MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING OF NOVEMBER 18, 2021

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, November 18, 2021 via Zoom.

In attendance were Senators Bailey, Barker, Battista, Cappell, Coslovsky, Economides, Friedman, Garg, Ghose, Gyorgy, Irving, Jauernig, Ling, Lu, Lukose, Makarov, Merritt, Miao, Miller, Nonken, Park, Pursley, Quinn, Ricci, Schlick, Shelley, Sternhell, Stimpfel, Suzuki, Young, and Zelikoff; and Alternates Alter, Fang, Hoffman, Partridge, Righetti, Santtila (for Geppert), and Stewart.

APPROVAL OF THE MINUTES

Upon a motion duly made and seconded, the minutes of the October 21, 2021 meeting were approved unanimously.

REPORT FROM THE CHAIR: DARCEY MERRITT

Chairperson Merritt provided an update on COVID numbers and restrictions. She stated the positive case rates over the last two weeks were at 26, then 56, then 59. The University is continuing to loosen some COVID restrictions regarding events, sports events, and clubs. More information on the loosening of restrictions for visitors on campus will be announced soon.

The University is also undergoing a Middle States Accreditation.

SPECIAL PRESENTATION

NYU Bookstore Digital Affordability Initiatives

See attached Document B.

Ryan Snyder and Nancy Wetmore-Mathews from the NYU Bookstore presented on the Digital Affordability initiative.

Wetmore-Mathews stated the bookstore offers a robust rental program saving students up to 80% off the new price of the book. Follett ACCESS saved students over 956K in Fall 2021. The program supports the NYU affordability mission by supplying 100k annual scholarships for students.

Follet ACCESS is a digital program that delivers required course materials at the lowest possible price to students before the first day of class. The charge is added to the student's bursar account. Students are able to opt-out of the program by the drop/add date without any penalty of charges. It also allows them to take advantage of their financial aid.

Wetmore-Mathews offered the example of savings for a biology course book. Using ACCESS the cost is $53 dollars, a used copy is $192, and a new print is $256.

Wetmore-Mathews noted they offer communication tools to faculty, including a welcome letter and a paragraph to add to the syllabus explaining the program.
Snyder stated they are focusing on schools who have yet to join the program, continuing to actively communicate with school representatives, and showcase the data and highlighting the success in other schools at NYU. He reported, as of today, the adoption rate for titles is 25%. He noted compared to other larger private institutions, NYU is at the low end with adoption compliance.

In response to a Senator’s question if NYU Bookstore is a separate independent company, Snyder stated they have a contract with NYU and are a Follett store, which is a third-party vendor. He noted they work directly with the Affordability Task Force to support NYU’s affordability initiative. They manage a 10% margin on new books.

In response to a Senator’s question, Wetmore-Mathews stated all courses in the registrar’s system can be included in the Program.

A Senator inquired on the use of the term compliance. Wetmore-Mathews noted the objective is to be a point of information for students to understand the cost of materials in a course.

In regards to a Senator’s question on pricing, Wetmore-Mathews stated the goal and principle of the ACCESS program is to receive the lowest possible price offered by the vendor. She noted if students are able to find a lower price through Amazon, other book-seller, or a classmate, they can opt-out of going through the bookstore. A Senator inquired if the Bookstore makes or loses money for NYU. Sunita Devi, the project manager on affordability initiatives, noted she can collect more information on this.

In response to a Senator’s question, Wetmore-Mathews noted most materials allow permanent access, but a few smaller publishers only give six months access. This information is communicated to students.

Regarding the question of opt-in or opt-out, Wetmore-Mathews noted if it is an opt out program the publishers will negotiate to the lowest price.

**GLOBAL DIVERSITY, EQUITY, AND INCLUSION EXCELLENCE MODULE PILOT**

Diversity, Equity, Inclusion (DEI) Committee Co-Chair Nonken presented on the Committee’s review of the module. She stated the Council passed a resolution in spring 2019, requesting that NYU provide anti-racism education for faculty, students, staff, and administrators. As a result, the Office of Global Inclusion, Diversity, and Strategic Innovation, led by Lisa Coleman, developed this module. The Committee reviewed and developed a report detailing their concerns regarding content, presentation, etc. In response to a Senator’s question, Nonken noted she can reach out to the Office on next steps and the timing of the release.

Nonken also reported the DEI Committee met with Charles McIlwain, Vice Provost for Faculty Engagement and Development, and discussed the NYU faculty cluster hiring initiative and other diversity driven initiatives regarding hiring and retention of faculty of color, and also mentoring processes, promotion, and other issues that surround NYU’s commitment to diversity and to changing the climate at the University. He discussed innovative ways to include underrepresented faculty, encourage diversity driven research agendas, and create a climate that is more hospitable and mentoring to faculty of color.

The DEI Committee is planning an event for spring 2022, focusing on educating faculty and allowing faculty to express their perspectives and experience with these kinds of initiatives relating to hiring, promotion, retention, and research.

**COVID STATUS**

Grossman School of Medicine Senator Hoffman presented an update. He reported there has been a slight rise in the positivity rate, but it is an expected rise as the weather is getting colder, and there are more indoor activities, etc.
Regarding the booster shot, he reported all three FDA approved vaccines are now approved for boosters, and the FDA will soon weigh in on recommending the booster for anybody six months out from their last vaccine.

He noted in terms of travel plans, the states to be cautious of with high positivity rates include Idaho, Iowa, Kansas, and Oklahoma.

**ANNOUNCEMENT OF THE LIST OF CANDIDATES FOR T-FSC CHAIRPERSON 2022-2023**

Nominating Committee Chair Stimpfel announced the slate of candidates for the Chairperson position includes Andrew Battista of the Division of Libraries and David Irving of the Tisch School of the Arts. The electronic vote will take place at the Council meeting on December 16.

The call for nominations for the position of Vice Chair and Secretary will take place in the spring.

**T-FSC COMMITTEE REPORTS**

*See attached Document A.*

**Discussion/Questions on the following submitted reports:**

**Taskforce on the University Calendar**

Committee Representatives Stimpfel and Young presented recommendations to the calendar guidelines. The Committee was tasked with collecting constituent feedback regarding the existing calendar. They asked the Council for comments or concerns.

A Senator noted the challenge of the calendar not matching the public school's spring break. It was noted the reason may be the global coordination of NYU. Also, public school's spring break is in April, which is late in the semester for the University, given graduation is in mid-May.

**Finance & Policy Planning**

Committee Co-Chair Economides presented on the memo to Provost Katy Fleming regarding the new retirement program at NYU.

The memo presented the following comments/suggestions. First, they inquired on the age distribution of tenured/tenure track faculty. Secondly, they noted under option A in the program, a retiring faculty member would receive the 2x bonus during the same academic year when he/she is also receiving salary from NYU, which is likely to have adverse tax consequences. Once receiving the bonus, say in 2022, the faculty member would have to pay taxes on 2.5x his/her regular salary in 2022, shifting him/her to a higher than usual tax bracket. They suggest that faculty have the option to collect the 2x salary in increments over two or three years to alleviate the tax consequences. Finally, regarding faculty housing, they suggested for participants in the bonus retirement program there be a grace period of two years before they leave faculty housing. Making this transition easier will increase the number of faculty accepting the retirement program.

In addition, the Committee discussed the recommendation regarding annual merit increase. Economides noted this year there is the added challenge of high inflation rates. The Committee discussed the idea of recommending a separate increase in salary based on inflation and an additional increase based on merit.

**Personnel Policies & Tenure Modifications**
Committee Co-Chair Zelikoff reported the Committee is reviewing the following four policies: 1) Grossman School of Medicine P&T Guidelines, 2) Long Island School of Medicine P&T Guidelines, 3) Libraries Full-time Continuing Contract Faculty Guidelines for Appointment, Evaluation, Reappointment, and Promotion, and 4) Libraries Promotion & Tenure Guidelines.

Reports at Meeting:

There were no additional reports at the meeting.

ADJOURNMENT

The meeting adjourned at 2:00 PM.
Summary of Senate Taskforce on University Calendar

The Senate Calendar Taskforce had its second meeting, 11/8/2021. Robert Young and Amy Witkoski Stimpfel attended, co-chaired by Beth Kienle-Granzo and Julie Mostov.

**Purpose:** Make recommendations for development of calendar guidelines beginning in Fall 2024 (next 3-year cycle)

**Timeline** (to have work done): March 2022

**Guiding principles:** Maintain compliance with regulation across federal, state, and city domains (e.g., Middle States), University secularity, keeping semester model (spring, fall, J-term, and summer sessions while being mindful of NYU Shanghai & Abu Dhabi), and promoting student wellness. See summary of Common University Calendar Challenges below.

**Action Item:** Add to T-FSC meeting agenda for discussion among Senators regarding what works/doesn’t work for faculty in general regarding the University calendar. Bring constituent feedback to December taskforce meeting.

**Next meeting:** December; date TBD

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Summary of Common University Calendar Challenges

1. **Fall Start & End Dates:**
   1. Inconsistent length of Welcome Week impacts student onboarding experience
   2. Inflexibility caused by the coupling of post-Labor Day start with the December 22 end results in inconsistent handling of breaks, holidays, and/or Reading Days.

2. **Spring / May Commencement:**
   1. Schools/departments sometimes schedule commencements or graduation events during final exam week, creating conflicts for students.

3. **J-Term:**
   a. Start date sometimes conflicts with HR holidays due to contract requirements for a 7 business-day recess and guideline for 14 weekdays of class.

4. **Summer:**
   2. Starting and ending on a Monday does not allow 6 meeting days for each weekday
   3. There is limited time between summer end and fall start, which presents operational and planning challenges for Student Affairs (e.g., move-in, Welcome Week, maintaining residence halls, etc.)
11/12/21
Memo to Provost Katy Fleming

Comments and Suggestions on the New Retirement Program at NYU

At TFSC we have comments/suggestions and one question regarding the retirement bonus program.

1. Question.
What is the age distribution of tenured/tenure track faculty?

2. Comment and suggestion of tax issues.
The way the program reads, under option A, a retiring faculty member would receive the 2x bonus during the same academic year when he/she is also receiving salary from NYU. This is likely to have adverse tax consequences. Once receiving the bonus, say in 2022, the faculty member would have to pay taxes on 2.5x his/her regular salary in 2022, shifting him/her to a higher than usual tax bracket. We suggest that faculty have the option (but not the requirement) to collect the 2x salary in increments over two or three years to alleviate the tax consequences. This cannot hurt NYU since it would keep some the moneys for an extra one or two years in some cases.

3. Comment and suggestion on faculty housing.
The general feeling at TFSC is that a significant impediment to tenured faculty retirement is the transition out of faculty housing. We strongly suggest that for participants in the bonus retirement program there will be a grace period of two years before they leave faculty housing. This would allow faculty to focus on moving out of faculty housing and finding housing alternatives once they do not have academic duties. Making this transition easier will increase the number of faculty accepting the retirement program.
Report for the T-FSC PPTM Committee (Nov. 18, 2021)

1. From the Dean of the Division of Libraries: Revisions to NYU Libraries Full-time Continuing Contract Faculty Guidelines for Appointment, Evaluation, Reappointment, and Promotion.

2. From the Dean of the Long Island School of Medicine: Revisions to the Long Island School of Medicine Promotion and Tenure Guidelines.

3. From the Vice Dean of the Grossman School of Medicine (GSOM): Revisions to the Grossman School of Medicine Promotion and Tenure Guidelines.

We are first discussing the Grossman School of Medicine revisions, followed by the Library and the Long Island School of Medicine requests.
NYU Bookstore
Digital Affordability Initiatives

11/18/2021
WHO ARE WE?

- Campus Services provides high-quality, essential services to students, staff, alumni, faculty and guests by supporting their academic, social and cultural needs
- The NYU Bookstore and Technology Store are located at 726 Broadway
- The website to shop online is shopnyu.com and in-store pickup is an option
- Normal operating hours are Monday to Friday 9am to 6pm, and Saturday 10am to 5pm
- Offers a robust rental program saving students up to 80% off the new price of the book
- Follett ACCESS saved students over 956K in Fall 2021
- Supports the NYU affordability mission with supplying 100k annual scholarships for students
What is ACCESS?
ACCESS is a digital program that delivers required course materials, at the lowest possible price to students before the first day of class.

The charge is added to the students bursar account. Students are able to opt-out of the program by drop/add date without any penalty of charges.
$3,308,285*  
TOTAL ACCESS STUDENT SAVINGS

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<th>Amount</th>
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<tbody>
<tr>
<td>FALL 2018</td>
<td>$243,955</td>
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<td>FALL 2019</td>
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<td>FALL 2020</td>
<td>$599,353</td>
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<tr>
<td>FALL 2021</td>
<td>$959,686</td>
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<tr>
<td>SPRING 2019</td>
<td>$184,595</td>
</tr>
<tr>
<td>SPRING 2020</td>
<td>$314,519</td>
</tr>
<tr>
<td>SPRING 2021</td>
<td>$455,306</td>
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<tr>
<td>SUMMER 2019</td>
<td>$31,867</td>
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<tr>
<td>SUMMER 2020</td>
<td>$74,714</td>
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<tr>
<td>SUMMER 2021</td>
<td>$66,023</td>
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NOTES: *Student savings in comparison to Used textbooks
# Student Saving Examples

## Student A

<table>
<thead>
<tr>
<th>COURSE</th>
<th>ACCESS</th>
<th>USED</th>
<th>NEW PRINT</th>
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<tbody>
<tr>
<td>Principles of Biology</td>
<td>$53</td>
<td>$192</td>
<td>$256</td>
</tr>
<tr>
<td>Intro Psych &amp; Its Principles</td>
<td>$92</td>
<td>$156</td>
<td>$208</td>
</tr>
<tr>
<td>General Chemistry I and Lab</td>
<td>$93</td>
<td>$144</td>
<td>$192</td>
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<tr>
<td><strong>TOTAL COST</strong></td>
<td><strong>$237</strong></td>
<td><strong>$492</strong></td>
<td><strong>$657</strong></td>
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</table>

108%  177%

## Student B

<table>
<thead>
<tr>
<th>COURSE</th>
<th>ACCESS</th>
<th>USED</th>
<th>NEW PRINT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stats F/Bus Cntl Regress</td>
<td>$49</td>
<td>$149</td>
<td>$199</td>
</tr>
<tr>
<td>Life Science: Brain and Behave</td>
<td>$50</td>
<td>$122</td>
<td>$163</td>
</tr>
<tr>
<td><strong>TOTAL COST</strong></td>
<td><strong>$99</strong></td>
<td><strong>$271</strong></td>
<td><strong>$362</strong></td>
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</table>

172%  266%
BENEFITS

1. Students:
   • Students are prepared on the first day of class
   • Book charge is applied to students’ bursar account
   • Email communication
   • Students can decide to opt-out

1. Faculty:
   • Academic Freedom
   • Students are prepared for the first day of class
   • Assist Faculty with communication for students
   • NYU Webpage dedicated for ACCESS
   • Drives affordability for students
FACULTY ACCESS PARTICIPATION

Course Growth

<table>
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<th>Semester</th>
<th>Course Growth</th>
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<td>Fall 2019</td>
<td>29</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>46</td>
</tr>
<tr>
<td>Fall 2021</td>
<td>93</td>
</tr>
<tr>
<td>Fall 2022*</td>
<td>140</td>
</tr>
<tr>
<td>Fall 2023*</td>
<td>210</td>
</tr>
<tr>
<td>Spring 2019</td>
<td>10</td>
</tr>
<tr>
<td>Spring 2020</td>
<td>29</td>
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<td>Spring 2021</td>
<td>50</td>
</tr>
<tr>
<td>Spring 2022*</td>
<td>75</td>
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<tr>
<td>Spring 2023*</td>
<td>112</td>
</tr>
<tr>
<td>Summer 2019</td>
<td>7</td>
</tr>
<tr>
<td>Summer 2020</td>
<td>19</td>
</tr>
<tr>
<td>Summer 2021</td>
<td>27</td>
</tr>
<tr>
<td>Summer 2022*</td>
<td>40</td>
</tr>
<tr>
<td>Summer 2023*</td>
<td>60</td>
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* projection - increase of 50%
STUDENT ACCESS PARTICIPATION

Access Enrollment and Opt Out

NOTES:
NYU opt out rate is an average of 8% - other Follett accounts are between 3-5%
** projection - increase of 65%
### PARTICIPATING SCHOOLS

#### ACCESS COURSE ADOPTION

- Focus on schools who are yet to join program
- Continuing to actively communicate with school representatives
- Showcase the data and highlighting the success in other schools at NYU

<table>
<thead>
<tr>
<th></th>
<th>CAS</th>
<th>Tandon</th>
<th>SPS</th>
<th>Stern</th>
<th>Steinhardt</th>
<th>Wagner</th>
<th>Meyers</th>
<th>Silver</th>
<th>Tisch</th>
<th>Dentistry</th>
<th>Public Health</th>
<th>Medical</th>
<th>Law</th>
<th>Gallatin</th>
<th>Total</th>
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<tbody>
<tr>
<td>Fall 2020</td>
<td>18</td>
<td>9</td>
<td>2</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>46</td>
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<tr>
<td>Fall 2021</td>
<td>33</td>
<td>18</td>
<td>11</td>
<td>11</td>
<td>10</td>
<td>6</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>93</td>
</tr>
<tr>
<td>Net/ (Loss)</td>
<td>15</td>
<td>9</td>
<td>9</td>
<td>7</td>
<td>5</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>-3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>47</td>
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</table>

**NOTES:** Grids are in order by most faculty adoptions or student enrollment for Fall 2021
Stern reduction in student enrollment is due to one course changing text/materials to recommended and not required
Two (2) Public Health courses from 2020 do not have faculty assigned for 2021. One (1) Public Health course moved to Wagner
HOW CAN YOU HELP?

● Present at school Dean’s and Chair’s meetings
● Registering students should be aware of what is required for class
● Timely book orders given to Bookstore.
  ○ Allows us to research potential ACCESS courses
● Non-ACCESS titles allows us to source used books

<table>
<thead>
<tr>
<th>Campus</th>
<th>TY Titles Expected</th>
<th>TY Order %</th>
<th>LY Titles Expected</th>
<th>LY Order %</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Florida</td>
<td>5,050</td>
<td>54%</td>
<td>4,700</td>
<td>52%</td>
</tr>
<tr>
<td>George Washington University</td>
<td>3,000</td>
<td>42%</td>
<td>2,149</td>
<td>37%</td>
</tr>
<tr>
<td>Arizona State University</td>
<td>5,700</td>
<td>41%</td>
<td>4,500</td>
<td>50%</td>
</tr>
<tr>
<td>Boston College</td>
<td>3,300</td>
<td>40%</td>
<td>3,150</td>
<td>43%</td>
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<tr>
<td>New York University</td>
<td>4,175</td>
<td>25%</td>
<td>4,150</td>
<td>32%</td>
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</table>
Questions

Please email:
Ryan Snyder
Director, NYU Bookstore
rs6307@nyu.edu

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Nancy Wetmore-Matthews
Course Materials Manager, Bookstore
nancy.mathews@nyu.edu