of the semester, on December 3, PP&TM members completed our collective preliminary review of policies governing the Appointment and Promotion of Continuing Contract Faculty at the School of Global Public Health. It has become customary when C-Faculty policies are under consideration to seek to meet with our counterpart committee of the C-FSC. As the calendars weren't amenable to a joint meeting this semester, on December 10th the co-chairs met separately with the chair of the C-FSC committee and a C-faculty representative from SGPH to examine our two committees' respective concerns and observations.

We are determined to complete our review early in the next semester, after the Committee will have had the benefit of conferring as soon as practical with our own SGPH Senator. Where possible, we will seek to align our suggestions with those of our C-faculty colleagues when they converge.

- Between these two sets of activities of the PP&TM as a whole, the co-chairs learned of the feedback provided by the office of General Counsel to our Executive Committee, in response to the T-FSC's formal submission of the review of the School of Medicine's three proposed policies. (The most significant being the one conceived to supersede the *Faculty Handbook*, regarding the process of elimination of tenure and dismissal for cause—a proposal to apply only to the GSOM.) The response was circumspect, as expected; regrettably, it also identified an aspect of one of our arguments where our reliance on certain data proved to be in error. After further investigation, we ascertained the corrected information and informed the Executive Committee that the critique was warranted--but reiterated the importance of drawing attention to the fact that the most substantive concerns (and recommendations) that had been made had gone unacknowledged in the response. We are hoping that the Executive Committee will have received further clarification about these issues before we convene this week.