

FACULTY SENATORS COUNCIL

Newsletter

Spring 2011

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From the Chairperson *Greetings to our Faculty Colleagues*

Robert G. Schacht MD
Professor of Pediatrics
Division of Pediatric Nephrology
Chair, NYU Faculty Senators Council, A/Y 2010-2011

The Spring Semester began with remarkable snowstorms and our annual Spring Faculty Reception at the Torch Club. This annual reception featured an opportunity to recharge ourselves, to meet faculty from all Schools of our University, to enjoy wonderful conversations, have refreshing beverages and appetizers topped off with great music from a quartet of our own faculty. We invite you all the mark your calendars for next year.

The Faculty Senator's Council hosted Faculty Family Day on Feb. 13 at Coles Sports Center. Well over 250 faculty and their families were treated to 2 terrific varsity basketball games (we won), events and prizes for the children, and a wonderful buffet lunch between games. It was a day to remember- faculty, family, and future students all enjoying the moment.

As we stated in our Fall Newsletter, the faculty senators are elected by you as your representatives to consider and debate any matters of educational or administrative policy and to bring your concerns through our committee structure forwarding them if necessary to the Senate and the President. That being said, I will tell you that our committees have spent countless hours deliberating on issues important to your rights. Your senators have debated issues in the

Council and now have better tools to correspond with their Schools. A resolution sent to the administration requested more access to communicate Council issues by e-mail to their Schools. The Provost answered in the affirmative and stated he would facilitate this process.

The Benefits Committee, chaired by Mary Ann Jones, alerted the Council of changes to the retiree medical benefits and the Executive Committee immediately had a meeting with the Executive Vice President to more fully understand the need for this change and to ameliorate some of the consequences.

Nick Economides and his Finance and Policy Planning Committee composed a resolution approved by the FSC and forwarded to the administration for an increase in salary to match increased living costs utilizing a scientific method. In a recent memorandum from the President, it was stated the faculty will have a 3% raise this year.

The Communications Committee chaired by Carol Hutchins have provided guidelines for communications and significantly changed the website. These are only a few instances of your Council in motion—please read all of the committee reports in this Spring Newsletter.

The FSC invited guests from NYU Abu Dhabi and NYU Poly to our Mar. 10 meeting. Professor Shamoan Zamir of NYU Abu Dhabi described the initial process of governance in our newest portal school. He

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From the Chairperson

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expressed the faculty's intent in establishing an ongoing dialogue with the FSC and receiving representation on the Council.

Professors John Iacano and Avi Ulman from NYU Poly discussed their governance, which operates under their charter and by laws. They currently do not have an elected senate structure but instead meet as a whole. They do have a committee structure. NYU Poly has a goal to complete the merger as soon as possible. Our Council applauded their presentations and they will communicate with our Governance Committee and SCOG for representation in the Senate.

President Sexton has notified our community that the agreement between China and NYU Shanghai has been signed. We will be looking East and West to communicate as a FSC.

We congratulate the administration for their efforts and support over this past year. As your outgoing Chair of the FSC, I have had the honor to work with outstanding representatives of the faculty. It is my pleasure to announce the incoming Chair is Ted Magder from the Steinhardt School. He is involved, intelligent, and enthusiastic. I cannot end without thanking the members of the Executive Committee, Dan Zwanziger, Carol Hutchins, and our past chair Floyd Hammack for their advice and constancy.

Committee Updates

Administrative Issues

Carol Hutchins, carol.hutchins@nyu.edu
Committee Chair, A/Y 2010-2011

The Administrative Issues Committee examines non-academic areas which have an impact on faculty.

Communications

Carol Hutchins, carol.hutchins@nyu.edu
Committee Chair, A/Y 2010-2011

The Communications Committee develops the means whereby faculty can express their opinions and concerns to the FSC and develop a variety of methods whereby the FSC can report back to all faculty.

The Communications Committee has completed the initial review of the layout of the forthcoming FSC website and is beginning work on transitioning to the new Content Management System (CMS) as part of the NYU.edu redesign. Coordinator Karyn Ridder is leading this project. The website will provide useful features such as a text response box, easily accessible resolutions and reports, and future plans envision RSS feeds and alerts. We look forward to providing a more dynamic and interactive updated FSC website by this summer.

Educational Policies: Teaching Excellence

Terence Moran, tpm1@nyu.edu
Committee Chair, A/Y 2010-2011

The Educational Policies: Teaching Excellence Committee acts as the Faculty Senators Council counterpart to the Academic Affairs Committee of the University Senate and interacts with the NYU Center for Teaching Excellence.

This spring, the Teaching Excellence Committee met with Debra Szybinski (Executive Director of the Office of Faculty Resources) to discuss our Committee's recommendations concerning the Center

for Teaching Excellence (CTE). After providing us with some general background and history of the CTE, she presented us with information about its organization and activities. She expressed a desire for increased funding for CTE and agreed that the Faculty Senators Council and the Center for Teaching Excellence need to work more closely in order to improve both communication and service, perhaps with designated faculty liaisons for each School.

During 2010-2011, the CTE sponsored three symposia for faculty and this summer will conduct a survey of all schools and departments regarding support for teaching. The Faculty Resources website [www.nyu.edu/faculty] is used to inform faculty about all academic and support activities and services available at NYU.

Educational Policies: Branch Campuses

Paul Wachtel, pwachtel@stern.nyu.edu
Committee Chair, A/Y 2010-2011

The Educational Policies: Branch Campuses Committee analyzes academic issues regarding portal campuses and the implementation of the Global Network University initiative.



FSC Senators (left to right beginning with bottom row: C. Reiss, C. Lebowitz, D. Zwanziger, C. Hutchins, R. Schacht, K. Ridder, F. Hammack, R. Goldman, R. David, M. Monaco, B. Bogart, R. Karl, M. Nolan, M. Jones, J. Phillips, J. Hendin, A. Tannenbaum, E. Simon, N. Van Devanter, A. Deney-Tunney, K. John, L. Capan, S. Al-Askari, N. Economides, T. Moran, L. Raiken, M. Dinwiddie, R. Sundaram)

The Committee met with members of the administration, including Ulrich Baer, (Vice Provost for Globalization and Multi-Cultural Affairs), May Lee (Associate Vice Chancellor for Asia) and Ron Robin (Senior Vice Provost for Planning; Senior Vice Provost of NYU Abu Dhabi). They provided an update on the Shanghai plans and NYU Abu Dhabi, and discussed maintaining quality control at all study abroad and degree-granting portal campuses. The Committee also suggested providing a progress report to the broader university community on NYU Abu Dhabi.

Faculty Benefits

Mary Ann Jones, maj1@nyu.edu
Committee Chair, A/Y 2010-2011

The Faculty Benefits Committee reviews and makes recommendations with regard to faculty benefits.

Early in the spring semester, the FSC Benefits Committee was informed by the NYU Benefits Office that the NYU Board of Trustees had determined that the rising cost of retiree medical benefits was unsustainable and asked that a plan be developed that would contain the costs and render them predictable for the next 25 years. That plan has now been designed and been approved by the Board of Trustees. Consequently, a major agenda item of the Benefits Committee this spring has been to study the new plan, raise the questions and concerns we had, report back to the full Faculty Senators Council for discussion and possible action regarding the plan, and advocate for improvements in the plan. In the conduct of this work we had the benefit of presentations by Katie Casey (Vice President for Human Resources), Linda Woodruff, (Associate VP, Global Compensation & Benefits & Deputy of HR), and Jim Archer, the representative from Towers-Watson, the consulting firm that designed the new plan. We thank them for devoting the time to hear and respond to our questions and concerns about the plan.

The new retiree medical plan has not yet been officially announced, but based on the documents we have seen and the answers to questions we have raised, we are able to provide a brief overview of the plan.

The new approach includes increased retiree contributions for non-Medicare eligible retirees and a new plan for Medicare eligible retirees. The

new plan is called a Premium Reimbursement Account (PRA), a plan design, we are told, that is becoming increasingly popular with employers who provide health insurance to retirees. A PRA acts similar to a Defined Contribution Plan, in contrast to the current NYU retiree medical plan, which acts similar to a Defined Benefit Plan. This means that the University will define the contribution it will make to a retiree medical plan rather than the benefit plan the retiree will receive. It is in this way that the University will be able to predict and control future costs for retiree medical benefits.

The PRA works in the following manner. The University will make an annual contribution to a PRA for each retiree and the retiree's spouse/registered domestic partner. The retiree will then go to the private insurance market and purchase the type of health insurance and/or prescription coverage he/she desires and submit the cost of the premiums for reimbursement from the PRA (like a Health Care Spending Account, only with the University's money). Once the retiree has expended all of the funds in the PRA for a given year, any remaining premium costs will fall to the retiree. Unused funds in the account at the end of a year will be rolled over to the retiree for use in the following year in addition to the University's annual contribution to the account.

The PRA plan will not affect current retirees and active faculty who are now 50 years of age or older, they will continue to be covered under the existing NYU retiree medical plan. Active faculty under 50 and all new hires as of September 1, 2011 regardless of age will be covered by the new PRA plan when they retire. As a result of the grandfathering of current retirees and older faculty, it is not foreseen that any employees will be covered by the new plan for at least 10 years.

The starting amount of the University's contribution to the PRAs has not been finalized yet, but is expected to be between \$2,500 and \$3,000 on a 2011 basis. The opening amount will be calculated on the basis of the net cost of NYU's current post-65 retiree medical plan (including administrative costs) divided by the total number of persons covered by the plan. The opening amount will be increased each year by a maximum of 3% or the Consumer Price Index, whichever is lower. By the time the first employees to be covered by the PRA plan retire--10 years hence at a minimum--the University's contribution to the accounts will be somewhere be-

tween the amount based on 2011 costs up to 30% more than that amount if the CPI increased by at least 3% in each of the 10 years after the starting amount was calculated.

An improvement in retiree health care benefits recommended by the Faculty Benefits Committee was still under review at the time this report was prepared. The recommended improvement is that a group dental plan be offered to current and future retirees whether they are/will be covered by the existing NYU plan or the PRA plan. This is an improvement in retiree benefits that has long been sought by the Faculty Senators Council, but has never been approved. Let us hope that it will be viewed more favorably at this juncture.

On another matter, the Benefits Committee came to realize that the University's commitment to not raise the required co-pay amount on tuition remission until "at least" 2015 could not be easily found among the many documents issued by and about the Re-Engineering Task Force recommendations and changes. Furthermore, once located, the aegis and date of the commitment were not recorded. Rather than leave this important commitment to the agreement of individual memories, we asked that the commitment be restated along with the identity of the authorizing entity, a date of the commitment, and where it can be found among University documents. The Benefits Office readily agreed to this, and the commitment can be found on the FSC website under FAQs about 2010 Tuition Remission Benefit Changes at NYU. As always, please be in touch with the Benefits Committee if you have any issues you believe we should be looking in to or working on.



FSC Executive Committee (left to right): Vice Chairperson Daniel Zwanziger, Secretary Carol Hutchins, Chairperson Robert Schacht, Immediate Past Chair Floyd Hammack)

Committee Updates

(continued from page 3)

Faculty/Student Relations

Daniel Tranchina, tranchina@cims.nyu.edu
Committee Chair, A/Y 2010-2011

The Faculty/Student Relations Committee proposes, develops, and implements new programs to enhance faculty participation in campus life, interacts with the University Committee on Student Life (UCSL), and helps to inform the faculty about opportunities on campus for faculty-student interaction.

The Faculty/Student Relations Committee met in February to discuss the results of the FSC Survey of Faculty of Spring 2010 (issued 11/22/10) regarding faculty/student relations. 75% of the faculty indicated they would you like to see more programs to foster faculty/student interaction. Suggestions of opportunities for interaction with students included lunch programs, orientation events, and workshops. Comments were also made in the survey concerning the challenges multiple commitments and time constraints have on engaging in these activities. The Committee is continuing to discuss ways to best enhance faculty and student interactions at NYU and hopes to coordinate with the Student Senators Council on these initiatives.

Finance and Policy Planning

Kose John, kjohn@stern.nyu.edu
Committee Chair, (Spring) A/Y 2010-2011

The Finance and Policy Planning Committee studies faculty salaries, working conditions, negotiation processes, and examines long-range issues. It also addresses other relevant financial matters.

The Finance and Policy Planning Committee sent their recommendations to the administration on matters pertaining to faculty compensation for the academic year 2011-2012 in December. For a number of years the merit pool for faculty salary increases has failed to keep pace with cost of living in the New York Metropolitan Area. During the last eight years, 2002-2010, continuing faculty sal-

aries increased at an average compounded rate of 2.36% yearly. At the same time period, inflation averaged 2.84% yearly (compounded). Thus, the standard of living of faculty at NYU (salaries adjusted for inflation in the NYC metropolitan area) has deteriorated by 5.79% since 2002.

In comparison with NYU tuition increases, the relative decline in NYU faculty salaries is much more pronounced. In the period 2002-2010, tuition increased at an average rate of 5.24% per year (compounded), approximately 222% faster than the average yearly (compounded) rate of increase of continuing faculty salaries, which was 2.36%.

Additionally, the administration has shifted much more of the burden of health care costs onto its employees, while raising rents on faculty housing. Faculty housing rents have increased on the average between 6 and 7 percent yearly, more than twice as fast as faculty salaries. After a number of increases in health care premiums and deductibles repeatedly over a number of years, faculty are asked to pay 10% higher premiums in 2011-12. To offset the real income declines for continuing faculty, the UFSC recommended an increase of 5.79% in this year's faculty salary pool.

Governance

Christine Harrington,
christine.harrington@nyu.edu
Committee Chair, A/Y 2010-2011

The Governance Committee monitors University-wide governance and the governance process in the several schools, considers the impact of policies that affect faculty governance, and conducts regular periodic reviews of the NYU Faculty Handbook.



Senator-at-Large Ricki Goldman and FSC Chair Robert Schacht at the Spring Faculty Reception on Tuesday, Feb. 1

This year, the Governance Committee (GC) focused most of its attention on shared governance. Shared governance is a policy making process whereby faculty representatives (e.g. NYU's Faculty Council) and the university administration (e.g. NYU's Board of Trustees, the President and Provost) engage in the timely, open exchange of information that will facilitate robust deliberation and lead to reasoned justification for choosing a particular policy over all others. Its core purpose is to take full advantage of the knowledge and expertise of a university's faculty in all stages of academic policy making, as well as drawing on the advice and experience of those who implement university policy.

Shared governance is a particularly pressing concern for faculty nationwide at a time when financially driven decisions are deeply impacting academic policy and planning. This year, the GC researched and studied "best practices" in university shared governance. Specifically, we interviewed faculty governance committee members at seven leading, Research 1 institutions (six private and one public). The GC is in the process of reporting its findings and presenting a set of proposed resolution to the Faculty Council. In brief, these resolutions bring the process of faculty representation at NYU, via the Faculty Senate Council (FSC), in line with current best practices in the area of shared university governance.

Access to information is another governance issue the GC worked on this year in collaboration with the Communications Committee. While some Senators in some Schools have access to their faculty's email, we are pleased to have worked out a policy with the Provost that insures all Senators in all Schools have access to this resource for the purpose of communicating with all faculty in their School. The process we used to create this policy is an example of how shared governance works.

And finally, the FSC approved a letter, drafted by the GC, to Dr. Landau (School of Medicine, March 10, 2011), that simply reaffirms the authority of the FSC to deal with issues affecting tenure even in the absence of consultation with a School's internal faculty council. The details of the incident, leading to a response to Dr. Landau, can be found in the Tenure Modifications Committee report.

Grievance

Carl Lebowitz, cfl1@nyu.edu
Committee Chair, A/Y 2010-2011

The Grievance Committee hears faculty appeals from a dean's decision on appointment, reappointment, promotion, or tenure, ascertains compliance with school grievance procedural safeguards, and makes recommendations to the Provost and President.

Housing

Laurin Raiken, laurin.raiken@nyu.edu
Committee Chair, (Spring) 2010-2011

The Housing Committee focuses on faculty housing issues. NYU owns about two thousand apartments near its Washington Square campus and rents more than one thousand of these to faculty. The remaining apartments are rented to administrators, graduate and post-doc students, retirees and unaffiliated long term residents.

In April, the Housing Committee met with members of the Office of Faculty Housing and Residential Services: Karen Gulino (Assistant Vice President) and Joe Wright (Director). The Committee prepared a list of questions regarding faculty housing, incentives to vacate housing, retiree studios, housing for portal campus faculty members, capital repairs, NYU Poly space, and policy related matters Gulino and Wright provided answers to these inquiries and the Committee was informed that new programs to incentivize faculty to downsize or move out of housing are being explored, there is currently no waiting list for retiree studios, NYU-AD and NYU-Shanghai faculty will not have access to permanent faculty housing as they cycle to

Washington Square but sublets may be arranged on an ad hoc basis, funding is available for capital repairs, and more information on the land, air-rights, and the NYU Poly buildings may be found at: <http://www.poly.edu/campus-transformation/q-a>

Personnel and Affirmative Action

Molly Nolan, mn4@nyu.edu
Committee Chair, A/Y 2010-2011

The Personnel and Affirmative Action Committee reviews University personnel policies and practices, including affirmative action, that affect the faculty.

The Personnel and Affirmative Action Committee (PAAC) reviewed the Provost's new Policy on Conflict of Interest and Conflict of Commitment and expressed our concern about and opposition to some provisions. These were forwarded to the Provost's office and PAAC is awaiting a reply. We have not been able to move forward in our deliberations on the question of representation for the Non Tenure Track Full-Time Faculty (NTTF). Last fall we requested the numbers of NTTF faculty, broken down by school and department and asked for the numbers from ten years ago so that we can get some sense of the rate of increase and location of NTTF faculty. We are still awaiting those numbers from the Provost's office, which says it will provide them but as yet has not. Once this information is received, PAAC will move forward on deliberating on the representation of NTTF.

Tenure Modifications

Marie Monaco, mem6@nyumc.org
Committee Chair, A/Y 2010-2011

The Tenure Modifications Committee considers any proposals affecting tenure; examines problems experienced under tenure rules and considers alternative solutions.

In late fall of 2010 the Tenure Modifications Committee proposed a resolution to the Council concerning contracts

that some tenured faculty at the School of Medicine were being asked to sign. These contracts were termed "Change of Responsibility" letters, and outlined a faculty members duties and salary, both of which would be subject to future review. The inclusion in these contracts of statements authorizing salary reductions under certain conditions was deemed a violation of the Faculty Handbook with respect to the tenure guarantee of economic security, and the Faculty Senators Council voted to request that the School of Medicine discontinue this practice. The resolution can be found at: <http://www.nyu.edu/pages/facgov/Reports/Resolution.11.18.10.pdf>

This action led to a complaint from the president of the School of Medicine's Faculty Council, which was addressed initially by the Governance Committee of the Faculty Senators Council, and then by the full Council. The Faculty Council of the School of Medicine requested that the resolution be rescinded based on the failure of the Senators from the School of Medicine to first discuss the issue with the local council; however, it was the feeling of the Governance Committee and of the majority of the members of the Faculty Senators Council that tenure was a University-wide issue and as such, prior consultation with local school councils was not required before consideration of the resolution. Please see the minutes from the meeting of Mar. 10 for details.

Also on the agenda for this year was a review of new Promotion and Tenure Guidelines submitted by the Institute for the Study of the Ancient World as well as the Institute of Fine Arts. Recommendations by the Committee will be presented shortly to the full Council for amendment and/or approval.

Faculty Senators Council

The Faculty Senators Council (FSC) exists as the representative body of the faculty within the University governance structure. The Council consists of not more than thirty-six members. Thirty-three are professorial representatives elected by the voting members of the several faculties of the schools. Three are appointed at-large to represent groups not otherwise represented. Each year, the University Secretary provides to the Faculty Senators Council and the secretary of the faculty of each school the number of faculty representatives to which each school is entitled.



Fans meet the Bobcat at Faculty Family Day at Coles on Sunday, Feb. 13

Spring FSC Events

Spring Semester Faculty Reception



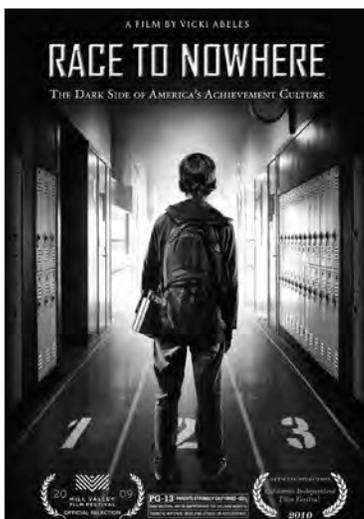
On Tuesday, Feb. 1 the Faculty Senators Council launched the Spring Semester with its annual Faculty Reception at the Torch Club. Attendees enjoyed an evening with colleagues and music courtesy of the Faculty Chamber Players.

Faculty Family Day

Faculty, administrators, and their families attended the annual Faculty Family Day at Coles Sports Center, sponsored by the Faculty Senators Council on Sunday, Feb. 13. Fans watched NYU overcome Carnegie Mellon University in both the men's and women's basketball games. Kids participated in a half-time shoot-out for prizes, met the Bobcat, and families enjoyed a buffet lunch between the games.



Documentary Film Screening and Discussion



On Friday, Mar. 4, the FSC co-sponsored a screening and discussion of the documentary film *Race to Nowhere: the dark side of America's achievement culture*. In the film, physicians, researchers, policy makers, educators, parents, and students examine the impact the pressure to achieve high levels of academic and extra-curricular success is having on the lives of young people. It highlights the pressures young people are under to build a standout resume for college admissions and the effect the emphasis on test scores and competition has on the health, intellectual and emotional development of children. The discussion was led by Richard Gallagher, Associate Professor of Child and Adolescent Psychiatry and Director of the Parenting Institute at the NYU Child Study Center of NYU Langone Medical Center and moderated by Floyd Hammack, Associate Professor of Educational Sociology and Higher Education at the Steinhardt School of Culture, Education, and Human Development. This session was jointly sponsored by NYU Family Care, the Office of Faculty Resources, Faculty Senators Council, NYU Steinhardt, NYU Stern, and NYU Chapter-Council of Exceptional Children.

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New York University



FACULTY SENATORS COUNCIL

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www.nyu.edu/facgov

Keep for future reference!

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Faculty Senators Council Members

Spring 2011

Please do not hesitate to reach out to any member of the Council at the contact information provided, or you may contact the FSC at faculty.senators.council@nyu.edu or (212) 998-2230.

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