

# NYUFSC

## Faculty Senators Council

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### MEMORANDUM

October 26, 2012

**TO:** Provost David McLaughlin

**FROM:** Molly Nolan, Chair of FSC Personnel and Affirmative Action Committee (PAAC)  
Marie Monaco, Chair of FSC Tenure Modifications  
A/Y 2012-2013

**RE:** NTTF library position at the School of Medicine

PAAC and Tenure Modifications have reviewed the revised SoM proposal to create NTTF library positions. The SoM addressed most of the concerns we had about their first proposal and the committees recommend that the SoM be allowed to create NTTF positions, providing that the following attached issues are addressed in the proposal. We would appreciate a response before our next FSC meeting on November 15, 2012.

**CC:** Robert Berne  
Carol Morrow  
Ron Robin  
Peter Gonzalez  
Robert Grossman  
Steven B. Abramson  
Diane Yu  
Ted Magder  
Mary Ann Jones

October 9, 2012

To: FSC

From: PAAC and Tenure Modifications

Re: NTTF library position at the School of Medicine

PAAC and Tenure Modifications have reviewed the revised SoM proposal to create NTTF library positions. The SoM addressed most of the concerns we had about their first proposal and the committees recommend that the SoM be allowed to create NTTF positions, providing that the following issues are addressed in the proposal.

1. Positions in the library should be clearly advertised as either TT or NTTF so that applicants know exactly what they are applying for or accepting.
2. The SoM should clarify at what point those holding library positions can deliberate on whether to switch tracks. If appointed on a TT position, will this come at a mid probationary period review or only near the end of the probationary period? The SoM should note that according to the Faculty Handbook and to the University Bylaw 82 (b) "A full-time assistant professor in the School of Medicine or any of its departments and the College of Dentistry or any of its departments or its College of Nursing, who is not promoted at the expiration of ten years as a full-time assistant professor shall be ineligible for further full-time appointment." Hence the last possible time for switching to a non-tenure track line should be specified.
3. Would it, in fact, be possible for someone to switch from a NTTF position to a TT one, as the proposal states? This is not possible elsewhere in the University. If it is possible, the proposal should clarify the point at which librarians are able to discuss and make such a switch? If it is not possible, it should be clearly indicated.
4. If a TT or NTTF librarian and his/her chair or dean are unable to agree on the issue of switching tracks, grievance procedures to adjudicate such differences should be in place and clearly described.
5. In light of the fact that the current group of TT librarians have not been properly mentored with respect to expectations or their likelihood of getting tenure, a program of remediation should be in place for those who wish to continue on the TT. We recommend extending the probationary period by an appropriate time so as to conform to the guidelines for notification stipulated by SoM policy.