



**Minutes of a Stated Meeting of the
Senate of New York University
December 5, 2019**

A stated meeting of the Senate of New York University was held on Thursday, December 5, 2019, at 9 a.m., in the Colloquium Room of the Global Center for Academic and Spiritual Life, 238 Thompson Street, New York, New York. The meeting was convened with President Andrew Hamilton in the chair.

Tenured/Tenure Track Faculty Senators Council (“T-FSC”) Members Present: Nick Economides (Chair), Mark Alter (for Fabienne Doucet), Andrew Battista, Francisco De Leon, Stephen Duncombe, Alexander Geppert, Andras Gyorgy (by phone), Bob Hoffman, David Irving, Alex Jassen (for Sara Pursley), Robert Lapiner, Wen Ling, Danil Makarov, Darcey Merritt, Marilyn Nonken, Danielle Ompad, Nicola Partridge (for Angela Kamer), Gwendolyn Quinn, Carol Reiss (for Jim Uleman), Tamar Schlick, Carol Sternhell, and Jacquelyn Taylor.

Full-Time Continuing Contract Faculty Senators Council (“C-FSC”) Members Present: Larry Slater (Chair), Kelly Bridges (for Marlene McCarty), Joseph Carter, Lauren Davis, Angela De Bartolo, Lucretia Depaola-Cefola, Vittoria Flamini (for Agnes Tourin), Scott Illingworth, Mary Killilea, Jung Kim, Edward Kleinert (for Antonios Saravanos), Noelle Molé Liston, Ashley Maynor, Robin Mitnick, Maria Patterson, Vincent Renzi, Glenn Rochlen (for Leila Jahangiri), Deepak Unnikrishnan (by phone), Xingyu Wang (by phone), Beverly Watkins, Heidi White, and Ethan Youngerman.

Student Senators Council (“SSC”) Members Present: Jakiyah Bradley (Chair), Palak Agarwal, Christina Beck, Taylah Bland, Catherine Cano, Jarrell Canty, Ghania Chaudhry, Revital Chavel, Jake Drucker (for Karen Lemus), Shoshana Ehrenkranz, Joshua Gilmore (for Abraham Onifade), Jermaine Graham, Alex Hunter, Riazul Islam, Samuel Ison, Radhika Kerur, Kosar Kosar, Tina Krulec, Beth Pontes, Stephanie Santo, Deets Sharma, Quentin Turner, and Jason Zilberkweit.

Deans Council Members Present: Eileen Sullivan-Marx (Chair), Charles Bertolami, Allyson Green, Susan Greenbaum, Phillip Harper, Randy Hertz (for Trevor Morrison), Ana Abraido Lanza (for Cheryl Heaton), Antonio Merlo, Pamela Morris, Julie Mostov, Erin Potter (for Rangarajan Sundaram), David Schachter (for Sherry Glied), Nina Servizzi (for H. Austin Booth), and Susanne Wofford.

Administrative Management Council (“AMC”) Members Present: Cassandra Bizzaro (Chair), Regina Drew, Hector Gonzalez (for Carrie Meconis), Michael McCaw, Katie Santo, D Simmons Jendayi, and Juan Tie.

University Administration Members Present: Martin Dorph, Katherine Fleming, Monroe France (for Lisa Coleman), Andrew Hamilton, and Terrance Nolan.

President Hamilton welcomed members of the Senate to the meeting.

PRELIMINARY MATTERS

Review and Approval of the Minutes of the November 7, 2019 Meeting

Upon motion duly made and seconded, the minutes of the November 7, 2019 meeting were approved unanimously as presented.

STANDING COMMITTEE REPORTS

President Hamilton invited questions and comments from members of the Senate regarding the Standing Committee reports that were included in the materials distributed in advance of the meeting.

COUNCIL REPORTS

Student Senators Council

SSC Chair Jakiyah Bradley reported that the SSC hosted five town halls in the past month on the topics of financial affairs; Latine students; first-generation, low-income, and undocumented students; students who have studied away; and Jewish students. She noted that a representative from the Office of Student Affairs attended most of the town halls to serve as a resource to students. Ms. Bradley reported that the SSC will continue to host town halls in the spring semester so that students can raise important issues.

Ms. Bradley reported that Student Government committees have been working on projects such as creating resource guides, discussing mental health in the classroom, and coordinating week-long events that raise awareness on topics such as sustainability. She invited students to attend a Student Government event later that day entitled “Invisible Disabilities, Learning Difference and Neurodivergence.”

Tenured/Tenure Track Faculty Senators Council

T-FSC Chair Nick Economides reported that President Hamilton joined the T-FSC at its meeting on November 21st. The T-FSC Executive Committee also had a meeting with members of the Board of Trustees.

Full-Time Continuing Contract Faculty Senators Council

C-FSC Chair Larry Slater said that the C-FSC held two meetings since the last Senate meeting. At its meeting on November 14th, Vice Provost for Educational Technologies Clay Shirky presented on NYU’s review of its learning management system. In addition,

the C-FSC passed a resolution to address procedures for invited guests at C-FSC meetings and a second resolution inviting the Long Island School of Medicine to assign an observer to participate in C-FSC meetings. Professor Slater said that the C-FSC also reviewed a student letter in support of smaller language departments and is working on a resolution to address the issues raised. The C-FSC also began its initial budget and finance discussions, and is continuing to explore ways to better meet the needs of faculty when it comes to space on campus.

Professor Slater reported that at the C-FSC meeting on December 3rd, students presented three letters of support, including a Letter of Support on the Observance of Ramadan, a Letter of Support for Accommodating Jewish High Holidays, and a Letter in Support of the Academic Freedom of Duke-UNC Consortium for Middle Eastern Studies. Finally, Professor Slater said that the C-FSC began debate on amending the Faculty Handbook as related to grievance procedures for contract faculty.

Administrative Management Council

AMC Chair Cassandra Bizzaro presented highlights from the AMC report that was included in the materials circulated in advance of the meeting. She said that the AMC Executive Committee met with members of the Board of Trustees on November 4th and shared their experiences working at NYU. She reported that the AMC highlighted recent positive developments, such as the telecommuting policy and the redesign of employee onboarding, but also noted that there is still work to be done to address inconsistencies across the University in areas such as the annual performance review process and career progression.

Ms. Bizzaro thanked the Work Life Office for its work in developing the new telecommuting policy, effective in January 2020. She noted that the AMC is partnering with the Work Life Office to host a two-part Mental Health First Aid Training provided by ThriveNYC and designed for administrators and managers. Finally, Ms. Bizzaro thanked the members of the NYU community who donated more than 3,000 goods for the AMC Thanksgiving Food Drive and encouraged members of the Senate to participate in the annual Toy Drive through December 12th.

BRIEFINGS TO THE SENATE

Sustainability Update

President Hamilton invited Cecil Scheib, Chief Sustainability Officer, to give an update on sustainability efforts at NYU. Mr. Scheib began his presentation by noting that the University's progress in the area of sustainability is due to a collaborative effort with countless members of the community from all areas of the University. He then invited members of the Senate to participate in live polling questions through their electronic devices throughout his presentation to gather instant feedback on areas such as barriers preventing them from participating in sustainability efforts at NYU; behavior

changes related to use of plastic water bottles on campus; and interest in various sustainability topics.

Mr. Scheib reminded the Senate that as of January 1, 2020, NYU funds can no longer be used to purchase pre-packaged, still water on campus in New York City. He also gave an update on NYU's recycling programs and noted that NYU is launching training for custodial staff to ensure that trash and recyclables are not mixed. Mr. Scheib thanked members of the NYU community for participating in the recent transportation survey to help the University better understand patterns of travel. He reported that there were more than 16,000 respondents (25% of the community) and that a report of the survey results will be forthcoming in the spring. He also encouraged members of the NYU community to take a look at trainings related to sustainability available on the NYU iLearn platform.

Mr. Scheib next gave an update on operational initiatives. He reported that more than 100 NYU administrators and every school participated in a series of roundtables about how to make events greener; new sustainability programs have been implemented for coffee and water; NYU is finalizing its dining and catering services contract; and the University is working on synchronizing among schools and central IT.

Mr. Scheib reported on the success of NYU's Green Grants, which awards funds to projects that improve the University's operational environmental performance, foster environmental literacy and community engagement, advance applied research and design, expand sustainability learning opportunities, and demonstrate the viability of best practices and technologies for sustainability. He said that a total of \$250,000 was awarded to projects over the past two years.

Mr. Scheib said that the University has ramped up its student engagement efforts around sustainability. Nearly every residence hall has an EcoRep serving as a peer educator, and sustainability has been incorporated into all NYU Welcome Week events. He said that the SSC has a Sustainability Committee for the first time this year, which is increasing dialogue with students clubs and organizations to make student events greener.

Mr. Scheib reported on progress of the Sustainability Working Group and its 35 initiatives that were identified in the areas of energy, water, and health; engagement; food and waste; teaching and research; and transportation. He said that more than 85% of the items are complete or in progress. In addition, the Senate passed a resolution in April 2019 for decarbonization that identified 16 items of which 12 are in progress.

President Hamilton thanked Mr. Scheib for his presentation and invited questions and comments from members of the Senate. In response to a question about leftover food at University events, Mr. Scheib noted that there is a public Facebook group that event organizers can use to notify students of free food. There was discussion about reducing plastic waste on campus. Mr. Scheib noted that NYU's prohibition on pre-packaged plastic bottles applies to still water, whereas the purchase of other beverages in plastic

bottles is at the discretion of the person ordering. He added that in addition to reducing plastic waste, the University's efforts will also have an impact on shipping costs. There was discussion about the upcoming 50th anniversary of Earth Day. Mr. Scheib reported that the sustainability office is working to support school and cross-school initiatives, and he encouraged others who are organizing Earth Day events to get in touch with his office. He added that the student-led Go Green Week aligns efforts across the University's campuses and global sites. There was additional discussion about green purchasing options through iBuy, ways to reduce waste from printing for courses, and implementing an opt-in or opt-out process for printed publications. Mr. Scheib ended his presentation by encouraging those who want their school or office to be more sustainable to reach out and to utilize in-school resources.

Public Safety Update

President Hamilton said that a key part of keeping the NYU community safe is communication and preparation. He invited Jack Briggs, Associate Vice President of Public Safety Operations, to give an update on public safety training. Mr. Briggs said that over the past few years there has been an increase in awareness and interest in workplace safety. He said that while it remains highly unlikely that the University would experience an active threat incident, NYU has created a video to help members of its community familiarize themselves with the recommended responses. He noted that NYU decided to create its own video in order to make the content more relevant to the NYU community. Mr. Briggs then played the active threat training video, which dramatizes an active threat scenario and provides direction on how to respond in the event of an actual emergency. The video was created in consultation with law enforcement experts and educators. Mr. Briggs said that the video is one tool in the package of support that the Public Safety office provides. He noted that the video has not yet been circulated to the broader community, but will ultimately be available on the Public Safety website, along with additional resources.

Mr. Briggs invited questions and comments from members of the Senate and said that he would also be available after the meeting concluded if anyone wanted to have a discussion outside a group setting. There was discussion about additional resources that would be helpful to provide members of the NYU community, such as guidance for assisting with medical emergencies while waiting for help to arrive. In response to a question, Mr. Briggs noted that the video is meant to address a wide range of active threat situations and that the general guidance is to run, hide, or fight. He encouraged members of the community to familiarize themselves with their environment so that they are prepared in an emergency situation. In response to a question, Mr. Briggs said that the University worked closely with disability experts in creating the video and also discussed with the NYU Moses Center for Students with Disabilities additional resources that could be reviewed with individuals as related to their particular disability. In response to a question about the applicability of the video across the global sites, Josh Taylor, Associate Vice Chancellor for Global Programs and Mobility Services, said that the University is examining the local relevancy of the video for the global sites and will determine how best to adapt the training to each country. Mr. Briggs concluded his

presentation by noting that the video can be supplemented with a training session that allows for more specific questions that are not addressed in the video to be answered by Public Safety team members.

President Hamilton thanked Mr. Briggs for his presentation.

Construction Update

President Hamilton invited Linda Chiarelli, Vice President for Capital Projects and Facilities, to give an update on construction projects at NYU. Ms. Chiarelli shared progress on the second phase of construction at 370 Jay Street, including spaces for Tisch School of the Arts (“Tisch”), Tandon School of Engineering (“Tandon”), Steinhardt School of Culture, Education, and Human Development, and general classrooms. She shared photos of the recording studios created for Tisch’s Clive Davis Institute of Recorded Music, the new space for Tisch’s Interactive Telecommunications Program (“ITP”), and conference room and offices spaces for Tandon. Ms. Chiarelli next shared photos of the Bobst Library Special Collections project, including a new gallery space for public display and reading rooms. She noted that the project included work related to environmental management of archived materials. Ms. Chiarelli then shared photos of the College of Dentistry’s Oral Health Center for People with Disabilities (“Oral Health Center”), which was completed several months ago. She said that this was one of the most exciting recent projects because the Oral Health Center is something that does not exist anywhere else. The Oral Health Center provides treatment to individuals with physical, cognitive, and developmental disabilities and provides training for dentistry students so they are equipped to treat patients with disabilities.

Ms. Chiarelli next provided updates on current projects, including 181 Mercer Street, the Co-Generation Plant, and 404 Lafayette/708 Broadway. She shared photos of the 181 Mercer Street building taking shape, which is being built to accommodate performing arts, athletics, classrooms, dining, student housing, student study spaces, and faculty housing. Ms. Chiarelli reported on progress of updating and revitalizing the Co-Generation plant, which will serve 181 Mercer Street. She shared progress on 404 Lafayette/708 Broadway, noting that the athletic facility will remain open during the vast majority of the construction work.

President Hamilton thanked Ms. Chiarelli for her presentation and invited questions and comments from members of the Senate.

REPORT OF THE PRESIDENT

President Hamilton reported that NYU is in receipt of notification from the U.S. Department of Education’s Office of Civil Rights of an investigation to determine whether a hostile environment exists at NYU for Jewish students. He said that the investigation is the result of a complaint made by a student around a series of incidents that took place last academic year and is not about any new incidents. President

Hamilton said that NYU takes the investigation very seriously and is complying with the request for information and data. He emphasized that the University offers wide support to all members of its community, including Jewish students.

President Hamilton said that in late October he received a letter from Student Government focused on University support for World AIDS Day. He thanked SSC Senator Hayden Howard, who led the student effort. President Hamilton reported that in recognition of World AIDS Day on December 1st, NYU circulated information about events, research, and resources that the NYU community contributes to the cause. In addition, the Director of the Student Health Center at NYU will also be meeting with student representatives to discuss what additional support should be made available to students.

President Hamilton reported that NYU was again ranked No. 1 in both the number of international students studying at the University and the number of NYU students studying abroad, according to the 2019 *Open Doors* report recently released by the Institute of International Education. He said that these rankings reflect NYU's focus on global engagement.

President Hamilton advised that the Affordability Steering Committee and Working Group will release a report the following week with an update on progress that has been made. He reported that universities are expecting to soon receive guidelines from the U.S. Department of Education regarding changes to how higher education institutions handle Title IX investigations related to incidents of sexual harassment and assault. Once received, President Hamilton said that he would report to the Senate on NYU's response. He noted that the new guidelines will need to be examined to see how universities should reconcile the regulations with competing state legal mandates. Finally, President Hamilton said that NYU's new Telecommuting Policy for covered employees in New York will go into effect on January 2, 2020. He noted that the Policy was circulated prior to the effective date so that departments and units could plan how best to implement in their areas since different categories of employment will have varying flexibility.

President Hamilton invited questions and comments from members of the Senate.

There being no further business, the meeting was adjourned at 10:45 a.m.

Respectfully submitted,
Jessica Graham
Director, Office of the Secretary