



## Year End Report 2016 - 2017

May 2017

Dear Colleagues,

The Tisch Faculty Council ("TFC") is pleased to present this Year End Report ("Report") that highlights our activities, accomplishments, and ongoing efforts.

The primary focus areas of the TFC included:

- TFC Bylaws
- Communications
- Raising Faculty Concerns & Offering Actionable Recommendations
- Seeking Consistency and Improved Communication in Faculty Search Processes
- Elections
- Looking Ahead

As always, we encourage you to reach out to the TFC directly with any ideas or concerns by contacting your departmental TFC representatives and/or emailing the TFC Steering Committee at [TischFacultyCouncil@gmail.com](mailto:TischFacultyCouncil@gmail.com)

Sincerely,

**The TFC Steering Committee**

Lauren Davis (Associate Arts Professor, Clive Davis Institute of Recorded Music)  
Julianne Wick Davis (Assistant Arts Professor, Graduate Musical Theatre Writing)  
Yemane Demissie (Associate Professor, Undergraduate Film & Television)  
Scott Illingworth (Assistant Arts Professor, Graduate Acting)  
Editha Mesina (Teacher, Photography & Imaging)

## TFC BYLAWS

The TFC finalized a draft of TFC Bylaws that will, subject to a July TFC member vote, be adopted by the start of the 2017/2018 academic year. The overriding aims of the TFC Bylaws are to:

1. codify the TFC purpose and responsibilities, terms and procedures, including composition, membership, term of service, duties, meetings and voting.
2. to reaffirm the terms of the TFC Founding Document dated May 10, 2016.

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## COMMUNICATION

One of the TFC's goals has been to open up channels of communication and increase information sharing between different constituents and representatives at the School and across the University. In order to attain this goal, the TFC Steering Committee met on multiple occasions with Tisch's Tenure/Tenure Track Faculty Senator (T-FSC) and Continuing Contract Faculty Senators (C-FSC), as well as the TSOA Faculty Welfare & Governance Committee, the Dean, members of the Tisch administration, and the Office of Faculty. Furthermore, the TFC convened a Town Hall in November 2016 to hear faculty concerns, answer questions, and discuss solutions. As a result, the TFC formulated a number of action items.

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## TFC WEBPAGE

The TFC worked with the Office of Faculty to create a webpage that allows TSOA faculty to review TFC Meeting Minutes, and to reach out directly and confidentially to the TFC Steering Committee. You can visit this page at any time at:  
<http://tisch.nyu.edu/faculty/TischFacultyCouncil>

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## RAISING FACULTY CONCERNS & OFFERING ACTIONABLE RECOMMENDATIONS

The TFC comprises a part of the Dean's Executive Council (along with Faculty Senators and others). We used these meetings to bring forward ideas and issues raised by our faculty colleagues and develop actionable recommendations. Some of these key issues are listed below.

## ON-LINE COURSE EVALUATIONS

A major area of concern raised by faculty this year was the institution of standardized on-line course evaluations for undergraduate departments. The TFC lead discussions with Dean Green and University Senators throughout the fall to raise the concerns of faculty about communication regarding the idea itself, the efficacy of the tool, and the potential for administrative misuse of the results. This spring the TFC proposed and Dean Green accepted a plan to form a Tisch faculty/administrative committee to review the use and efficacy of on-line course evaluations at Tisch. The plan is for a newly formed committee to begin a study starting in Spring 2018.

## APPOINTMENTS & PROMOTIONS

A TFC Task Force examined faculty search and appointment processes at Tisch and gathered information about instances where regular procedures were not adhered to.

While we are all committed to the recruitment, retention, and development of an excellent, diverse, and productive faculty, decisions about new faculty hires have a significant impact on the overall climate of Departments and the School. According to Dean Green there are some cases where new faculty may be hired (under the authority of the Provost) without a competitive national search. Some examples include: Targets of Excellence, Targets of Opportunity, Spousal Hires, or other exigent circumstances.

The TFC submitted to Dean Green recommendations for protocols around future appointments to ensure more accountability, transparency, and consistency in procedures.

Our goal in crafting these recommendations is to mirror a process of introduction and communication that would naturally occur during a regular national search process. The TFC believes standardization is necessary for accountability, helps the newly appointed faculty gain introduction to their colleagues, and ensures the existing departmental faculty is respected in the process.

The TFC will provide more information when it is available after Dean Green responds to our recommendations.

## COMPENSATION PARITY

A TFC Task Force investigated questions of parity around compensation based on gender, gender identity, race, and ethnicity. The Task Force sought to understand what information was available, how other colleges at NYU and other Universities handle such questions, and to understand the best way to assess the climate around parity at Tisch.

After reviewing the [Faculty Equity Study](#), a long-term inquiry conducted by the Faculty of Arts and Sciences (FAS), we requested of Dean Green that a similar study be undertaken at Tisch. It was reported back to the TFC that this request (which would require the use of anonymized compensation data) was denied by the Provost's Office. In light of the recent [Final Report](#) of the University Senate's Ad Hoc [Equity, Diversity, and Inclusion Advisory Task Force](#) we are reviewing this newly available data and will begin a conversation in the fall with Dean Green about next steps.

The TFC will continue in the next academic year to investigate ways to both adhere to laws around privacy while simultaneously seeking greater transparency and clarity about the state of compensation parity at Tisch and in coordination with colleagues at other schools within NYU.

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## ELECTIONS

This Spring the TFC worked with the Office of Faculty to carry out elections for several councils and committees. Elections were held for the Tenure/Tenure Track Faculty Senators Council (T-FSC), the Continuing Contract Faculty Senators Council (C-FSC), the Faculty Advisory Committee on Academic Priorities, and several open alternate seats for the Tisch Faculty Council (TFC).

A few Tisch Departments failed to nominate or elect alternates to open TFC seats. We are working with the existing TFC Reps and department Chairs to ensure full representation of each department on the TFC.

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## LOOKING AHEAD

In September of 2017, the TFC will conduct a survey of the Tisch Faculty to identify pressing issues. We will use this information to identify areas of concern and inform and prioritize our work for 2017/2018.

The TFC is a young organization. Advocating for faculty concerns, collaborating with the administration around issues of mutual interest, and connecting your collective voice to the issues of the larger university are exciting areas for future growth. We look forward to hearing what you see as the highest priority for the TFC next year.