



Date: April 16, 2021

Memorandum to: Katherine E. Fleming, Provost

From: Darcey Merritt
Chairperson, T-Faculty Senators Council
A/Y 2020-2021

Subject: T-Faculty Senators Council Review: NYUAD Faculty Governance Guidelines and the two Appendices on Voting and Grievance

The T-Faculty Senators Council submits the attached recommendations regarding the NYUAD Faculty Governance Guidelines. These recommendations were approved by the Council at the April 15, 2021 meeting.

cc: NYU AD Provost Arlie Petters
NYU AD Vice Provost Martin Klimke
Vice Provost Kristen Day
Associate Provost Peter Gonzalez

David Irving, T-FSC Vice Chairperson
Marilyn Nonken, T-FSC Secretary
Nicholas Economides, T-FSC Immediate Past Chair

Nicola Partridge, T-FSC Personnel Policies & Tenure Modifications Co-Chair
Judith Zelikoff, T-FSC Personnel Policies & Tenure Modifications Co-Chair

Ethan Youngerman, C-FSC Chairperson

From: Personnel Policies & Tenure Modifications Committee (PPTM)
Re: NYU Abu Dhabi (NYUAD) Faculty Governance Guidelines

Date: April 15, 2021

The PPTM Committee of the T-FSC has met twice to discuss and review the 2019 revised NYUAD Faculty Governance Guidelines and the two Appendices on Voting and Grievance. The Committee would first like to compliment the NYUAD Provost and AD Faculty for a well-thought out, well-written and comprehensive document. We also appreciate the request by the NYU Provost for the PPTM to review this document and we understand the urgency for our review.

During our Committee discussions, several points arose that we would like to address and/or have clarified. The particular section of the document for which the PPTM has questions is reiterated below followed by the Committee's comments (in orange).

II. Faculty Council

2. a and b. Composition: As the Faculty Council is composed of both faculty and non-faculty, i.e., post-docs, graduate students and staff, and is co-Chaired by the Provost, would it be more suitable to rename the Faculty Council to something that better reflects its make-up?

2.c. FCSC: As the Faculty Council Steering Committee (FCSC) is first brought up early in the document, it seems more suitable to define the FCSC where it is first cited.

3.a. Voting – “All Faculty Council decisions are recommendations to the Leadership, and as such are advisory only”: Does “the Leadership” refer specifically to the FCSC or to the administration?

III. Faculty Forum:

3.a. Similar to that suggested for the FCSC, it might be clearer if the definition of the Faculty Forum is defined in the beginning of the document.

IV. Faculty Committees and Faculty Representation on University Committees - General Rules:

2. Membership – “Faculty on sabbatical or other leave should consult with the respective committee chair to determine whether they can continue to serve satisfactorily during their absence or should resign”: The Committee suggests that the phrase “should resign” be deleted and the phrase “selection of another faculty member be selected/appointed until the return of the Committee member on leave,” be inserted.

4. Selection of Faculty Representatives – “In all cases, candidates nominated by persons other than themselves for election or appointment have the right to decline the nomination without reproach”: It is suggested that the phrase “as well as, self-nominated persons have the right,” should be added.

V. Faculty Council Steering Committee (FCSC): As previously suggested for the Faculty Council and the Faculty Forum, defining the FCSC in the beginning of the document could better set the stage for delineating all three faculty groups (i.e., Faculty Council, FCSC and Faculty Forum).

2a. Composition: Could the four academic divisions referred to in the guidelines be defined?

2e. Could the “Cross Council Committee” be defined in the paragraph.

4. Functions:

j. "In exceptional circumstances, such as urgency preventing a matter from appearing before the Faculty Council or over academic year recesses, the FCSC shall be authorized by the Faculty to act on its behalf as its representative body. Any such actions will be reported to the Faculty in a timely manner." **The Committee suggests that "in a timely manner" be deleted and replaced with "by the next Faculty Council meeting."**

X. Graduate Governance and Curriculum Committee (GGCC): "****During the 2019-2020 academic year the GGCC remit will be finalized. The committee remit will be brought to the Faculty Council and included in the Faculty Governance Guidelines once completed." ***

For the final document, assuming that the remit has not yet been finalized, the dates should be changed.

XI. Core Curriculum Committee:

1. **Overview:** **The information regarding the Core Curriculum Committee could be better served if it were defined earlier in the document.**

XVI. Amendments:

Appendix II: Grievance Procedures:

2. Who can grieve.

b. Reappointment and Promotion Decisions for Full-Time Continuing Contract Faculty.

i. "A Full-Time Continuing Contract Faculty member who is not eligible for reappointment cannot grieve a decision not to reappoint". **The Committee suggests some clarification on "who is not eligible."**

4. The Faculty Grievance Committees

a. The NYU Abu Dhabi Tenured/Tenure Track Faculty Grievance Committee.

viii. "A minimum of three members of the Tenured/Tenure Track Faculty Grievance Committee must hear a tenured/Tenure Track grievance case." **We recommend that the faculty position/rank of the other two members of the Grievance Committee be better defined such that it is clear that they will also be Tenured/Tenure Track faculty, particularly since that is the case for almost all of the other NYU Schools.**

b. The NYU Abu Dhabi Full-Time Continuing Contract Faculty Grievance Committee.

ii. "The committee shall consist of five senior members of the Full-Time Continuing Contract Faculty (at the level of Associate Professor, Full Professor, or Senior Lecturer)." **The PPTM Committee questions what appears to be some inconsistency between the number of voting members on the Tenured/Tenure Track Committee and that of the Continuing Contract faculty.**

5. Procedures for Hearing a Grievance:

b. "The faculty member must submit their grievance claim in writing to the NYU Abu Dhabi Provost. The grievance must allege that either 1) the procedures used to reach the decision were improper, or that the case received inadequate consideration; or 2) that the decisions violated the academic freedom of the faculty member in question. "Do the conditions of this statement only apply to reappointment and tenure or to all grievances?"

7. Grievance Committees Governance:

"As standing committees of the faculty, the grievance committees must regularly report to the faculty only on the number of cases heard or under study and the ultimate disposition of such cases (e.g., amicably settled or on appeal)." It is unclear as to which faculty the information will be communicated. Moreover, communicating the ultimate disposition raises the question of whether such information could lead to de-identification and thus loss of confidentiality for the Grievant.