



**Minutes of a Stated Meeting of the  
Senate of New York University  
December 10, 2015**

A stated meeting of the Senate of New York University was held on Thursday, December 10, 2015, at 9 a.m., in the Colloquium Room of the Global Center for Academic and Spiritual Life, 238 Thompson Street. The meeting was convened with President Sexton in the chair.

**Tenured/Tenure Track Faculty Senators Council (“T/TT FSC”) Members Present:** Allen Mincer (Chair), Everett Allgood, Mark Alter (for Sharon Weinberg), Awam Amkpa, Sylvain Cappell, Ernest Davis (for Arlene Davila), Todd Disotell, Jennifer Hill (for Arvind Rajagopal), Robert Hoffman, Warren Jelinek, Angela Kamer, Steven Lehrer (by telephone for Andrea Jones-Rooy), Wen Ling, James Martin (for Victoria Stanhope), Ann Morning, Maurizio Porfiri, Adam Ramey (by telephone), Carol Reiss (for Kwame Anthony Appiah), Martin Schain (for Sydney Ludvigson), and David Zagzag.

**Full-Time Continuing Contract Faculty Senators Council (“C-FSC”) Members Present:** Fred Carl (Chair), Joseph Borowiec, John Burt, Joseph Carter (by telephone), Eugene Cittadino, John Halpin, Neal Herman (for Larry Slater), Mary Killilea, Brian Mooney, Randy Mowry, Ronald Rainey, Vincent Renzi, Ezra Sacks, Susan Stehlik, Ben Stewart, and Francesca Tarocco (by telephone for Amy Becker).

**Student Senators Council (“SSC”) Members Present:** Michael Hengerer (Chair), Tamara Cesaretti, Mouli Chakravarty, Evelyn Cunningham, Joseph Ehrenkranz, Victoria Ettore, Amanda Ezechi, Parreze Forest, James Carrington Gardner, Josy Jablons, Fahad Jamal, Stephen Kho (by telephone), Constanza Mateos, Chukwuemeka Mba-Kalu, Amanda Regalado, Diana Rosenthal, Keagan Sakai-Kawada, Peter Shivery, Jaswinder Pal Sing Ahluwalia, Eric Slotsve, Shawn Thibault (for Caterina Dacey Ariani), Ryan Thomas, Bill Tsai (for Heba Allam), and Alonso Villagomez (for Yarden Elias).

**Deans Council Members Present:** Thomas Carew (Chair), Kurt Becker (for Katepalli Sreenivasan), Tony Bertelli (for Sherry Glied), Charles Bertolami, Dominic Brewer, Anastasia Crosswhite (for Peter Blair Henry), Anna Harvey, Randy Hertz (for Trevor Morrison), Fiona Jaramillo (for Dennis DiLorenzo), G. Gabrielle Starr, Michael Stoller (for Carol Mandel), Eileen Sullivan-Marx, Lynn Videka, Diann Witt (for Geeta Menon), and Susanne Wofford.

**Administrative Management Council (“AMC”) Members Present:** David Vintinner (Chair), John DeSantis, Regina Drew, Justine Kelly-Fierro, Justin Lerner, and Raymond Lutzky.

**University Administration Members Present:** Robert Berne, Martin Dorph, David McLaughlin, Jeffrey Metzler, Terrance Nolan, Pietrina Scaraglino, and John Sexton.

**Senate Committee Chairs (not mentioned above) Present:** Arthur Tannenbaum.

President John Sexton opened the Senate meeting by welcoming members of the Senate.

### **Review and Approval of the Minutes of the November 12, 2015 Meeting**

Upon motion duly made and seconded, the Minutes of the November 12, 2015 meeting were approved unanimously as presented.

## **COMMITTEE REPORTS**

### **Executive Committee**

Dean Tom Carew presented the report of the Executive Committee, which had met twice since the last meeting of the Senate. He reported that the Committee had focused primarily on two important issues.

First, the Executive Committee received nominations from each Council for membership on the Ad Hoc Committee on Work-Life Issues that was created at the November 12, 2015 meeting of the University Senate. Dean Carew reported that the Executive Committee is working to confirm the nominees' interest in serving on the Committee and will let the Senate know as soon as the selection is finalized. In the meantime, Dean Carew announced that Regina Drew and Carrie Meconis have agreed to serve as co-chairs of the Ad Hoc Committee.

Second, Dean Carew reported that the Executive Committee unanimously endorsed the creation of a Senate Ad Hoc Advisory Task Force on Diversity and Inclusion to study and make recommendations for concrete steps to be taken regarding issues of racial diversity, equity, and inclusion. The Task Force will be comprised of 32 members, half to be chosen from the Senate or other elected bodies and the other half appointed by the Administration.

President John Sexton advised the Senate that they would be asked to vote on the resolution to approve establishment of the Task Force, which was included in the materials sent to members of the Senate in advance of the meeting. Dean Carew advised the Senate that Charlton McIlwain and Lynn Videka had already agreed to serve as co-chairs of the Task Force and that the Senate Councils had been asked to submit nominees for membership on the Task Force. He also briefly discussed the charge of the Task Force, which was also included in the Senate materials, and covered four broad categories of action: inventory, assessment, strategies and programs, and report.

In response to a question about whether the scope of the second charge given to the Task Force could be broadened to include other underrepresented groups, such as persons with disabilities, Dean Carew said that while the Executive Committee recognized the importance of inclusion and diversity for multiple groups, the Committee wanted to focus first on issues of race and develop a template that could be used as a roadmap to expand diversity and inclusion efforts.

Upon motion duly made, the following resolution passed with one abstention:

WHEREAS, the Senate Executive Committee recommends the creation of an Ad Hoc Advisory Task Force on Diversity and Inclusion to study and make recommendations for concrete steps to be taken regarding issues of racial diversity, equity, and inclusion, as set forth more fully in the attached charge to the Committee (the "Charge")<sup>1</sup>, in order to improve, strengthen, and promote NYU's environment with respect to diversity, inclusion, equity, respect, and thoughtful dialogue.

NOW, THEREFORE, BE IT RESOLVED, that the Senate Executive Committee establish by December 31, 2015 a Senate Ad Hoc Advisory Task Force on Diversity and Inclusion (the "Task Force"), which will be provided with the Charge; and be it

FURTHER RESOLVED, that 50% of the members of the Task Force will be selected from nominees put forth by each Council of the Senate, with such nominees coming from the Senate or other elected bodies, and the remainder appointed by University Administration.

President Sexton encouraged all members of the Senate to contribute to the goals of the Task Force, which the Committee recognized was only a starting point.

### **Academic Affairs Committee**

Chair of the Academic Affairs Committee, Ben Stewart, delivered the Committee's report. Dr. Stewart told the Senate that the Committee, which met on November 19<sup>th</sup>, reviewed and made several recommendations to the Academic Affairs Committee of the Board of Trustees regarding honorary degree candidates. The Committee also heard a presentation from Dr. Matthew Santirocco regarding a university-wide end-of-semester course evaluation model. Finally, Professor Stewart noted that the Committee discussed the Undergraduate Academic Affairs Committee's Spring 2015 Advisory on Undergraduate Writing which recommended that writing directors in the various schools convene regularly to identify best practices in writing instruction. Accordingly, the Committee asked Dr. Santirocco to facilitate a meeting of the writing directors in the various schools.

### **Financial Affairs Committee**

Martin Dorph, Executive Vice President, Finance & Information Technology, reported that the Financial Affairs Committee had met on December 3, 2015, and discussed the relative merits of a centralized vs. de-centralized budget structure.

### **Committee on Organization and Governance (SCOG)**

Michael Hengerer, Chair of SCOG, reported that SCOG had met twice since the last Senate meeting. He reported that SCOG is continuing to develop a proposal to address

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<sup>1</sup> A copy of the Charge is attached to these Minutes as Exhibit 1.

Senate representation for the new schools related to the Faculty of Health and would advise the Senate once a proposal was completed.

Mr. Hengerer then referred to the last Senate meeting during which there was discussion of SCOG's recommendation to amend the Senate Rules with respect to the establishment of the time of Senate meetings. Mr. Hengerer referred the Senate to a proposed resolution which was included in the materials sent to members of the Senate in advance of the meeting. An amendment to the resolution was proposed and accepted to change the reference from "Full-Time Non-Tenure Track / Contract Faculty" to "Full-Time Continuing Contract Faculty," which reflects the recent change in the Council's name.

Upon motion duly made the following resolution passed unanimously:

WHEREAS, under Article 64 of New York University's Bylaws, the University Senate is empowered to adopt for its governance rules of procedure; and

WHEREAS, in accordance with Section II (9) of the Senate's Rules of Procedure, the Rules of Procedure may be amended by presenting the amendment for discussion, to be voted upon at a subsequent regular meeting of the Senate; and

WHEREAS, an amendment to the Senate Rules of Procedure with respect to the time of Senate meetings was presented for discussion at the November 12, 2015 meeting of the Senate.

NOW, THEREFORE, BE IT RESOLVED as follows:

Section II of the Senate Rules of Procedure is amended by deleting subsection 3, renumbering subsequent subsections, and amending subsection 1 as follows:

1. Stated Meetings. The Senate shall meet monthly during the months of October, November, December, February, March, and April in accordance with a schedule of dates and times adopted by the Senate upon recommendation of the Executive Committee. Prior to the first stated meeting of the Senate, the Executive Committee of the Senate shall elect a Vice President and a Secretary of the Senate. The office of Vice President shall rotate annually in this sequence: Dean, Faculty (alternating between the Tenured/Tenure Track Faculty and the Full-Time Continuing Contract Faculty), Student, Administrator. The office of Secretary usually will be filled by the Secretary of the University, although other nominations may be made.

### **Public Affairs Committee (PAC)**

Although there was no report from the PAC, Arthur Tannenbaum, Chair of the Committee, recounted some of President Sexton's contributions to NYU during his more than 30 years here and thanked him for his service.

## **COUNCIL REPORTS**

### **Administrative Management Council (AMC)**

AMC Chair David Vintinner reported that Monroe France, Assistant Vice President for Student Diversity, had given a presentation on diversity at the AMC's last meeting and that the AMC had voted to create an ad hoc committee on diversity for university employees.

### **Deans Council**

There was no report from the Dean's Council, but Chair Tom Carew read the following statement into the minutes:

In this, the last Senate meeting of 2015, and, more importantly, the last Senate meeting over which President Sexton will preside, the Deans Council wishes to enter into the minutes the following statement.

For 35 years, John has provided extraordinary leadership at NYU. He first joined the university as member of the Law School faculty in 1981 and became its Dean in 1988. In 2002 John became the 15th President of NYU. In each capacity, his impact has been truly transformative.

For the 14 years that he led the Law School, John was a member of the Dean's Council. While his stellar accomplishments both as Dean and as our President are too numerous to catalog, all members of the Dean's Council consider it a genuine privilege to count John as an alumnus of our body. We regard it as an even greater privilege to call him our colleague and friend.

### **Tenured / Tenure Track Faculty Senators Council (T/TT-FSC)**

T/TT-FSC Chair Allen Mincer reported that the T/TT-FSC had nominated senate candidates for the 2016-17 academic year. The T/TT-FSC also discussed diversity and inclusion at the University and the need for role models for students, training for faculty on avoiding micro-aggressions, and research on best practices at other institutions like NYU. The T/TT-FSC will be drafting a report with concrete recommendations for achieving a more diverse faculty.

### **Full-Time Continuing Contract Faculty Senators Council (C-FSC)**

C-FSC Chair Professor Fred Carl reported that the C-FSC continues to work with the T/TT-FSC on the review of policies on appointment and re-appointment of faculty. The C-FSC also adopted the following resolution regarding President Sexton on October 29, 2015:

The C-FSC wishes to thank John Sexton for his 14 years of service to NYU as President, his 14 years of service as Dean of the Law School, and his 34 years of service as an NYU faculty member. The C-FSC particularly wishes to express its gratitude to John Sexton for his long-term, strong advocacy of inclusion of continuing faculty as a necessary and vital part of University governance.

### **Student Senators Council (SSC)**

SSC Chair Hengerer provided the report of the Council, which met twice since the last Senate meeting. He reported that the SSC passed a resolution supporting the city-wide proposal to urge the MTA to reduce the cost of unlimited metro cards for students. The SSC passed a second resolution, which was distributed to members of the Senate<sup>2</sup> supporting the creation of diversity educational programs for students, faculty, and administrators in coordination with offices around the University including but not limited to the Center for Multicultural Education and Programs and the LGBTQ Center. A suggestion that the SSC amend its resolution by adding “staff” was accepted by the SSC.

Finally, Mr. Hengerer acknowledged with appreciation the service of Diane Yu and John Sexton to the NYU community. He thanked Ms. Yu for her invaluable advice and guidance. He further thanked President Sexton for his leadership, mentorship, and friendship.

### **OTHER BUSINESS**

President Sexton announced that fundraising efforts were going well. He noted that Senior Vice President for Development and Alumni Relations, Debra LaMorte, has done an excellent job in her fundraising efforts for the University since she started to work with him when he was Dean of the School of Law and that she was expected to continue her work during President Hamilton’s tenure.

### **PRESIDENT’S REPORT**

President Sexton noted with appreciation Diane Yu’s service to the University and to the Senate. He recalled that he brought Ms. Yu to the University when he became President; prior to that time, she served as counsel to Monsanto Company and as General Counsel for the State Bar of California. At NYU, Ms. Yu was a member of the President’s senior group of advisors and worked on many important initiatives, including founding the NYU Women’s Leadership Forum and serving as the Executive Director of the Sheikh Mohamed bin Zayed Scholars Program.

President Sexton further reflected on his tenure as President of NYU and NYU’s place in New York City. President Sexton predicted that the next ten years will be difficult for higher education for a number of reasons including misimpressions about rising tuition and student debt. He emphasized the importance of trust and closed by saying that he was looking forward to returning to the faculty.

Dean Carew concluded the meeting with a final thanks to President Sexton.

There being no further business, the meeting was adjourned at 10:15 a.m.

Respectfully submitted,  
Jeffrey Metzler  
Associate General Counsel

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<sup>2</sup> Attached as Exhibit 2.

Exhibit 1

**Charge to the Senate Ad Hoc Advisory Task Force on Diversity and Inclusion**

1. **Inventory:** Inventory and solicit advice and input from their respective constituents on the state of the current NYU environment, including the global dimensions, with respect to diversity, inclusion, equity, and respect for all members of our community and the ability to have thoughtful, civil dialogue on these issues. Consult and coordinate with existing organizations and offices in Schools and administrative units that currently are addressing diversity and inclusion issues.
2. **Assessment:** Identify and recommend mechanisms to assess issues of race and diversity in order to advance a more inclusive university. Focus initially on race and providing voice for people of color, but then expand into other areas important to ensure diversity, a safe environment, and culture of inclusion for all members of the campus community.
3. **Strategies and Programs:** Consider strategies and programs, with support from knowledgeable experts in the area as needed, both affiliated with and external to the University, to improve or strengthen the NYU environment in terms of diversity, inclusion, equity, and thoughtful civil dialogue. Advise the Senate and University Administration on proposed University and School policies and actions that would support these goals, including but not limited to the following activities:
  - a. Help inform the way the University should properly structure, support, and coordinate the various positions currently devoted to issues of diversity in order to assure maximum impact. Additionally, advise on the development of the Director of Global Diversity position in relation to other positions at NYU working on these issues.
  - b. Consider concrete steps to help the University improve the diversity of the faculty, student body, staff, and administration.
  - c. Work with University leadership to determine how best to ensure that there are educational programs to raise awareness among all faculty, students, staff, and administration on issues of diversity, inclusion, and equity.
  - d. Recommend ways to leverage NYU's commitment to diversity, inclusion, and equity to influence other institutions of higher learning and promote broader societal change.
4. **Report:** The Task Force has a presumptive duration of 18 months. Produce a preliminary progress report with possible initial recommendations by April 2016, an interim report in December 2016, and a final report in April 2017



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## **Resolution of NYU's Student Senators Council** *Required Student, Faculty, and Administrator Diversity Education*

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WHEREAS, the members of the New York University community are diverse because of the differing and intersecting identities that they hold; and,

WHEREAS, the Student Senators Council of New York University recognizes that these identities affect students', faculty and administrators' experiences at New York University; and,

WHEREAS, students, faculty, and administrators have power to (intentionally or unintentionally) make other members of the New York University community feel oppressed, privileged, discriminated against or singled out based on the identities they may hold;

THEREFORE, BE IT RESOLVED, as a single step in a larger effort to create an inclusive, safe, and comfortable university for the students, the Student Senators Council supports the implementation of educational programs for students, faculty and administrators presented by Provost McLaughlin on the issues revolving around the following identities: race, ethnicity, national origin, documentation status, socioeconomic status, sexual orientation, gender, faith, and ability status, and any other identities which could affect a student's experience at New York University; and,

BE IT FURTHER RESOLVED, that these programs should be developed by researching trainings at other universities and institutions, and in coordination with offices that include, but are not limited to, the Center for Multicultural Education and Programs, LGBTQ Student Center, Center for Student Activities, Leadership and Service, Global Spiritual Life, Student Health Center, Office of Equal Opportunity, Office of Global Services, and Moses Center for Students with Disabilities.