



May 8, 2020

To: Dr. Katherine E. Fleming, Provost

RE: Recommendations for the Courant Institute Reappointment and Promotion Policies from the Tenured/Tenure Track Faculty Senators Council

Dear Provost Fleming,

The T-FSC PPTM committee received the proposed *Policies and Procedures for Reappointment and Promotion of Full Time Continuing Contract Faculty (Courant C-Faculty Policy)* from your office in December 2019 and added it to our docket for the Spring 2020 semester. The PPTM did an initial review of the document and, unfortunately, found the process by which it was developed to be potentially problematic and the document itself to be deficient in some key areas. We considered sending it back to you immediately with a request for the Courant faculty to resubmit a thorough revision with guidance from your office, but we decided to seek clarification about the process and other input from our colleagues on the C-FSC Personnel Policies and Contracts Committee (PPCC) first. Due to the large number of policies each committee had to review this semester (along with delays due to the Covid-19 situation), we were not able to confer with the PPCC in detail until close to the end of the semester, after they had drafted their recommendations.

The PPTM has done a cursory review of the PPCC recommendations. While, due to time constraints, we are not able to develop a single document to submit jointly at this time, we endorse the spirit and most, if not all, of the content of the PPCC recommendations, including those regarding contract lengths, inclusion of C-faculty on search/reappointment/promotion committees, and the importance of electing, rather than appointing committees. We are particularly concerned with the apparent lack of participation by Courant C-faculty in the development of the policy and by the low participation of both C-faculty and T-faculty in the vote to approve the document. Moreover, we share the C-faculty's concerns about the more general lack of participation of Courant C-faculty in faculty governance and strongly suggest that this be rectified, either by including C-faculty more fully in existing Courant governance structures or by establishing a separate structure for C-faculty.

In addition, in the PPTM review of the policy we noted another area of concern. The proposed policy mentions repeatedly that C-faculty may do research and that this may be considered in promotion/reappointment decisions, but lacks clarity as to how research by C-faculty (or lack thereof) would be considered in work-load assignments and in reappointment and promotion decisions and how any such expectations would be memorialized in appointment letters. Furthermore, the statement that C-faculty may serve as PIs on educational grants (and the implication that they may not be PIs on research grants) is at odds with the current NYU policy on C-faculty as PIs.

Based on the serious concerns we have about this proposal, we respectfully ask that you send it back to Courant and ask them to do a major revision of the proposal, including C-faculty in the process development and securing a clear endorsement from the C-faculty before submitting it to us for further review.

Sincerely,

The Tenured/Tenure Track Faculty Senators Council

**cc:** Kristen Day, Vice Provost  
Ellen Schall, Senior Presidential Fellow

Nicholas Economides, T-FSC Chairperson  
Darcey Merritt, T-FSC Vice Chairperson  
David Irving, T-FSC Secretary  
Wen Ling, T-FSC Immediate Past Chair

Phyllis Frankl, T-FSC Personnel Policies & Tenure Modifications Co-Chair  
Robert Lapiner, T-FSC Personnel Policies & Tenure Modifications Co-Chair

Larry Slater, C-FSC Chairperson  
Heidi White, C-FSC Personnel Policies & Contract Issues Committee Chair