



New York University
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Faculty Senators Council
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May 11, 2011

MEMORANDUM

TO: Provost David McLaughlin

FROM: Robert Schacht
Chairperson, Faculty Senators Council
A/Y 2010-2011

RE: Faculty Senators Council Recommendation: Institute for the Study of the Ancient World (ISAW) and Institute of Fine Arts (IFA) Promotion and Tenure Guidelines

At the May 5, 2011 meeting of the Faculty Senators Council, the attached recommendation was approved.

CC: Carol Morrow, Associate Provost
Bonnie Brier, Senior Vice President & Secretary of the University
Leona Chamberlin, Associate General Counsel
Peter Gonzalez, Assistant Provost for Academic Appointments
Daniel Zwanziger, FSC Vice Chairperson
Carol Hutchins, FSC Secretary
Floyd Hammack, FSC Immediate Past Chair
Marie Monaco, FSC Tenure Modifications Committee Chair

May 5, 2011

Dear Provost McLaughlin:

The Promotion and Tenure Guidelines for the Institute of Fine Arts (IFA) and the Institute for the Study of Ancient Worlds (ISAW) were considered by the Tenure Modifications Committee (TMC) and discussed by the Faculty Senators' Council (FSC) at the meeting held on May 5, 2011. It was concluded that more time was needed to investigate a variety of issues raised by the members, but there was unanimous agreement on a set of recommendations that appear below. The Council members expressed the desire to open a dialog with the administration on this issue.

Recommendations from the Tenure Modifications Committee, approved unanimously by the Faculty Senators' Council, regarding Promotion and Tenure Guidelines for the Institute of Fine Arts and the Institute for the Study of Ancient Worlds.

1. In both cases, although associated with FAS in that degree programs are granted through FAS, IFA and ISAW function independently in the sense that the Directors in both cases report directly to the Provost. As such, the Directors have the sole responsibility for making tenure recommendations, with no input from any other Dean. In this respect, the Directors function as Deans. It was suggested by the TMC and unanimously approved by the FSC that these institutes follow the guidelines for Courant, which state that the recommendation of the Director is in addition to that of the Dean of FAS.
2. In both instances (IFA and ISAW) the Director is solely responsible for appointing the tenure review committees. We recommend that one of the three members be appointed by someone else, such as the Dean of FAS, to avoid the perception that the process is under the total control of a single individual.
3. The committee recommended that the directors not attend the meetings of the review committees to avoid any perception that pressure is being exerted on the members. Likewise the committee felt it was inappropriate that the deputy director of IFA should be a member and chair of each review committee. The committee also questioned the rationale for having the Chair of the IFA Conservation Center serve on the Review Committee, even in an ex officio capacity.
4. Lastly, the TMC and FSC felt that in both cases the University-wide guidelines must be followed with respect to all balloting being closed, regardless of the tradition at IFA, and that all results should be reported by the numbers.

Sincerely,
Marie Monaco (Chair of the Tenure Modifications Committee)

Members of the Tenure Modifications Committee: Susan Anton, Bruce Bogart, Carl Lebowitz, Marie Monaco (Chair), Eric Simon and Raghu Sundaram