

# NYUFSC

## Faculty Senators Council

194 Mercer Street, Suite 401  
New York, New York 10012  
Telephone: 212 998 2232  
Facsimile: 212 995 4575  
[www.nyu.edu/fsc](http://www.nyu.edu/fsc)  
[faculty.senators.council@nyu.edu](mailto:faculty.senators.council@nyu.edu)

### MEMORANDUM

**DATE:** March 20, 2013

**TO:** Provost David McLaughlin

**FROM:** Ted Magder  
Chairperson, Faculty Senators Council  
A/Y 2012-2013

**RE:** Faculty Senators Council Recommendation regarding Division of Libraries revised  
Faculty Bylaws: Proposal to Create a Non-Tenure Track

At the March 14, 2013 meeting of the Faculty Senators Council, the attached recommendation was approved.

**CC:** Katherine Fleming, Deputy Provost and Vice Chancellor  
Carol Morrow, Associate Provost  
Peter Gonzalez, Assistant Provost for Academic Appointments  
Marie Monaco, FSC Vice Chairperson and Tenure Modifications Committee Chair  
Mary Ann Jones, FSC Secretary  
Raghu Sundaram, FSC Chair-Elect  
Molly Nolan, FSC Personnel and Affirmative Action Committee Chair

# **Library Proposal to Create a Non-Tenure Track**

**Date: March 14, 2013**

## **Background**

The Joint Committee, Tenure Modifications and Personnel and Affirmative Action, convened to discuss the proposed revisions to the Bylaws of the New York University Libraries Faculty Handbook. The revisions centered around the creation of a new non-tenure track faculty position. Currently, there are no long-term, non-tenured faculty positions in the library. A three-year appointment as a Library Associate is a position currently offered to potential tenure-track candidates who lack the necessary double degree to qualify for a tenure-track position. The rationale for creation of a non-tenure track appears to be two-fold: 1] the need to hire librarians for limited durations, and 2] the need to hire librarians whose duties will have limited scope. It has been pointed out that every other school of the University has such non-tenure track positions.

## **Recommendation by the Joint Committee**

While the committee members acknowledged the trend in hiring non-tenure track faculty personnel and conceded that overall this proposal should be approved, certain objections were raised to specific aspects of the revision that need explanation.

1] The committee members had a problem with wording of the introduction, namely the sentence *“As with all NYU and School policies, these guidelines are subject to change and it is the policies in effect at the time of any action that apply.”* It was the understanding of the committee that in certain instances it is the policy in effect at the time of hire that is controlling. This issue needs to be clarified. In addition, the last sentence of the introduction with respect to the ease by which changes to the bylaws could be made needs further clarification as to the process and approvals required for such changes.

2] The committee had questions relating to the process by which this proposal was generated. In particular, were the changes proposed to the Library Council discussed beforehand with said Library Council? Was the general proposal brought to the Council before being presented to the whole faculty for a vote?

3] With respect to reappointments and promotions on the new non-tenure track, it is unclear what the criteria are and who will do the evaluation. Exactly what are the “expected performance standards?”

4] The committee suggested that in the case of appointments made for 2, 3 or 5 years, notification of reappointment or non-reappointment be made no less than 1 year before the appointment expiration date.

5] Will it be possible to switch tracks between tenure and non-tenure track? And if so, under what circumstances?