

# FACULTY SENATORS COUNCIL

## Newsletter

Spring 2010

### *From the Chairperson Greetings to our Faculty Colleagues*

*Floyd M. Hammack  
Associate Professor  
Chair, NYU Faculty Senators Council, A/Y 2009-2010*

We kicked off the Spring Semester with our annual Spring Faculty reception at the Torch Club on Jan. 26. This well-attended event has become a traditional opportunity for NYU faculty from all parts of the University to greet each other and enjoy our colleagues' company. The week following the Spring reception, we held the annual Faculty Family Day at Coles. This event has become a welcome mid-winter opportunity for faculty members and their children to enjoy events designed for them between a varsity basketball double-header and a bountiful lunch. A good turnout of faculty families enriched the afternoon.

As the University has been studying faculty and administrator benefit changes, the Faculty Senators Council, along with the Administrative Management Council, co-sponsored two budget and benefits forums, on Feb. 3 and 8. These events attracted a capacity attendance and afforded faculty and administrators an opportunity to voice their concerns about the benefits changes being planned. As a result of the concerns expressed at these events, the Administration announced that it was going to revise the planned changes to tuition remission benefits. Only faculty and administrators who earn over \$50K a year will be required to cover the 10% co-pay of tuition charges for eligible beneficiaries. While no one was happy with the reduction in tuition

remission, the University did announce that when eligible, all faculty and administrators will benefit from the University's contribution to their retirement plan, whether or not they themselves also contribute.

In the run-up to the Benefits Forums, the FSC's Faculty Benefits Committee held a number of meetings with University officials and provided input and reaction to the proposed changes. The FSC adopted a resolution recommending choices among those that were available. We were able to influence and to shape some of the proposals in directions that faculty preferred. In addition, our Finance and Policy Planning Committee made a well received presentation about faculty salaries to the Senate Financial Affairs Committee which we believe helped produce the salary increases that have been announced. While small, any increases in this trying year are very uncommon. The FSC has maintained a consistent position that as the building of the



Abu Dhabi campus goes forward, modern labor protections should be in place. The labor agreement announced this Spring providing those protections was a welcome result of several groups lending their voices to this cause, including the FSC.

The FSC kept all University faculty informed about the changes in the salary policy being introduced at the Medical Center. We have registered our concerns

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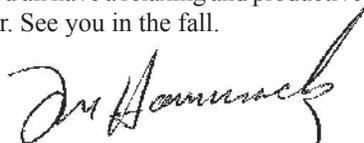
*From the Chairperson*  
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with the Administration about this policy and the manner in which it was introduced. Our website ([www.nyu.edu/facgov](http://www.nyu.edu/facgov)) contains a number of documents relevant to these issues and we encourage all faculty to become informed about them.

A task-force headed up by Vice Chair Carol Shoshkes Reiss completed a report to the Provost on Best Practices in Student Performance Assessment. As the assessment of student learning in higher education is becoming a central concern of state and federal agencies and of accreditation bodies, the University needs to re-examine our policies and practices. This Task Force's report has been carefully read by the administration which is in the process of implementing its recommendations.

The FSC maintains a number of committees addressing issues of continuing interest to faculty, and they have met all year long addressing such topics as the representation of non-tenure track faculty in University-level governance processes, 2031 plans, and faculty housing, among other issues. We encourage all University faculty to follow the reports of their Senators and to keep abreast of FSC activities. To enhance our ability to promote the views of all University faculty, we inaugurated a survey of faculty to elicit information about their concerns and interests and over 700 responded. This survey will provide us with a wealth of data to inform our activities in the coming year.

It has been my pleasure to Chair the FSC this academic year. I have benefited from the wise advice and council of other Executive Committee members, including Former Chair Sylvain Cappell of the Courant Institute, Vice Chair Carol Shoshkes Reiss of the Biology Department of FAS, and Secretary Paul Thompson of the Tisch School. Given the country-wide economic conditions this year, and those facing higher education generally and NYU in particular, in many ways this has been a difficult and challenging time for faculty. The FSC has made every effort to represent your concerns and interests to the University administration. We look forward to a brighter year ahead, but know that continuing vigilance is necessary. I hope you all have a relaxing and productive summer. See you in the fall.



## Committee Updates

### *Administrative Issues*

**Carol Hutchins, [carol.hutchins@nyu.edu](mailto:carol.hutchins@nyu.edu)  
Committee Chair, A/Y 2009-2010**

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

### *Communications*

**Paul Thompson, [paul.thompson@nyu.edu](mailto:paul.thompson@nyu.edu)  
Committee Chair, A/Y 2009-2010**

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

The Communications Committee was established last semester to improve the effectiveness of our communication with faculty and to raise the profile of the FSC. To these ends we have upgraded and updated the website. Visitors to [www.nyu.edu/facgov](http://www.nyu.edu/facgov) will find the latest news, resolutions, photographs, and minutes of FSC meetings. We will also soon introduce a "talk box" on the website to encourage faculty to speak to the FSC about matters of interest and concern. We have revived the FSC Newsletter which is distributed to all faculty each semester. In collaboration with the Benefits Committee we have conducted a university-wide survey of faculty to identify and prioritize topics of faculty interest. The findings of this survey will be passed to the relevant committees for action. Respondent statistics are published in this newsletter.

The Communications Committee comprises Carol Hutchins, Mary Ann Jones,

and Paul Thompson (chair), working closely with Karyn Ridder (coordinator). Faculty are invited to contact the committee members directly in order to share ideas for improved communication.

### *Educational Policies: Teaching Excellence*

**Josephine Hendin, [jh6@nyu.edu](mailto:jh6@nyu.edu)  
Committee Chair, A/Y 2009-2010**

*The Educational Policies 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.*

The Educational Policies Committee met with Debra Szybinski, Executive Director of the Office of Faculty Resources, which includes the Center for Teaching Excellence (CTE), for a wide-ranging discussion of the availability of resources for improving teaching and, in particular, for developing the skills of younger faculty and graduate students serving as Adjuncts. The Center has very small staff for its teaching charge and also has an extended portfolio which incorporates the Faculty Resource Network and Family Care. It has nevertheless been effective in its focus on teaching excellence and has fielded an important series of well-attended lectures and workshops.

The CTE's 2009-2010 faculty development program featured presentations on teaching large lectures, using the NY Times in the classroom, and workshops on approaches to critical thinking and de-

*(Committee Updates continued on next page)*



*Provost David McLaughlin and Former FSC Chair Sylvain Cappell at the Spring Semester Faculty Reception on Tuesday, Jan. 26*

veloping successful grant proposals. Most recently the CTE held a full-day conference on teaching with technology that included presentations on the role of computing in the humanities. The CTE continues to offer videotaping and in-class consultation.

More recently, the Committee met with Randall Deike, Vice President of Enrollment Management and University Institutional Research. Dr. Deike has recently come to NYU to oversee enrollment practices and bring his experience and expertise to bear on the development of statistical models and research that will enable us to have reliable data on all phases of our performance with regard to enrollment and retention. Such data will be an invaluable asset.

Dr. Deike indicated that we have received a record number of applicants for admission—just over 40,000 including transfer applications. He felt the admissions office was adequately staffed to deal with this number of applications. Although NYU has eliminated SAT scores as a requirement, he noted that other standardized scores, such as those in subject areas, were required. He noted that SAT scores were generally offered anyway, and that the average combined score was in the 1360s. He expressed NYU's continuing commitment to diversity in recruitment and admissions.

## *Educational Policies: Branch Campuses*

**Sylvain Cappell, [cappell@cims.nyu.edu](mailto:cappell@cims.nyu.edu)  
Committee Chair, A/Y 2009-2010**

## *Faculty Benefits*

**Mary Ann Jones, [maj1@nyu.edu](mailto:maj1@nyu.edu)  
Committee Chair, A/Y 2009-2010**

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

During the spring semester, the Faculty Benefits Committee worked on the benefits portion of the FSC faculty survey sent to all faculty early in the semester. We look forward to analyzing the responses about benefits and using the information to help set our agenda for next year.

We were pleased to have the opportunity to meet with Linda Woodruff, Associate VP Global Compensation & Benefits and Deputy of HR, on two occasions this semester. The meetings gave us the opportunity to accomplish the following things:

1. Become better informed about the recent changes in benefits resulting from the Re-Engineering II task forces and clear up remaining areas of confusion.
2. Urge that the changes in benefits be communicated more clearly, comprehensively, and effectively in writing to all affected NYU employees and that the communications be made readily available on the benefits website.
3. Express our concerns about the secrecy surrounding the task force process that produced the changes in benefits. The secrecy resulted from the imposition of “deliberative privilege” on task force members, which meant that the FSC's own task force representatives were prohibited from reporting back to and seeking guidance from the FSC while the discussions were on-going.
4. Determine how the Committee and the benefits office should best work together going forward. The traditional process of annually recommending specific benefit enhancements gave way to the task forces of Re-Engineering II. With those having ended, it was pertinent to discuss how best to communicate and cooperate on issues of faculty benefits in the future. There was agreement on both sides to proceed on an ad hoc basis, bringing issues to the fore as they arise.

I want to urge faculty to please let us know when issues regarding faculty benefits come to your attention that we should look into. We always learn the most from the experi-

ences of individual faculty members. And, finally, I want to thank the members of the Benefits Committee for their good work.

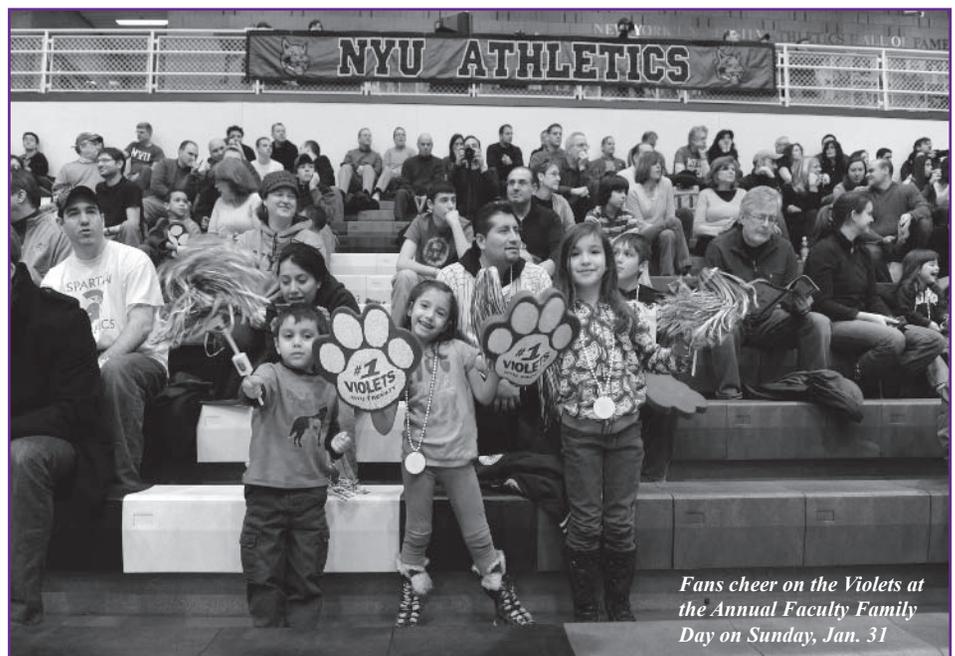
## *Faculty/Student Relations*

**Robert Schacht, [schacr01@nyumc.org](mailto:schacr01@nyumc.org)  
Committee Chair, A/Y 2009-2010**

*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.*

This spring, the Faculty/Student Relations Committee was contacted by the student co-chair of NYU Relay for Life to increase faculty involvement in this event. Relay for Life is a nationwide fundraiser to benefit the American Cancer Society that takes place across the globe in many different schools and communities. Since 1985, Relay events have raised more than \$3.5 billion. In only its 8th year at this campus, NYU students have already raised more than \$1 million. The Committee helped spread the word about the event and encouraged participation by faculty members. Relay for Life took place on Saturday, Apr. 24 in Coles Sports and Recreation Center. For more information on this annual fundraiser, visit the NYU Relay for Life website: [www.relayforlife.org/newyorkuniversity](http://www.relayforlife.org/newyorkuniversity)

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*Fans cheer on the Violets at the Annual Faculty Family Day on Sunday, Jan. 31*

# Committee Updates

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## Finance and Policy Planning

**James Ramsey, james.ramsey@nyu.edu**  
**Committee Chair, A/Y 2009-2010**

*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 meets each month with the Senate Financial Affairs Committee, chaired by Executive Vice President Michael Alfano. This year, the Committee was able to increase the degree of transparency of decisions made by the Executive Vice President's office. Furthermore, it would appear that the Committee did have an impact on the decisions taken by Alfano and his staff. Indeed, the final disbursements of the projected tuition income provided by his office were similar to the suggestions made by the Committee for the same projected range of tuition increases.

The Committee hopes to continue to collaborate with the Office of the Executive Vice President on the University's financial decisions.

## Governance

**Carl Lebowitz, cfl1@nyu.edu**  
**Committee Chair, A/Y 2009-2010**

*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.*

The Governance Committee spent this spring semester reviewing and approving guidelines for faculty rights and limitations in reference to intellectual properties. Their decisions have been sent to the University Office of Legal Counsel and the Committee is awaiting a response.

The Committee continues its concern about how each new and developing unit of the Global Network University integrates a process for faculty governance into its day to day functioning. A long term issue continues to be the proper and most effective way of representing the non-tenure track full-time faculty (NTTFT) in the governance process of their individual schools and into the Senate as a representative voice. It is hoped that

the recent survey of all faculty will present some impetus for progress in this area.

## Grievance

**Carl Lebowitz, cfl1@nyu.edu**  
**Committee Chair, A/Y 2009-2010**

*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

**Nicholas Economides, neconomi@stern.nyu.edu**  
**Committee Chair, A/Y 2005-2006**

*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.*

The Housing Committee had a very cordial meeting on Apr. 7 with the new head of Faculty Housing, Karen Necessian Gulino, Assistant Vice President, Faculty Housing and Residential Services, and discussed faculty housing issues. Among the issues discussed were the following.

1. Regular residential building maintenance seems to have been deferred during the last five years and this requires immediate attention. For example, at 7-13 Washington Sq. N., the condition of some windows is so bad that there is a danger that panes will fall off and cause accidents. A decade-old promise to fix windows at this building has not been followed up, although it is repeated by every management company.
2. Demand for faculty housing significantly exceeds supply, especially for larger apartments. One solution is for NYU to provide to all tenured and tenure track faculty currently at NYU housing, if they were to buy an apartment and leave NYU housing, the opportunity of a loan from NYU at 2.5% interest for up to a third of the value of the apartment with a maximum \$400,000. Over 150 such loans have been offered to NYU faculty, and the Committee's proposal is to make

them available to all tenured and tenure track faculty. Results of the recent survey by the FSC will help quantify the demand for such loans.

3. The number of apartments available to faculty for rent should be quickly increased by significantly reducing the number of apartments currently rented to students and post-docs to implement the Provost's decision of over seven years ago. The present state of affairs where the housing office does not receive the full rent from apartments rented to students and post-docs (but rather a substantial percentage of the rent goes to another office of NYU) should end immediately.
4. Faculty who have been at NYU for a long time tend to have larger apartments. Some faculty delay their retirement to avoid moving to a studio. This can hurt both faculty and NYU. We discussed the possibility of other arrangements in which a faculty with a large apartment may be offered something larger than a studio.
5. The Committee asked for smaller rent increases during this period of zero and small faculty raises. Although this request has been rejected in principle, we were told that once an apartment has faced one or two 3-year cycles of significant rent increases, further increases will be relatively small.
6. Possibly reduce the number of hard-copy notices by using email.
7. Allow windows' washing at tenants' expense.

We look forward to a solution of these issues.

## Personnel and Affirmative Action

**Floyd Hammack, fmh1@nyu.edu**  
**Committee Chair, A/Y 2009-2010**

*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 met three times this Spring, continuing its discussion of ways to enhance the participation of non-tenure track full-time faculty (NTTFT) in University-level governance. The Bylaws of the University now limit those voting for or running for

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# Committee Updates

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the office of University senator to tenure-track or tenured faculty. This discussion is predicated on the fact that in the Fall of 2008 (the most-recent data readily available), out of the 3695 full-time faculty (including those at the Medical school), 1395, or 37.8%, were on non-tenure track lines. These faculty are effectively shut out of deliberating on University-wide issues that affect all faculty as well as issues that might be particularly important to NTTFT faculty.

The Committee discussed the recommendations of the October 2008 report adopted by the FSC, Non-Tenure Track Full-Time Faculty at New York University. Among other recommendations, this report urged the creation of a subcommittee of the PAAC “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 faculty.”

In an effort to begin this process, the Executive Committee of the FSC held two meetings with the Dean’s Council to discuss how such a subcommittee might be selected. The result of those discussions was that since this is to be a subcommittee of the FSC, it is the FSC that should decide the composition of the committee.

PAAC continues studying details of NTTFT representation. To advance the recommendation of the October 2008 report, we contemplate organizing a focus group of NTTFT from each school or program (as appropriate). This group would meet for a discussion of their own ideas on this matter, led by an external professional facilitator. The results of this focus group would be used by PAAC to carry through the next stage.

## Tenure Modifications

**Bruce Bogart, bogarb01@nyumc.org**  
**Committee Chair, A/Y 2009-2010**

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

The Tenure Modifications Committee spent this spring semester working on issues regarding appointment, promotion, and ten-

ure at the School of Medicine. In Fall 2009, The School of Medicine submitted proposed revisions to their appointment policies to the Office of the Provost. The Tenure Modifications Committee spent the spring semester analyzing this document, titled “Revisions to the Policies and Procedures For Appointment, Promotion and Tenure at the School of Medicine” and recommending changes. At the Apr. 8 meeting of the FSC the document, with recommended edits, was approved by the FSC and returned to the Office of the Provost.

## 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.

## FSC Executive Committee Elections:

The 2009-2010 FSC Executive Committee and Nominating Committee are pleased to announce the election of Executive Committee Members for 2010-2011. The vote for FSC Chairperson took place at the Mar. 11 FSC Meeting and for Vice Chair and Secretary at the Apr. 8 meeting.

By vote of the faculty senators the following faculty members will serve on the Executive Committee for academic year 2010-2011:

FSC Chairperson: Robert Schacht from the School of Medicine

FSC Vice Chair: Daniel Zwanziger from the Faculty of Arts and Science

FSC Secretary: Carol Hutchins from the Division of Libraries

Floyd Hammack will serve as Former Chair on the Executive Committee.

## FSC Faculty Survey

This semester, the Faculty Senators Council conducted an on-line survey of all active and retired tenured, tenure-eligible, and full-time contract faculty at Washington Square (the School of Medicine was not included because their benefits and other issues differ considerably from those at the Square). The purpose of the survey was to determine the faculty’s experience and level of satisfaction with such matters as benefits, housing, tenure, faculty governance, etc. and to elicit their ideas, recommendations, and priorities about issues of concern to all faculty. The results of the survey will be analyzed by the FSC committees charged with each area covered by the survey and will be used by the FSC to help establish the agenda for next year.

Faculty were notified of the survey via an email containing the link to the survey, and we were gratified to receive responses from 708 faculty, a response rate of 23% of the email list used. Here is who responded:

- Faculty status: 50% are tenured; 13%, tenure-eligible; and 37%, full-time contract faculty
- Employment status: 95% are active faculty; 5%, retired
- Gender: 58% are male; 42%, female
- Age: 19% are under 40; 45% are 40-59; and 36% are 60 and over
- Average years of service at NYU: 15 years

A full report of the study will be issued in the fall. In the meantime we are including a few findings—as yet unanalyzed by school or other demographics. Of the faculty who stated an opinion:

- 86% would like to have more opportunities for interaction with faculty from other NYU schools
- 56% were dissatisfied with the degree of faculty participation in decision-making at their school
- 75% were dissatisfied with the degree of faculty participation in decision-making at the university level

We wish to thank all faculty who shared their experiences and views with us in this survey. If you did not get a chance to respond to the survey, but would like to add your opinions or recommendations to the mix, please contact us at: [faculty.senators.council@nyu.edu](mailto:faculty.senators.council@nyu.edu)

New York University

NYUFSC

# FACULTY SENATORS COUNCIL

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www.nyu.edu/facgov  
Keep for future reference!

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\* Faculty Senator-At-Large

\*\* Active Alternate Senator

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](mailto:faculty.senators.council@nyu.edu) or (212) 998-2230.

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## Spring FSC Events

### Spring Semester Faculty Reception

On Tuesday, Jan. 26 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 Faculty Chamber Players Albert Novikoff, Liz Maranville, Steven Menlove, and Tony Vine.



*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, Jan. 31. Fans watched NYU overcome Case Western Reserve 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.



*Half-time shoot-out with the Bobcat*



*President John Sexton welcomes the attendees*



*Bobcat greets fans at Faculty Family Day lunch*

### Budget & Benefits Forums

The Faculty Senators Council and Administrative Management Council co-sponsored two forum sessions on comprehensive planning, budget, and benefits outlook on Wednesday, Feb. 3 and Monday, Feb. 8 in the Kimmel Center, Room 914. At the standing room only sessions attended by faculty and administrators, Executive Vice President Michael Alfano answered questions from the audience concerning budget and benefit changes. Vice President for Human Resources Katie Casey also answered inquiries regarding benefits and other human resources issues.

The majority of the questions focused on tuition remission changes. Administrators, in particular, expressed their strong concern with the 10% co-pay on tuition remission. However, following the forums, the administration rescinded the 10% co-pay on tuition remission for those who make less than \$50,000 per year.

*For descriptions of the Faculty Senators Council, the University Senate, and their respective committees, please check our website at [www.nyu.edu/facgov](http://www.nyu.edu/facgov).*