

Personnel Policies and Contract Issues (PPCI) Committee Report

June 18, 2020

1. The “25 Principles/Policies Matrix”

We are pleased to announce that our committee has created a “*25 Principles/Policies Matrix*” (attached) that lists each of our “25 Principles”—along with the Reappointment & Promotion policies of each school that our committee has reviewed (during the last six years).

We would like to ask that this matrix be posted on our C-FSC website so that contract-faculty can see how their school policy compares to others, and also see which of our council’s recommendations have been accepted, and which not, by the Provost’s office.

I would like to add a special thanks to Edward Kleinert for creating the matrix (through its multiple iterations) and to David Barnes and Antonios Savanos for volunteering to spend many hours examining contracts.

2. Contract Length & Promotions at FAS

Our committee wrote to Dean Merlo (the dean of FAS) on behalf of an FAS contract faculty member who did not receive a 5-year contract when recently promoted to Clinical Associate Professor. We are pleased to report that we were told that this was a mistake and that a five-year contract would be offered.

However, we later learned that the faculty member’s dean told her/him that though the faculty member qualified for the promotion, she/he would not receive the promotion salary increase until Fall 2021 because of financial burdens caused by the pandemic. This explanation from the dean runs counter to what we’ve been told by the administration—that all promotions and salary raises would go ahead as usual, unaffected by the COVID-19 pandemic.

Our committee sent a second letter about the issue to Dean Merlo (and included the fact that the faculty member had fulfilled the six-years of teaching service required for promotion); Dean Merlo wrote to tell us that in general, given that reviews/promotions are conducted in the penultimate year of a contract, promotion and any analogous raise would commence with the start of a new contract. He added that we should follow up Jonathon Lipman. We will keep you updated.

* (We have since discovered that in some schools, promotion is a separate process from reappointment, and thus, title and salary increase take place at the beginning of the next academic year – if one has the qualified number of years of service for the new title. In other schools, however, reappointment and promotion are connected, and one must wait to the end of one’s current contract to receive the new title and salary increase. Our

committee recommends that our council address this issue at our first meeting in September.)

3. Policies in Need of Review

Lastly, we would like to ask the Provost about the following school Reappointment and Promotion policies that have been posted on the Provost's webpage but that have not been submitted for review by the PPCI Committee of the C-FSC:

The Division of Libraries
The School of Medicine
Steinhardt

Our committee would also like to ask the Provost about the following school Reappointment and Promotion policies that are not posted on the Provost's webpage and that have not been submitted for review by the PPCI committee of the C-FSC and:

The School of Global Public Health
The Silver School of Social Work
The Wagner School of Public Health

4. Courant's Reappointment and Promotion Policy

At our last meeting, our council decided not to go forward with our committee's recommendations for the Courant Institute of Mathematical Sciences Continuing-Contract Faculty Reappointment & Promotion Policy. Our council chose to ask the Provost why the Courant contract faculty did not follow the FAS Reappointment and Promotion Policy. We are still awaiting an answer from the Provost's Office.

Respectfully submitted,



Heidi White, Chair

Members: David Barnes, Fidelindo Lim, Pamela Pietro, Antonios Saravanos, Gioia Stevens – and Edward Kleinert (volunteer) and Silvia Spivakovsky (volunteer)