



NEW YORK UNIVERSITY

Faculty Committee on the Global Network
Thursday, March 22, 8:30 a.m. – 10:00 a.m.
President's Conference Room, Bobst Library

MEMBERS PARTICIPATING IN THE MEETING

Eliot Borenstein, FAS (Russian & Slavic Studies) *Co-Chair*
Martin Klimke, NYU Abu Dhabi, *Co-Chair*
Sylvain Cappell, Courant Institute of Mathematical Sciences
Una Chaudhuri, FAS and Tisch School of the Arts
Lindsay Davies, Liberal Studies
Chris Dickey, College of Global Public Health
Billie Gastic, School of Professional Studies
Brendan Hogan, Liberal Studies
Sam Howard-Spink, Continuing Contract Faculty Senators Council
Dale Hudson, NYU Abu Dhabi
Matthew Kleban, FAS (Physics)
Heather Lee, NYU Shanghai
Todd Porterfield, Gallatin School of Individualized Study
Gail Segal, Tisch School of the Arts
Scott Sherman, School of Medicine
Tazuko Shibusawa, Silver School of Social Work
Allison Squires, Rory Meyers College of Nursing
Carol Sternhell, FAS (Journalism)
Jiawei Zhang, Leonard N. Stern School of Business

Guests

Josh Taylor, Associate Vice Chancellor, Global Programs and Mobility Services

MEETING NOTES

Committee members in NYUAD reported back to the committee on recent conversations about connectivity among NYUAD faculty in May 2017 and November 2017 that developed from an initial listening session for tenured faculty held in April 2017 on coordinated hiring (the "[Both/and](#)" memo) for hiring and review of tenure-stream faculty. The Both/And memo was later expanded to include two special classes of contract-stream faculty (Arts Professors and Music Professors) according to the model at the Tisch School of the Arts; however, no senior Arts Professors or Music Professors were included in this listening session.

The subsequent sessions pointed towards the need for a more comprehensive reevaluation of the broader questions of connectivity within the Global Network that (1) include all classes faculty, including contract-stream faculty, (2) include more units in NYUNY than CAS and Tisch; and (3) is driven by intellectual connectivity (rather than driven by mandated administrative connectivity).

NYUAD contract-stream faculty reported that they do not feel included in the Global Network. Among tenure-stream faculty, relationships with corresponding units at NYUNY varied widely. Some contract-stream faculty in NYUAD reported that they did not realize they were part of the conversation on connectivity. Regarding equity, some faculty feel that different groups are subjected to different rules and expectations. Many continue to have questions about the Global Network Professor title. (The committee had previously decided to delay working on this until they resolve issues with coordinated hiring.)

NYUAD faculty responded that, in general, they would prefer more support for intellectual connectivity (e.g., some contract-stream faculty felt disadvantaged in making connections with NYUNY after the cancellation of the NYUAD connectivity fund, which had been their financial support for such expenses; some tenure-stream faculty, particularly women, felt disadvantaged in terms of developing relationships with mentors and advocates for the tenure process, since they could not spend an entire “integration year” in NYUNY due to children or spouses in Abu Dhabi). NYUAD faculty would like more access to intellectual connections to NYUNY and NYUSH for collaborative research projects, as well as for mentoring on research agendas.

NYUAD faculty felt that NYUNY faculty wanted less compulsory administrative connectivity, which is perceived as mandated by the university administration through policy and funding. NYUAD faculty acknowledged the need for administrative connectivity in terms of senior faculty with both academic and administrative expertise for (a) hiring and review of junior faculty and (b) mentoring senior faculty in administrative positions (Program Heads, Chairs of Committees, Deans, etc.) since NYUAD does not have a comparable critical mass of senior faculty with administrative experience.

Generally, NYUAD faculty are in favor of reconceptualizing administrative connectivity as neither mandated nor voluntary, both of which can leave junior faculty vulnerable. Overall, NYUAD faculty were supportive of a modified version of option 2 in the Faculty Committee on the Global Network’s [June 2017 Progress Report](#).

It was noted that the Committee is not recommending option 2, but rather that (a) NYUAD hires be reviewed by a committee of senior faculty from NYUNY, NYUSH, and NYUAD; (b) NYUAD faculty be reviewed for contract renewal, tenure, and promotion by a committee of senior faculty from NYUNY, NYUSH, and NYUAD; and (c) both tenure-stream and contract-stream faculty be included.

Josh Taylor - Report

Associate Vice Chancellor, Global Programs and Mobility Services Josh Taylor reported to the Committee on mobility within NYU’s global network. He explained that going forward, under NYU license from the US Office of Foreign Assets Control (OFAC), NYU Abu Dhabi and NYU Shanghai will not be permitted to enroll Syrian or Iranian graduate students (who are residents of their respective countries). There are no restrictions on Syrian undergraduates, but NYUAD and NYUSH are only permitted to have Iranian undergraduates (again, who are both nationals and residents of Iran) in non-STEM fields. President Hamilton has sent a letter to the Secretary of the Treasury on this to express the University’s disappointment in the policy. [More information on the University’s OFAC license is available in [this memo](#) from NYU’s Office of General Counsel.]

In response to questions, Taylor said Chinese students are not included in the OFAC list. He also confirmed that the new restrictions would apply to currently enrolled-students, though it does not appear that there are any current students who will be affected. [Note: At the time of Taylor’s visit, there was a question of whether several currently-enrolled students at NYUSH could be affected, but since the time of the meeting, it has been determined that they will not be.]

In December, the Committee requested that NYUAD Vice Chancellor Al Bloom and NYUAD Provost Fabio Piano provide data on faculty denied admission into the UAE, which Taylor presented to the committee. Given there are so few denials each year, Taylor said he was reporting on all 18 denials as a single group, as opposed to breaking them out on an annual basis, so as to protect individuals’ privacy. In addition, Taylor said the University’s new Global Mobility Report would be launching shortly and would be shared with the committee once it had. [Note: The report has since launched and is available [here](#).]

Between 2009 and 2017, there were a total of 18 denials out of 1,003 faculty – these numbers include NYUAD standing faculty, as well as faculty from other campuses and sites traveling to NYUAD. They do not include those traveling on non-university business, which the University is unable to comprehensively track. Taylor confirmed that there are people of all faiths at the portals.

The demographic breakdowns of those who were denied (the University doesn’t maintain data for those approved) are as follows. Please note that any subsets where the total number of individuals was 1 is rolled up into “other” in order to protect individuals’ privacy:

Totals by year:

2009: 0 denials.
2010-11: 2
2011-12: 4
2012-13: 2
2013-14: 0
2014-15: 2
2015-16: 0
2016-17: 8

Overall breakdowns:

By religion: of the 18 denials, nine identified as Sunni Muslim, eight as Shia Muslim, and one as Christian.

By *current* nationality: five American, three Egyptian, two Canadian, two Lebanese, and six other.

By country of birth: four Egyptian, four Iranian, four Lebanese, and six other.

By gender: three female, 15 male (while there is a gender imbalance at NYUAD, it does not correlate to the 1:5 ratio of denials.)

By division: Nine science five arts and humanities, two engineering, and, two social science.

So far this year, there have been 50-60 applications submitted and one denial. At this point, it appears that 2016-17 may have been an anomaly in its high number of denials.

Short-term tourist visas are not generally a problem.

The question remains of how to collect information on denials moving forward. While other countries do ask visa applicants about religion, the UAE is the only such country in which NYU maintains a campus or academic center. However, we also know that even countries that don't explicitly ask such questions are most likely making guesses based upon applicants' names, countries, etc., so there would be no way to generate a report that provides an accurate representation of denials and approvals based on various demographic categories using existing data. As a result, Taylor said the University will create a survey for anyone who used mobility services anywhere in the network that would not track names, but would track other characteristics, and likely also include customer satisfaction questions. This would give NYU a set of information to report publicly, but participation would be voluntary. Taylor said he would share a draft of the survey with the committee prior to it launching.

A committee member noted that 17 out of 18 denials were of Muslim faculty (both Sunni and Shia). Taylor said that while the University has no inside knowledge on what leads to denials, the data suggests that denials are likely based on more than just a single factor, and that nationality and/or country of birth are most certainly looked at closely as well (as they are in other countries).

Another committee member said that this committee might not really require a survey of the nature and depth Taylor is considering; the committee is much more concerned with how NYU responds when people are denied admission to a portal. Another member said that we do need this data, but she understands that in the future China is going to be most concerned with applicants' economic status.

Borenstein concluded the discussion by emphasizing that the transparency of procedures is most important, and that gathering data is crucial if the committee is to be responsive to faculty concerns.

At 10 am, the meeting ended.