



**Minutes of a Stated Meeting of the
Senate of New York University
March 28, 2019**

A stated meeting of the Senate of New York University was held on Thursday, March 28, 2019, 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 Provost Katherine Fleming in the chair.

Tenured/Tenure Track Faculty Senators Council (“T-FSC”) Members Present: Wen Ling (Chair), Mark Alter (for Fabienne Doucet), Sylvain Cappell, André Fenton, Stephen Figlewski, Phyllis Frankl, James Higham, Bob Hoffman, David Irving, Robert Lapiner, Beatrice Longuenesse, Darcey Merritt, Allen Mincer, Marilyn Nonken (for Arvind Rajagopal), Niyati Parekh, Nicola Partridge (for Angela Kamer), Dara Regaignon, Carol Reiss (for Jim Uleman), Andrew Romig, Robert Shapley, Paul Smoke, Jacquelyn Taylor, Amanda Watson, Shamoon Zamir (by telephone), and Judith Zelikoff (for Gwendolyn Quinn).

Full-Time Continuing Contract Faculty Senators Council (“C-FSC”) Members Present: Mary Killilea (Chair), Lauren Davis, Angela De Bartolo, Jamie Skye Bianco (for Sam Howard-Spink), Scott Illingworth, Leila Jahangiri, Jung Kim, Edward Kleinert (for Antonios Saravanos), Tommy Lee, Monika Lin (for Xingyu Wang), Noelle Molé Liston, Robin Mitnick, Maria Patterson, Vincent Renzi, Larry Slater, Scott Taitel (for John Gershman), Huzefa Talib (for Michael Ferguson), Deepak Unnikrishnan (by telephone), Beverly Watkins, Heidi White, and Ethan Youngerman.

Student Senators Council (“SSC”) Members Present: Hüsniye Çöğür (Chair), Bayan Abubakr, Sarah Alkaabi (for Hafsa Ahmed), Rose Asaf, Mike Avgerinos, Isabel Baylor, Ghania Chaudhry (by telephone), Neha Dembla, Harmony Hemmings-Pallay, Raj Kittusamy, Kosar Kosar, Rachel Law, Amanda Lawson, Dan Mageau, Saman Marji, Shannon Morgan, Anesu Nyatanga, Clare Russell, Edin Thornton, Quentin Turner, Joel Urena, Christopher VanDemark, and Varsha Yerasi.

Deans Council Members Present: Dominic Brewer (Chair), Ana Abraido Lanza (for Cheryl Healton), H. Austin Booth, Thomas Carew, Fred Carl (for Allyson Green), Susan Greenbaum, Aida Gureghian (for Phillip Harper), Randy Hertz (for Trevor Morrison), Armanda Lewis (for Gene Jarrett), Beth Murray (for Rangarajan Sundaram), Erin Potter (for Geeta Menon), David Schachter (for Sherry Glied), Eileen Sullivan-Marx, and Susanne Wofford.

Administrative Management Council (“AMC”) Members Present: Michael McCaw (Chair), Regina Drew, Carrie Meconis, Carolyn Ritter, Katie Santo, Pamela Stewart, and Juan Tie.

University Administration Members Present: Katherine Fleming and Terrance Nolan.

Provost Fleming welcomed members of the Senate to the meeting.

PRELIMINARY MATTERS

Review and Approval of the Minutes of the February 14, 2019 Meeting

Upon motion duly made and seconded, the minutes of the February 14, 2019 meeting were approved unanimously as presented.

STANDING COMMITTEE REPORTS

University Judicial Board Report

University Judicial Board Co-Chair David Irving explained that the University Judicial Board is proposing changes to the Senate Rules of Procedure to bring its membership and duties in line with the University Student Conduct Policy and related Student Conduct Procedures that were approved by the Senate last year and are now in effect. He added that they are also proposing renaming the University Judicial Board to the Community Standards Committee to better reflect its role. In accordance with Section II.8 of the Senate Rules of Procedure, Professor Irving said that the amendment is presented for discussion with an intention to bring the resolution for a vote at the April 25, 2019 Senate meeting.

Provost Fleming invited questions and comments from members of the Senate.

Executive Committee Report

Michael McCaw reported on behalf of the Executive Committee. He referenced the written report that was provided to the Senate in advance of the meeting and said that he wanted to highlight that several SSC resolutions had been discussed by the Executive Committee throughout the academic year and that the Executive Committee has made recommendations to the SSC in response. Mr. McCaw expressed his appreciation to the students for their work on these resolutions.

Mr. McCaw also noted that at the Executive Committee meeting on March 5, 2019, President Andrew Hamilton gave a brief update on the University's global network, reporting that progress is being made on the new Shanghai campus and that the University is also exploring ways to encourage a new focus on enhancing the relationship between NYU's six sites in Europe, given their proximity to each other and their shared interests. This is against the backdrop of strong faculty ties that have been built between NYU portal campuses and each academic center in the global network.

COUNCIL REPORTS

Student Senators Council

SSC Chair Hüsniye Çöğür reported that the SSC passed a letter of support for recognizing Jewish High Holidays on the University calendar, which they plan to share with the Senate Academic Affairs Committee for consideration. She said that work continues for two committees that were created last semester: one to explore the viability of self-provided food service at NYU and a second to look at NYU's academic and service engagement with the topic of mass incarceration. Ms. Çöğür reported that student government elections will take place the beginning of April and encouraged students to participate.

Ms. Çöğür then invited Student Senator At-Large Rose Asaf to address the Senate. Ms. Asaf said that journalists Lauren Duca and Talia Lavin had received threats of violence after being hired by NYU to teach in the journalism department and that the University had also been targeted. She reported that she sent President Hamilton a letter in support of these two faculty members. Ms. Asaf said that she also wanted to call attention to the fact that the Jewish Defense League, which has been designated by the Southern Poverty Law Center as a hate group, was recently on campus protesting an invited speaker. She expressed her concern about the safety of the NYU community in these circumstances.

RESOLUTION: REPRESENTATION OF LIBERAL STUDIES IN THE DEANS COUNCIL OF THE UNIVERSITY SENATE

Provost Fleming invited C-FSC Senator Heidi White to introduce the resolution provided to the Senate in advance of the meeting regarding adding a seat on the Deans Council of the Senate for the Dean of Liberal Studies ("LS"). Professor White said that the resolution was reviewed and endorsed by the Senate Committee on Organization and Governance, with one member abstaining. She said that she also shared the resolution with the Chairs of the Senate Councils for discussion at their Council meetings and that it had been reported that the resolution was well-received in these groups.

Professor White said that LS has approximately 2,600 students, with more than 500 of those students in the Global Liberal Studies B.A. degree program. LS also has 84 full-time faculty and 73 part-time faculty. She said that she is presenting the resolution to the Senate at the urging of LS faculty who felt that given the size and importance of LS, the Dean should have a seat and vote on the Senate for both practical and symbolic reasons. Professor White indicated that LS students had also expressed their support and desire for this additional Senate seat.

Following a motion duly made and seconded, Provost Fleming invited discussion of the resolution from members of the Senate.

C-FSC Senator Vincent Renzi said that his remarks that followed were informed by his

service as Co-Chair of the FAS Faculty Assembly (the "Assembly"). He commended Professor White for her excellent work in advocating on behalf of LS, but said that the Assembly had expressed concern that this resolution was being presented prematurely. Professor Renzi indicated that the Assembly believed that the resolution should be deferred until clear criteria had been developed for making such determinations regarding representation. He added that he felt it would also be prudent to wait until the new FAS Dean joins NYU this summer.

Ms. Asaf commended Professor White for bringing the resolution to the Senate and urged members of the Senate to consider the positive impact that passing this resolution would have on LS students in terms of validating the legitimacy of the program and its standing in the University.

A motion was duly made and seconded to postpone consideration of the resolution indefinitely. Provost Fleming invited discussion of the motion to postpone.

The Senate engaged in extended discussion and debate, including about the need to consider both short-term and long-term goals in terms of the composition of the Senate, the need to incorporate Senate representation for new schools such as the Long Island School of Medicine, and the distinction between student experiences in LS and the College of Arts and Science.

Following discussion, the motion to postpone consideration of the resolution indefinitely failed to pass.

Professor Renzi stated that the Assembly had not made a judgment about the merits of the resolution but felt strongly that consideration of adding a seat on the Deans Council of the Senate for the LS Dean should be discussed within the Assembly first to make a determination.

Following discussion, the following resolution to add a seat on the Deans Council of the Senate for the Dean of LS was passed:

WHEREAS, Liberal Studies ("LS") is an academic unit under the umbrella of the Faculty of Arts and Science ("FAS") comprised of a two-year Core Program and the four-year Bachelor of Arts degree; and

WHEREAS, LS has approximately 2,600 students, 84 full-time faculty, and 73 part-time faculty; and

WHEREAS, FAS designates one of its Full-Time Continuing Contract Faculty Senators Council seats to LS, and the LS Dean has traditionally participated in the Senate as an alternate for the FAS Dean; and

WHEREAS, in recognition of LS's many important attributes of a college or school within the University, including, among other things, degree-granting status, infrastructure, unique identify, dedicated faculty, alumni,

student council, and student life programming, in June 2018, the Board of Trustees, on the recommendation of the Senate, approved the addition of a regular Senate seat for LS students; and

WHEREAS, the Deans Council voted on November 28, 2018 and the Senate Committee on Organization and Governance voted on February 22, 2019 to recommend to the Senate that the LS Dean be granted a seat on the Deans Council of the Senate.

NOW, THEREFORE, BE IT RESOLVED, that the Senate recommends to the University's Board of Trustees that the University's Bylaws be amended to add a seat for the LS Dean on the Deans Council of the Senate and to make such other changes to the Bylaws as are necessary to reflect this addition.

BRIEFINGS TO THE SENATE

Public Safety Initiatives

Provost Fleming introduced Jack Briggs, Associate Vice President, Emergency Preparedness and Continuity, and Fountain Walker, Associate Vice President, Public Safety, to give an update on public safety initiatives.

Mr. Walker said that the Field Operations division of the Department of Public Safety ("DPS") includes the Community Response Unit, which devises strategies and works with the community to proactively reduce crime on campus; Investigative Services, which reviews crimes and incidents that take place on campus; and Public Safety Events, which provides logistical and security support for University events. Mr. Walker highlighted some recent activities of the division, including an event called "Dig in with DPS" where students had the opportunity to discuss campus safety concerns with DPS leadership, as well as an event at the Tandon School of Engineering called "A Taste of Safety" that was held in collaboration with the New York Police Department.

In regard to victim services, Mr. Walker reported that the University hired a therapy dog named Archie who is four months old and currently in training. DPS has also worked with the victim assistance organization Safe Horizon to coordinate additional resources that may not be offered on campus for members of the NYU community and with the NYC Mayor's Office on training for handling issues of domestic violence. Other DPS initiatives that Mr. Walker mentioned included working with a behavioral intervention team across the campus and collaborating on equity, diversity, inclusion, and accessibility initiatives.

In regard to the safety concerns that Ms. Asaf raised earlier in the meeting about faculty members receiving threats of violence, Mr. Walker noted that DPS is aware of the situation and has been working with the impacted individuals.

Next, Mr. Briggs presented on the work of the Emergency Preparedness and Continuity division of DPS. He said that in addition to being responsible for the 24x7 call center, his division builds plans and procedures so that the University is prepared to respond in emergency situations; participates in committees across the University such as the Emergency Management Advisory Committee; and is involved in disability inclusion and accessibility to better serve constituents with visible and non-visible disabilities in crisis situations. Through the Global Security Operations Center, Mr. Briggs said that his division also supports members of the NYU community before and during travel by monitoring and assessing global events and identifying any potential impacts on NYU travelers and facilities. He then highlighted the Safe NYU mobile campus safety app as a valuable tool for members of the NYU community and emphasized the importance of personal preparedness.

In response to questions and comments from members of the Senate, there was discussion, including with respect to the process used to determine whether the University should close during weather events, public safety response time for incidents reported to the call center, and safety and security improvements to NYU facilities. It was noted that members of the NYU community can call 212-998-2222 any time to reach a New York-based public safety officer who can then get in touch with the appropriate person to assist depending on the situation.

Provost Fleming thanked Mr. Fountain and Mr. Briggs for their presentation.

Women's Leadership Forum

Provost Fleming introduced Eileen Sullivan-Marx, Dean of the Rory Meyers College of Nursing, to present on the Women's Leadership Forum (the "Forum"). Dean Sullivan-Marx said that the Forum was developed in 2005 as an opportunity for leadership development, professional growth, and networking. There are two Forum events per year with presentations from inspirational women who are leaders in their field. Dean Sullivan-Marx said that past themes have included voice, action, risk, and values. The next event will take place on April 9, 2019 on the topic of "Inclusive Leadership: Challenging Unconscious Bias," with keynote speaker Dolly Chugh, Associate Professor, Department of Management and Organizations, Stern School of Business ("Stern"). Dean Sullivan-Marx noted that the Forum is open to anyone who would like to attend.

Provost Fleming thanked Dean Sullivan-Marx for her presentation and invited questions and comments from members of the Senate.

Food Insecurity

Provost Fleming introduced Marc Wais, Senior Vice President for Student Affairs, to give an update on food insecurity at NYU. Mr. Wais thanked members of the SSC for bringing the issue of food insecurity to the attention of the Administration and for their continued advocacy and partnership.

Mr. Wais said that a University-wide working group was convened in 2016 and resulted in several initiatives at NYU. He reported that the University created the NYU Courtesy Meals Program, which provides support to undergraduate and graduate students with an immediate need for short-term assistance to afford food. Additionally, the University is actively promoting the Share Meals app, which was developed by a graduate student at the Steinhardt School of Culture, Education, and Human Development and enables students to share extra meal swipes. Mr. Wais said that the University is also actively promoting the “Free Food Events @ NYU” Facebook page, which encourages schools and administrative units to share information about food left over from events.

Mr. Wais next described the major features of the Courtesy Meals Program, which he said is meant to be a short-term solution for students who are experiencing immediate financial stress. The program applies \$75 to the student’s NYU ID card that can then be used for campus dining. Mr. Wais said that students can apply for the program at locations in Manhattan and Brooklyn with no questions asked. Students who utilize the program more than once will be encouraged to reach out to the Wellness Exchange or Financial Aid Office to explore more long-term assistance. Mr. Wais reported that 1,558 unique students have used Courtesy Meals so far during academic year 2018-2019 (through March 25, 2019), with 2,080 Courtesy Meals having been provided to those students.

In response to questions and comments from members of the Senate, there was discussion, including with respect to longer-term solutions for issues of food insecurity and the need for assistance during University breaks. Mr. Wais said that the University is working on ways to provide assistance to students during winter and summer breaks. He noted that students who were enrolled during the Fall semester and are enrolled for the Spring semester are able to access assistance during the J-Term even if they are not enrolled for courses during the J-Term. Jakiyah Bradley, Alternate Senator At-Large for Students of Color and Students Experiencing Food Insecurity, introduced herself and encouraged members of the Senate to contact her regarding the issue of food insecurity.

Provost Fleming thanked Mr. Wais for his presentation.

Work Life

Provost Fleming introduced Grace Cosachov Protos, Executive Director of Work Life, to give an update on the Work Life office. Ms. Cosachov Protos began her presentation by sharing anecdotes of work life challenges that colleagues have recently shared with her, ranging from finding time to research schools for their special needs child to managing high blood pressure to balancing individual work goals with family needs.

Ms. Cosachov Protos reminded the Senate that the Work Life office was created following work done by the Senate Ad Hoc Committee on Work Life Balance, which included looking at peer institutions and surveying NYU faculty and staff. She explained that the mission of Work Life is “making life simpler so you can be your best” and includes the following components: 1.) fostering better work-life integration; 2.)

influencing culture through policy, programming, and consultations; 3.) offering personalized recommendations and connecting to resources; and 4.) acting as a conduit for policy adaptation. Ms. Cosachov Protos then described some of the life cycle needs within the NYU community, including self-care; aging, retirement, and continued connection; childcare and school-age children; financial wellness; and adult/older person care.

Ms. Cosachov Protos next reported on some of the accomplishments of Work Life in its first year, including opening a new office space at 245 Mercer Street, hiring three new employees, and conducting more than 300 meetings with members of the NYU community. The office has also done significant outreach through speaking with leadership, faculty, and administrators across schools and departments; worked on building networks through establishing connections to community-based organizations and resources; targeted users by holding listening sessions and discussions with targeted demographics; participated in one-on-one consultations; contributed to various committees across the University; and worked on matters related to policy and culture at the University, including implementing the Child Care Fund program and encouraging kinder emailing practices.

Ms. Cosachov Protos said that Work Life has a number of goals for 2019. Communication and outreach objectives include a new, up-to-date website with work life and wellness resources, a newsletter, and informational materials for use during recruitment and orientation. Ms. Cosachov Protos then described some of the programming and events planned for 2019, including a childcare discussion with the FAS Women's Faculty Caucus, a Smart Money Management seminar, a caregiving series with the Aging Incubator, a talk co-hosted by the Working Mothers Support Group, a retiring faculty cocktail celebration, and an administrator's retirement luncheon. Finally, she said that Work Life will be supporting Human Resources in improving lactation rooms at the University; amplifying existing policy, such as the Faculty Childcare Travel Allowance at Stern; and developing a care services registry.

Ms. Cosachov Protos concluded her presentation by sharing four ways that the NYU community can engage with Work Life, as follows: 1.) personally utilizing resources provided by Work Life; 2.) referring someone to Work Life; 3.) inviting Work Life representatives to meetings for a work-life perspective; and 4.) learning more about work-life industry trends through the Work Life newsletter and website. She then encouraged members of the Senate to be champions of work-life through leading by example, beginning the conversation, incorporating work-life into team structure, and encouraging feedback.

Provost Fleming invited questions and comments from members of the Senate. In response to questions about services available to graduate and undergraduate students through Work Life, it was noted that currently Work Life works with University employees whereas Student Affairs works with students. In regard to assistance to students with childcare needs, Mr. Wais noted that the University provides a childcare subsidy to eligible graduate students to assist with childcare services. There was discussion about the Stern Faculty Childcare Travel Allowance and concern from faculty

members in other schools who are currently unable to apply research funds toward childcare when traveling for research. It was noted that there are legal restrictions on the use of research funds, but that the Stern policy was developed in coordination with the Finance and Budget office to ensure that the University is in compliance.

Provost Fleming thanked Ms. Cosachov Protos for her presentation.

Management Fellows Program

Provost Fleming introduced Sabrina Ellis, Vice President, Human Resources, and Eric Loffswold, Associate Director, Learning and Organization Development, to present on the Management Fellows Program. Ms. Ellis said that the Management Fellows Program was designed to provide an opportunity for mid-level, high potential administrators to gain experience and exposure to other parts of the University in order to prepare for next-level roles within NYU. She noted that universities overall are experiencing growing complexity caused in part by legislative changes, compliance and regulatory requirements, and the growing research enterprise. As such, Ms. Ellis said that it is important to develop a pipeline of leaders to sustain performance.

Ms. Ellis said that NYU's priority is internal development to prepare administrators for next-level opportunities, ensure a diverse pipeline of internal talent, and provide business continuity. She added that the University has received consistent feedback from administrators about the need to provide career paths and acknowledged the AMC's strong partnership in developing the Management Fellows Program.

Mr. Loffswold reported that approximately 100 self-nominations were received for the inaugural cohort of Management Fellows Program participants, with 24 chosen to participate across 7 schools and 12 units. He said that the program is structured to include applied learning, with participants working as a cohort on two University-wide projects. Another component of the program structure is learning modules that are taught by experts across the University on topics such as practical methods in project management, law in higher education, and ethics and internal risk management. Mr. Loffswold said that the program has received excellent results to date, with participants experiencing a higher rate of promotion and a lower rate of turnover compared to administrators University-wide. He noted that the next New York-based program will take place in Fall 2019 with a call for self-nominations in May, and versions of the program will launch in Abu Dhabi and Shanghai in Fall 2020.

Provost Fleming invited questions and comments from members of the Senate. In response to a question raised, Ms. Ellis said that they will be sure to include faculty in the announcement for the Fall 2019 program for their information since faculty members may be asked to write letters of recommendation for administrators.

Provost Fleming thanked Ms. Ellis and Mr. Loffswold for their presentation.

OTHER BUSINESS

A student Senator inquired about steps being taken by the University in regard to the recent *New York Times* article that surfaced accusations of sexual harassment by Michael Steinhardt. Provost Fleming said that the NYU Board of Trustees is reviewing the matter.

There being no further business, the meeting was adjourned at 10:52 a.m.

Respectfully submitted,
Jessica Graham
Director, Office of the Secretary