



NEW YORK UNIVERSITY

**Faculty Committee on the Global Network
Thursday, May 3, 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

Alexander Geppert, NYU Shanghai

Sam Howard-Spink, Continuing Contract Faculty Senators Council

Dale Hudson, NYU Abu Dhabi

Matthew Kleban, FAS (Physics)

Kristie Koenig, Steinhardt School of Culture, Education, and Human Development

Heather Lee, NYU Shanghai

Peter Loomer, College of Dentistry

Yaw Nyarko, At-Large Liaison

Todd Porterfield, Gallatin School of Individualized Study

Gail Segal, Tisch School of the Arts

Paul Smoke, Robert F. Wagner Graduate School of Public Service

Allison Squires, Rory Meyers College of Nursing

Marti Subrahmanyam, Leonard N. Stern School of Business

Jiawei Zhang, Leonard N. Stern School of Business

Meeting Notes

Co-chairs Eliot Borenstein and Martin Klimke worked with former co-chair Una Chaudhuri to draft a recommendation for how to reform coordinated hiring across the portals, which they have summarized in a flow chart and narrative document. Their recommendation is to separate academic lifecycle with academic pedagogical connectivity; in this model, connectivity is less dependent on department than it is currently. Their flowchart focuses on tenure-track faculty. The committee will address contract faculty in 2018-19.

Hiring

The co-chairs recommend that affiliation be decoupled from hiring. They propose that the chair of each tenure-track search will be in the home portal (or, the portal doing the hiring). The search committee reports to the divisional dean, and that person reports to the provost of the hiring portal.

Review

Some new faculty have been hired at the portals on a contract basis because they could not get affiliated with a home department in New York. The desire is for every faculty member to be affiliated, but that should not make or break a hire. This proposed model takes away the anxiety of affiliation but frees up the possibility for intellectual collaboration. Affiliation conversations can certainly still begin at the decision of hiring but should typically begin after the appointment.

A committee member pointed out that for departments such as math, the involvement of New York departments in searches is important because not all administrators are qualified to talk about the areas in which math is hiring, or what the department's priorities should be. He suggested slightly greater flexibility in the language about the composition of the search committee; it might be better for it to specify that hiring

committees consist of five tenure-stream faculty, with two from the hiring portal, two from other portals, and one to be decided. They want as many people to read applications as possible.

Another committee member said that to her knowledge, no one requests tenure lines from the provost in NYU SH and that the provost makes those decisions on her own; another member said that the Dean of Business makes requests to the NYU SH Provost, Joanna Waley-Cohen. Borenstein emphasized that departments should be assessing their own needs and driving hiring by requesting tenure lines.

A member suggested that the beginning of the narrative define the scope of the document more clearly and state that it does not replace or supersede the review procedures laid out in the NYU Faculty Handbook. It is important that there be a connection between third year review and the tenure review committee. Klimke said that it would send a strong message if the committee leave the flow chart as is and emphasize in the text that at this point in time (at the very latest), it is important that New York faculty be a part of the process. Permanently installing the approval of New York units at the beginning of the process in a mandatory fashion would duplicate the problem with Both/And.

A committee member asked whether the document might specify where job talks and interviews should be held in the future, as this has been unsystematic thus far. It should also emphasize the importance of connectivity earlier in the text. Borenstein added that NYU administration must devote funds to bolstering connectivity. Klimke agreed to add more about connectivity in the document, making clear that hiring is just one component of connectivity. If the composition of the hiring committees is flexible, then the location of job talks should be flexible as well.

A committee member said he supports that flexibility, but NYU SH needs to have these hiring meetings in New York for the time being, as there are not enough full-time faculty in NYU SH at this time. He agreed with Borenstein's point that a centralized pot of money that enables people to come back and forth would make greater connectivity possible. Borenstein pointed out that NYU SH, NYU AD, and the Office of Global Program each have their own small funds for these purposes, but there is no larger budget or general circulation fund.

Borenstein said that at this point, they are very close to making a recommendation to administration. The committee is welcome to send suggestions over email. They will circulate a draft to the committee by email with a deadline for feedback, and then send a round for final approval before submitting to the Provost by the end of the semester.

End-of-year and membership

Both co-chairs currently hold administrative roles in addition to their faculty responsibilities, which some faculty might feel is a conflict of interest. They will contemplate this issue and return to the committee next fall with ideas for leadership.