



NEW YORK UNIVERSITY

Faculty Advisory Committee on the Global Network
Tuesday, March 10, 8:00 a.m. – 9:30 a.m.
President's Conference Room (Bobst Library, 12th Floor)

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Meeting Notes

MEMBERS PARTICIPATING IN MEETING

Jonathan Bach, Student Senators Council
Eliot Borenstein, FAS (Russian & Slavic Studies) *Co-Chair*
Sylvain Cappell, Courant Institute of Mathematical Sciences
Una Chaudhuri, FAS (English) and Tisch (Drama) *Co-Chair*
Lucinda Covert-Vail, Libraries
Kevin Davis, School of Law
Don Garrett, FAS (Philosophy)
Chen Jian, NYU Shanghai
Martin Klimke, NYU Abu Dhabi (FAS, History)
Vicki Morwitz, Leonard N. Stern School of Business
Fred Myers, FAS (Anthropology)
David O'Connor, Institute of Fine Arts
Christopher Packard, Liberal Studies
Marianne Petit, NYU Shanghai
Robert Rowe, Steinhardt School of Culture, Education, and Human Development
Gail Segal, Tisch School of the Arts
Malcolm Semple, NYU Sydney (FAS)
Paul Smoke, Robert F. Wagner Graduate School of Public Service
Joshua Tucker, FAS (Politics)

Guests:

- Open Forum for NYU Abu Dhabi Faculty Members

Report on Meeting

Co-chairs Una Chaudhuri and Eliot Borenstein opened the meeting by welcoming all committee members and faculty member guests from NYU Abu Dhabi.

The co-chairs informed the committee that last week's NYU Shanghai Faculty Forum had gone successfully. There was no presentation by committee members; rather, the meeting was an open forum in which Shanghai faculty could raise issues, questions, and concerns. The co-chairs stated that this meeting would follow the same format. They encouraged NYU Abu Dhabi faculty to share their ideas and thoughts not only on the global network, but on what specific issues this committee (as a provostial, university-wide committee) might be able to address.

The following topics were discussed between committee members and faculty members at NYU Abu Dhabi:

1. Shared terminology for the global network ("Portals," "Sites," "GNU," etc.)
 - a. Co-chair Una Chaudhuri explained that the NYU Style Guide issued by the University Relations and Public Affairs provides guidelines for usage of these terms, but does not always match what is in common usage at Portals and Sites.
 - b. Chaudhuri also identified the Global Network information hub available online under www.nyu.edu/faculty, which was designed with NYU faculty in mind, as one place where such terminology should be stabilized.
2. Updates (since the committee's June 2014 report) on curricular integration across Portals
 - a. One NYU Abu Dhabi faculty member inquired in particular about the question of prerequisites in advising students, which has been a source of some confusion.
 - b. Chaudhuri responded that a great deal of progress has been made on curricular integration across the Sites through Site-Specific Advisory Committees, but there is still much work to be done at the Portals. The co-chairs are aware of the importance of this issue, and are in the process of setting up meetings with members of Portal leadership to discuss.
3. Current status of "Global Network Faculty" title proposal
 - a. The co-chairs stated that they (along with Awam Amkpa, co-chair of the T-FSC's Global Network University committee) presented the proposal to Deans in December, and that the Deans were generally very much in favor of the proposal. Since then, the proposal has been turned over to the T-FSC, which is currently discussing it and determining how to make it into policy.
4. Current effectiveness of tenure and hiring processes distributed between New York and Abu Dhabi
 - a. It was noted that the timeline of hiring processes for NYU Abu Dhabi tenure-track faculty has sometimes been a challenge, especially the fact that finalists must visit New York before they travel to Abu Dhabi. This lengthens the search process, and many candidates receive other job offers before they are able to travel to Abu Dhabi. Faculty members inquired about whether there is a way to

accelerate this process, either by starting the hiring cycle earlier or letting the Abu Dhabi visit step in the process happen earlier.

- b. It was further noted that some departments and programs at NYU Abu Dhabi have already streamlined this process more than others. It was suggested that this committee might play a part in making this “flipped” process of candidates visiting NYU Abu Dhabi first, then being vetted in New York as a final step, the norm across the board. It was suggested that this would be more sustainable the larger the NYU Abu Dhabi faculty grows.
- c. It was observed that hiring timelines vary quite a bit between disciplines and that different job markets are timed differently, so a single hiring timeline across departments would not work. Furthermore, each department has its own way of conducting recruitment processes that should be respected.
- d. It was noted that the original reason for sending candidates to New York first was twofold: as a result of the Portals not yet being fully staffed, and as a cost management strategy.
- e. It was suggested that the timeline of hiring processes might conceivably be entirely cost-based, so that candidates would travel to their closest Portal location as the first step in a hiring process, whether that happens to be New York, Abu Dhabi, or Shanghai.
- f. It was noted that, in addition to timeline issues, a more complicated question about the nature of hiring processes is that of agreement across Portals about the most important qualities sought in candidates. Some faculty members and committee members argued that it should not be necessary for departments in New York to have such strong opinions about hiring criteria that are very specific to the NYU Abu Dhabi and NYU Shanghai campuses.
- g. Co-chair Eliot Borenstein suggested that much of the policy behind these questions is outlined in the Provost’s Both/And policy, and that some of these concerns might be re-considered when the next Provost is in place.
- h. Committee members noted that tenure across the global network still requires approval by NYU New York, and that there is no plan to phase New York out of Portal hiring processes entirely. Some committee members voiced concerns about retreating into a kind of “nativism” at the Portals (whether New York, Abu Dhabi, or Shanghai) at the expense of global connectivity. Others noted that the complex nature of this issue arises from the fact that the insistence on connectivity may or may not always be in the best interests of particular departments and programs in particular cases.
- i. A logistical suggestion was made that NYU Abu Dhabi faculty members who happen to be in residence in New York could be included on search committees for their departments, which would foster connectivity.
- j. It was noted that from a student perspective, the idea of increased sovereignty at the Portals is disconcerting because the value that NYU offers to students is the ability to flow through the global network with ease. Curricular pathways could also suffer if the Portals are too isolated.

5. Full-time non-tenure track/contract faculty at NYU Abu Dhabi
 - a. The concern was voiced that FTNTT/CF members at NYU Abu Dhabi have no opportunity to travel to New York for an integration or exchange semester, nor do New York-based FTNTT/CF have a similar option.
 - b. It was noted that the Global Network University committee of the T-FSC has discussed this issue with members of the N/C-FSC, with the goal of broadening the existing faculty circulation structure so it also includes to FTNTT/CF.
 - c. It was further noted that certain FTNTT/CF groups, such as arts faculty, could greatly benefit from collaboration with their colleagues at other Portals.
 - d. NYU Abu Dhabi faculty members expressed concern about the combination of FTNTT/CF and tenure-track faculty in Abu Dhabi. There has been some confusion surrounding policies for promotion and reappointment of FTNTT/CF in Abu Dhabi, and it is difficult for programs to know whether it will be a burden for someone to engage in committee work, without knowing if that committee work will be validated.
 - e. It was noted that an internal document addressing this issue is due to be introduced to the NYU Abu Dhabi Faculty Council on March 29. The exact contents of this document are not yet known, but it is likely to include details on FTNTT/CF rights in terms of job security and professional advancement.
 - f. It was noted that there is potential for tension when FTNTT/CF members are hired at NYU Abu Dhabi for longer periods (5 to 15 years) via direct appointment from a dean, rather than undergoing a formal vetting process by a search committee.
 - g. One NYU Abu Dhabi member expressed concern about the increased proportion of FTNTT/CF at NYU Abu Dhabi, and suggested that NYU Abu Dhabi should not necessarily have to follow the same practices as New York with respect to which fields have tenure lines.
 - h. It was argued by one faculty member that FTNTT/CF appointments at NYU Abu Dhabi were originally envisioned as for end-of-career appointments for distinguished senior professors, but in fact, many early-career FTNTT/CF members have been hired.

6. New York-centered documents, policies, and committees
 - a. It was noted that NYU Abu Dhabi faculty members are sometimes concerned that administrative structures and terms used often imply that New York is too much the center of decision-making, and Abu Dhabi and Shanghai sometimes seem more on the periphery. The example was cited that Portal faculty members were integrated into the Site-Specific Advisory Committees only after the SSACs had completed their review of the Sites.
 - b. Chaudhuri responded that this committee should be a forum to which those concerns are regularly brought so they can be addressed.
 - c. It was observed that much progress has been made on this front, especially with the integration of NYU Abu Dhabi faculty into governance structures in New York. There is now greater awareness of the “tripod” model of governance split between the three Portals, but the University must remain vigilant about logistical and cultural awareness issues (such as not scheduling meetings on Fridays, which are weekend days for NYU Abu Dhabi).

- d. It was noted that there are still many faculty members at NYU New York who have not embraced the mentality and rhetoric of this triangulation.
 - e. It was proposed that this sense of unevenness is partly caused by the lack of job security for Abu Dhabi and Shanghai faculty in the very unlikely scenario in which those respective Portals were to close, and/or in the case of Abu Dhabi or Shanghai faculty members having work visas revoked for their respective locations.
7. Consultation with NYU New York during tenure processes at the Portals
- a. An NYU Abu Dhabi member noted that in one recent tenure process, consultation with New York had gone very smoothly, effectively and collegially.
 - b. It was noted that NYU Abu Dhabi updated its Promotion and Tenure Guidelines last year, and that faculty hiring guidelines for FTNTT/CF in New York would be updated this year.
 - c. Committee members stated that in New York, the timeline for notifying candidates on tenure decisions depends on the timing of exactly when a faculty member's docket is turned in, and when his/her case comes up at the Promotion and Tenure Committee.

The co-chairs thanked the NYU Abu Dhabi faculty members present for participating and providing input to the Faculty Forum. They added that a report will be circulated covering topics addressed both today and in the NYU Shanghai Faculty Forum last week.

The meeting was adjourned.