



**Minutes of a Stated Meeting of the
Senate of New York University
April 28, 2016**

A stated meeting of the Senate of New York University was held on Thursday, April 28, 2016, 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 Hamilton in the chair.

Tenured/Tenure Track Faculty Senators Council (“T-FSC”) Members Present: Allen Mincer (Chair), Sylvain Cappell, Arlene Davila, Todd Disotell, Thomas Drysdale (for Awam Amkpa), Halina Frydman (for Dave Backus), Robert Hoffman, Warren Jelinek, Andrea Jones-Rooy, Angela Kamer, Mitchell Kane, Robert Lapiner, Wen Ling, Julie Livingston, Ann Morning, Arvind Rajagopal, Adam Ramey (by telephone), Carol Reiss (for Kwame Anthony Appiah), Victoria Stanhope, Carol Sternhell, Arthur Tannenbaum (for Everett Allgood), George Thurston, Sharon Weinberg, and David Zagzag.

Full-Time Continuing Contract Faculty Senators Council (“C-FSC”) Members Present: Fred Carl (Chair), Amy Becker (by telephone), Joseph Borowiec, John Burt, Eugene Cittadino, John Gurrin, John Halpin, Mary Killilea, Brian Mooney, Peggy Morton, Randy Mowry, Ronald Rainey, Vincent Renzi, Ezra Sacks, Larry Slater, Ben Stewart, and Andrew Williams.

Student Senators Council (“SSC”) Members Present: Michael Hengerer (Chair), Kylee Madison Borger, Na'eem Crawford-Muhammad (for Tamara Cesaretti), Rossella Dacomo, Victoria Ettore, Amanda Ezechi, Parrece Forest, Elizabeth Ildefonso, Fahad Jamal, Stephen Kho, Chukwuemeka Mba-Kalu, Krystal McLeod (for Keagan Sakai-Kawada), Amanda Regalado, Peter Shivery, Eric Slotsve, Ryan Thomas, Dana Waller (for Diana Rosenthal), and Patrick Wee.

Deans Council Members Present: Thomas Carew (Chair), Kurt Becker (for Katepalli Sreenivasan), Charles Bertolami, Dominic Brewer, Anna Davitt (for Peter Blair Henry), Anna Harvey, Cheryl Healton, Randy Hertz (for Trevor Morrison), Fiona Jaramillo (for Dennis Di Lorenzo), Ellen Lovitz (for Sherry Glied), 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, Katherine Drummond (for Raymond Lutzky), Justine Kelly-Fierro, and Justin Lerner.

University Administration Members Present: Robert Berne, Andrew Hamilton, David McLaughlin, and Terrance Nolan.

President Andrew Hamilton opened the meeting by welcoming members of the Senate to the final meeting of the academic year.

Review and Approval of the Minutes of the March 31, 2016 Meeting

Upon motion duly made and seconded, the Minutes of the March 31, 2016 meeting were approved unanimously as presented.

COMMITTEE REPORTS

Executive Committee

Dean Tom Carew reported that at its meeting on April 6th, the Executive Committee approved changing the name of the Senate Ad Hoc Advisory Task Force on Diversity and Inclusion to the Senate Ad Hoc Advisory Task Force on Equity, Diversity, and Inclusion. Dean Carew then asked the Senate to consider a resolution to adopt the proposed University Senate meeting schedule for academic year 2016-2017, attached to these minutes as Exhibit A.

Upon motion duly made the following resolution passed unanimously:

WHEREAS, the Senate Rules of Procedure state that 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.

NOW, THEREFORE, BE IT RESOLVED that upon the recommendation of the Executive Committee, the attached schedule of Senate meetings for academic year 2016-2017 is adopted as presented.

Academic Affairs Committee

Chair of the Academic Affairs Committee Ben Stewart said that the Committee had preliminary discussions on March 31st about whether to retire or to reconfigure the Founders' Day Award. He reported that there was general support from the Committee for maintaining the Award and that discussions would continue at the Committee's meeting that day. He said that the Committee would also consider Honorary Degree nominations at that meeting.

Financial Affairs Committee

Financial Affairs Committee member Tommy Lee reported that the T-FSC presented to the Committee a memorandum with recommendations for the fiscal 2017 University budget. The Committee also discussed and generated ideas around President Hamilton's Affordability Initiative. Professor Lee said that the T-FSC and representatives from the C-

FSC agreed to invite Ellen Schall, Senior Presidential Fellow and Chair of the Affordability Steering Committee, to lead a "How Might We..." session with faculty.

Committee on Organization and Governance (SCOG)

Michael Hengerer, Chair of SCOG, asked the Senate to consider a resolution recommending an increase in the size of the Senate to 137 members to incorporate recent health faculty changes at the University. He noted that the changes recommended in the resolution will need to be reflected in an amendment to NYU's Bylaws, which would be considered by NYU's Board of Trustees at its next meeting in June.

Upon motion duly made the following resolution passed unanimously:

WHEREAS, on June 8, 2015, the Board of Trustees of New York University approved the creation of a new College of Global Public Health ("GPH"), accorded the College of Nursing ("Nursing") status as a separate college, and established a new Faculty of Health composed of the Colleges of Dentistry, Nursing, and GPH; and

WHEREAS, the Deans of Nursing, GPH, and the Faculty of Health are each members of the Deans Council of the University; and

WHEREAS, the Senate Committee on Governance ("SCOG") was charged by the Senate Executive Committee with making a recommendation as to how to include Nursing, GPH, and the Faculty of Health on the Senate; and

WHEREAS, SCOG determined that it was preferable to maintain the current proportionate representation of the University Councils on the Senate, resulting in a recommended increase in the size of the Senate to 137 members; and

WHEREAS, such recommendation requires an amendment to NYU's Bylaws, which the Board of Trustees can consider at its meeting on June 15, 2016, which is after the deadline for the election of Senators for the 2016-17 academic year.

NOW, THEREFORE, BE IT RESOLVED, that the Senate recommends to the Board of Trustees that the Bylaws of New York University ("NYU") be amended to increase the size of the Senate to 137 members, as follows:

- a) Increase representation of the Deans Council on the Senate to 21 members;
- b) Increase representation of the Tenured/Tenure Track Faculty Senators Council ("T-FSC") to 38 members, with the two additional senators to be apportioned among the schools, colleges, and portal campuses as per the NYU Bylaws;
- c) Increase representation of the Full-Time Continuing Contract Faculty

Senators Council (“C-FSC”) to 29 members, with the additional two senators to be apportioned among the colleges, schools, and portal campuses as per the NYU Bylaws;

- d) Increase representation of the Student Senators Council (“SSC”) to 37 members, with the two additional senators being regular student senators; and
- e) Increase representation of the Administrative Management Council (“AMC”) to 7 members.

; and be it further

RESOLVED, that subject to the amendment of NYU’s Bylaws in June 2016 and the subsequent increase in the size of the Senate, the additional seats for T-FSC (2), C-FSC (2), SSC (2), and AMC (1) will be filled by the respective Councils pursuant to a process determined by each Council.

Public Affairs Committee (PAC)

Public Affairs Committee Chair Arthur Tannenbaum invited Student Senators Parrece Forest and Ryan Thomas to present highlights from the annual report on campus security, which was included in the materials distributed in advance of the meeting.

Ms. Forest and Mr. Thomas spoke to achievements in 2015 related to crime and risk reduction; student usage of the University’s travel and transportation services; utilization of the counseling and wellness services, including at global sites; and student safety in residence halls.

COUNCIL REPORTS

Administrative Management Council (AMC)

AMC Chair David Vintinner reported that the NYU community contributed over 2,000 items to the Council’s spring recycling collections, which are donated to local charities. He said that the AMC recently welcomed back over 100 retirees for an annual luncheon, where Associate Provost Russ Hamberger updated the group on the many changes and initiatives at NYU. Mr. Vintinner also reported that following a successful pilot of a university-wide administrative mentoring program, they look forward to expanding it next year.

Vice President of Human Resources Sabrina Ellis joined the AMC meeting on April 5th to discuss issues currently being explored by University-level committees and task forces. Mr. Vintinner reported that the Council also elected its new officers: Senator Ray Lutzky as Chair, Alternate Senator Kristi Schwindt Ramos as Vice Chair, Alternate Senator Daniel Holub as Treasurer, and Katrina Denney of Tisch as Secretary.

Mr. Vintinner said that AMC’s final meeting of the year will focus on the affordability challenge facing the University, launching the Council’s Senate election process, and

collecting books and money to help relaunch a library in one of New York's public schools.

In closing, Mr. Vintinner said it has been an honor to serve as the AMC Chair, and President Hamilton thanked him for his work.

Deans Council

Chair Tom Carew reported that Dean Susanne Wofford and Dean Sherry Glied volunteered to serve on the Graduate Program Committee, replacing Dean Dominic Brewer and Dean Dennis Di Lorenzo who are rotating off the Committee. At its meeting on April 20th, the Council discussed principles that could best inform the current search for a Chief Information Officer at NYU. Dean Carew then announced that Lynn Videka, Dean of the NYU Silver School of Social Work, and Joy Connolly, the Faculty of Arts and Science Dean for Humanities, have each accepted positions elsewhere and would be leaving the University effective August 1st. He thanked them for their contributions to the teaching and research missions of NYU and wished them the best.

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

Chair Allen Mincer said that the Council's Governance Committee was tasked with considering whether to request Senator-At-Large seats and ultimately recommended that the T-FSC not make such a request. Professor Mincer also reported that the Council's Finance and Policy Planning Committee developed a format for requesting the budget-related information needed from schools, which was discussed and approved at the Council's meeting on April 14th.

In closing, Professor Mincer read to the Senate a resolution that the T-FSC passed honoring Provost David McLaughlin's service to the University as follows: "The T-FSC expresses its warm gratitude to David W. McLaughlin in recognition of his contributions as Provost and chief academic officer and leader of the faculty of New York University since 2001, as a former director of the Courant Institute of Mathematical Sciences and for his 23 years of service as a dedicated member of the faculty."

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

C-FSC Chair Fred Carl reported that at its meeting on April 26th, the Council approved the joint C-FSC/T-FSC recommendations to the Gallatin Policy on Appointment, Reappointment and Promotion for Full-Time Continuing Contract Faculty. He said the C-FSC also approved a resolution to amend the Faculty Handbook related to the Global Network and the Global Network Professor title.

Professor Carl stated that a questionnaire was distributed to continuing contract faculty to try to gain an understanding of their ability to be involved in the governance mechanisms of their schools, as well as insight into how included and welcomed they felt in their schools. The Council is hoping to receive responses by the May 1st deadline so that the information can be analyzed before the C-FSC retreat on May 25th.

Professor Carl reported that the C-FSC's Personnel Policies and Contract Issues Committee continues to meet with the T-FSC's Personnel Policies and Tenure Modifications Committee to finalize recommendations to the policies on Appointment, Reappointment and Promotion for Full-Time Continuing Contract Faculty for the Law School, Center for Urban Science and Progress, and the Institute for the Study of the Ancient World. In addition, Professor Carl said that the C-FSC's Educational Policies and Faculty/Student Relations Committee is looking at the use of student evaluations as a method for determining teaching effectiveness at the University, as well as exploring alternative approaches to evaluation.

Professor Carl reported that two C-FSC Senators, along with representatives from the T-FSC, Provost's Office and the Office of General Counsel, were members of the Advisory Group that developed recommendations to the Provost for disciplinary procedures and procedures for grievances unrelated to reappointment and promotion for continuing contract faculty.

Student Senators Council (SSC)

SSC Chair Michael Hengerer reported that student representatives from across the University had been elected and that Officers would be elected later that day. He said that the SSC would hold a transition meeting the next week to discuss business that will carry over into the next year. Mr. Hengerer noted that it was his final Senate meeting and expressed his appreciation. President Hamilton thanked Mr. Hengerer and the other Student Senators for their work.

EQUITY, DIVERSITY, AND INCLUSION ADVISORY TASK FORCE UPDATE

Charlton McIlwain and Lynn Videka, Co-Chairs of the University Senate Ad Hoc Advisory Task Force on Equity, Diversity, and Inclusion, and Krystal McLeod, Student Vice Chair of the Task Force, gave an interim report on the Task Force's progress. Dean Videka stated that there have been three meetings of the full Task Force this year, with work also being carried out between meetings through four committees. She said that three of the four committees are focused on inventory, with the fourth committee focused on assessment of the information and data collected.

Dean Videka said that in addition to internal collaborations, the Task Force intends to recommend enlisting an external consultant with experience and expertise in the area of assessment. The Task Force aims to have a thorough assessment plan that is independent, comprehensive, multimethod, and multidimensional. She noted that the Task Force will work on defining what the dimensions should be over the summer and that they welcome input.

Professor McIlwain then reviewed the Task Force's forthcoming recommendations. First, he said, the Task Force endorsed the immediate action steps that President Hamilton outlined at the March Senate meeting. Second, in the area of data collection, Professor McIlwain stated that the University needs to develop a process for collecting, disseminating, and

ensuring the integrity of all diversity data related to students, faculty, and administrative personnel. He said that in addition to ensuring continuing compliance with all legal reporting requirements, data should be collected and maintained in a way that it can be routinely used by the University and/or each of its respective schools/administrative units to determine and measure progress towards desired diversity, inclusion, and equity-related outcomes. The third recommendation that Professor McIlwain referenced was to develop a centralized system for collecting and annually reporting race/ethnicity/nationality data for faculty.

Professor McIlwain then outlined the immediate next steps identified by the Task Force as follows: 1) continue the process of analyzing and synthesizing the requested data; 2) provide guidance to the President's office about the structure, function, and desired outcomes for the new senior diversity position; and 3) determine the parameters and approach to conducting a campus-wide assessment of equity, diversity, and inclusion.

Beginning in the summer and continuing next academic year, Dean Videka said the Task Force will engage the NYU community in conversations around some preliminary questions, including the following: 1) what equity, inclusion, and diversity mean at and for NYU; 2) the specific desired outcomes NYU hopes to achieve in terms of equity, inclusion, and diversity; and 3) how to measure progress towards those outcomes.

Ms. McLeod then spoke about student concerns. She said that the Task Force has committed itself to conceptualizing diversity in an inclusive way and to addressing unique needs. She said that she is proud that the University has deeply reflected, profoundly listened, and taken action. Ms. McLeod stated that a lot of the actions that President Hamilton has endorsed grew out of the Diversity and Inclusion Listening Session held in November 2015. She also noted that the list of demands generated by student leaders of the Black and Brown Coalition at NYU are being addressed by the Task Force, and that the Task Force has also engaged other campus groups for their input and feedback. Ms. McLeod concluded by saying that there is still a lot of work to do and the Task Force is committed to making NYU a better place for the students.

Dean Videka then opened the floor for questions and discussion. There was discussion about, among other things, the need to address gaps with respect to faculty diversity and the importance of including students with disabilities as part of the discussion.

Finally, Dean Videka announced that with her upcoming departure from the University, Dean Gabrielle Starr, currently a Task Force member, will take over her role as Co-Chair of the Task Force.

AD HOC COMMITTEE ON WORK-LIFE BALANCE UPDATE

Regina Drew, Co-Chair of the Senate Ad Hoc Committee on Work-Life Balance, reported on the Committee's work since it was formed in February. She noted that the Committee's charge is to investigate and consider ways to improve, streamline, or expand work-life services to better serve the NYU community. Ms. Drew reported that the Committee has

completed an inventory of NYU's current work-life services and is in the process of collecting information on services at peer institutions. The Committee is now working on finalizing a survey of faculty and administrators to help assess the needs of the NYU community in the area of work-life programs, services, and resources. Ms. Drew said that the survey should be distributed before the end of the semester, with a separate survey aimed at students to be developed at a later date. She closed by saying that a Committee website will be launched soon, which will include, among other things, a comprehensive list of NYU's current work-life programs and resources with links.

REPORT OF THE PRESIDENT

President Hamilton offered the Senate some reflections from his first semester at the University. He said that in his first few months he has found that NYU is a spectacular institution on a remarkable trajectory, and he and his wife, Jennie, are happy to play a role in making sure the University excels to even greater levels. He spoke about some of the recent successes, including another record year for undergraduate applications and the announcement of a \$30 million gift to the College of Nursing, with three-quarters of the gift to be endowed as a fund for scholarships. President Hamilton said that the Stern School of Business has also made great strides around financial aid, now offering 34 full-ride scholarships after having none just two years ago. He noted that these efforts are part of NYU's "Momentum Campaign," which aims to raise \$1 billion for scholarships.

President Hamilton said he was delighted to announce earlier in the month that Katy Fleming, currently NYU's Deputy Provost and Vice Chancellor (Europe) and a chaired professor in the Faculty of Arts and Science, was selected as the University's next Provost. He expressed his thanks to David McLaughlin for his role in NYU's success during his time as Provost.

President Hamilton reported that reviews for the new recreation and fitness center at 404 Lafayette have been positive and that improvements have also been made on the superblocks. On the matter of labor practices in Abu Dhabi, the University has made progress in compensating construction workers with the difference between the wages that had been originally established and what they had been paid.

President Hamilton expressed his thanks to the Equity, Diversity, and Inclusion Task Force for their interim report and to Dean Starr for agreeing to take on the role of Co-Chair following the departure of current Co-Chair Dean Videka. He noted that there is a lot more work to be done, but that valuable progress has been made so far.

President Hamilton said he is also pleased by the early progress of the Affordability Steering Committee and its working committee, with many ideas having been generated through five live sessions and on the online platform where more than 3,000 members of the NYU community have connected.

Another focus of his first semester, President Hamilton said, has been looking at the strategic direction for NYU's activities in Brooklyn. He said that Bob Berne, NYU's

Executive Vice President for Health, is charged with bringing together faculty, leaders, and students to think about the opportunity for Brooklyn to become the focal point for NYU's high technology and innovation programs.

President Hamilton closed his remarks by thanking for their work all the members of the Senate who are stepping down or moving on at the end of this academic year.

There being no further business, the meeting was adjourned at 10:40 a.m.

Respectfully submitted,
Jessica Graham
Director, Office of the Secretary

Exhibit A

New York University Senate AY 2016-2017 Schedule of Meetings

Thursday, October 6, 2016
9:00 a.m. to 11:00 a.m.

Thursday, November 10, 2016
9:00 a.m. to 11:00 a.m.

Thursday, December 8, 2016
9:00 a.m. to 11:00 a.m.

Thursday, February 16, 2017
9:00 a.m. to 11:00 a.m.

Thursday, March 30, 2017
9:00 a.m. to 11:00 a.m.

Thursday, April 27, 2017
9:00 a.m. to 11:00 a.m.

**All University Senate meetings will take place in the
Colloquium Room on the Fifth Floor of the
Global Center for Academic and Spiritual Life
located at 238 Thompson Street.**