

VIII. RECOMMENDATIONS:

- 1) Improve transparency of the hiring/ reappointment and promotions process, including duration
 - a. Clarify timeline of reappointment process
 - b. Clarify timeline of notification not to renew
 - c. Clarify review process
 - d. Clarify guidelines for promotion

Clarification of timelines for reappointment and notification to renew as well as general guidelines for review and promotion should be University-wide, while the details of these should be left to the Schools and Department, as long as they conform with University-wide guidelines, which are to be reviewed by the FSC.

Currently the Faculty Handbook states that all non-tenure track positions are limited to one year and are to be considered as terminated unless a notice of renewal is received. This seems to place the emphasis on the negative, leaves the NTTFT faculty in an awkward position, unable to plan their lives, especially given the fact that letters of appointment often do not come out in a timely fashion. Furthermore, it is inconsistent with the practice in several schools of offering 2, 3 or 5 year contracts to their NTTFT faculty, presumably through the loophole, ‘ ‘

It would be more transparent and fair if something along the lines of the following were substituted in the Faculty Handbook and Bylaws:

Full-time NTTFT appointments will usually be for no more than one year, with the possibility to renew, according to school guidelines. In some cases where full-time service has been provided for a number of consecutive years such faculty may be offered a 2, 3, or 5-year rolling contract.

Notification of reappointment or non-reappointment shall be made no later than three months prior to the end of the appointment period for NTTFT faculty having served one to two years, six months prior to the end of the appointment period for faculty having served two to five years and one year prior to the end of the appointment period for faculty having served longer than five years.

The Departmental promotions committee should review NTTFT faculty for reappointment and promotion on a regular basis. Criteria for promotion established and published within each School and Department. NTTFT faculty may be considered for TT positions if they meet the University and School/Departmental criteria only if they have not previously been on the TT at NYU. If an individual moved from NTTFT to TT they may not reenter the NTTFT faculty pool.

APPROVED AS AMENDED, MAY 22, 2008

- 2) Require each school to clarify the roles and responsibilities of NTTFT faculty, to distinguish them from those of TT faculty in departments having both NTTFT and TT faculty and to make this information readily available to all faculty.

APPROVED AS AMENDED, MAY 22, 2008

- 3) Look into clarifying and regularizing the titles of NTTFT faculty.

Currently, the Faculty Handbook section on titles for NTTFT faculty (see Appendix F, p 62, 63), is contradicted by practice at many schools, particularly with regard to the use of the Clinical title.

- a. Uphold the use of Clinical titles by the School of Medicine and Dental College (see Appendix F, p 62 and 63) and create a new title to be used uniformly across other schools for individuals currently using these titles – or
- b. Rewrite the definition of Clinical titles (see Appendix F, p 63) and regularize others, eg, Teacher, Master Teacher, etc which are used in more than one school.

For example in the School of Medicine, NTTFT are entitled Asst., Assoc., or Full Professor (Clinical) or (Research) (see footnote on p 62, Appendix F). This designation might be useful in other schools as well.

- c. Retain the titles used in the Law School and Tisch. The title used in the Law School (Acting Asst, Assoc, Full Professor) should be in the Faculty Handbook, as are those for Tisch.
- d. Ensure that any changes in titles are vetted by the FSC Tenure Modification Committee and that they are reviewed for incorporation into the Faculty Handbook by the FSC Governance Committee.

APPROVED AS AMENDED, SEPTEMBER 18, 2008

- 4) Clarify the rights of NTTFT faculty

- a. Include in each letter of hire and reappointment reference to the Faculty Handbook sections that pertain to NTTFT faculty, as well as to published school and departmental guidelines for review, reappointment and promotion.
- b. Clearly state in the Faculty Handbook that NTTFT faculty can avail themselves of the same grievance procedures as TT faculty, with the exception of a right to grieve about their tenure status.

APPROVED AS WRITTEN, MAY 22, 2008

- 5) Better incorporate NTTFT faculty into the fabric of the University and improve relationships between TT faculty and NTTFT.

NTTFT faculty make important contributions to the University academic enterprises and should be included in policy making that pertains directly to their roles and responsibilities as well as to their rank:

- a. Representation in committees regarding curriculum at the departmental and school levels. This is already done in schools with large numbers of NTTFT faculty such as Tisch and SoM
- b. Representation on promotion and grievance committees where NTTFT faculty are being discussed. The details of this would be worked out at the departmental and school level.

APPROVED AS AMENDED, OCTOBER 16, 2008.

- 6) Examine the salary structure for NTTFT faculty

If these individuals are important to the University, they should be paid and promoted within their rank, particularly if the University has the intent of keeping them in an untenured, 'temporary' status. This will enhance the morale of the NTTFT faculty, provide a monetary underpinning and commitment to the University's statements, found throughout the Faculty Handbook and public discourse, that the quality of teaching is of paramount importance, without creating the long-term commitment due to TT faculty.

APPROVED AS AMENDED, MAY 22, 2008.

- 7) Recognizing that the TT faculty represent the governance body of the faculty and in order to protect participation in shared governance from the limitations of susceptibility/vulnerability of NTTFT faculty that may interfere with academic freedom,

- a. Reaffirm statements in the Faculty Handbook that TT faculty of each school should on a yearly basis vote on granting NTTFT the right to vote on school or departmental issues that concern them.
- b. Reaffirm, as stated in the Faculty Handbook, that only TT faculty may vote in election of Senators and serve as Senators.

APPROVED AS AMENDED, OCTOBER 16, 2008

8) Facilitate development of 'voice' for NTTFT faculty:

Recognizing that the major voice of NTTFT faculty is within the schools and believing that University-wide voice for NTTFT faculty will be best developed from the bottom up, it is recommended that the FSC set up a committee, as a subcommittee of its Personnel and Affirmative Action Committee, to help NTTFT faculty collaborate across schools in development of an appropriate mechanism for 'voice' and to help facilitate resolution of issues pertaining to NTTFT faculty that cross school boundaries. Such a subcommittee could evolve into a more permanent mechanism for 'voice' for the NTTFT.

Selection of representatives by each school for such a committee will require some degree of organization of NTTFT faculty within the schools. At present, only GSP/LSP, Steinhardt, the SoM and Tisch appear to have a foundation for doing so.

APPROVED AS AMENDED, OCTOBER 16, 2008