

**University Guidelines for Appointments of Tenured and Tenure-Track Faculty
at NYU Abu Dhabi and NYU Shanghai**
With Respect to Partnership and Consultation with NYU New York Schools
(Effective with searches for appointment start dates on or after June 1, 2020)

Overview

These Guidelines update and clarify core processes for searching, hiring, reviewing, and granting tenure at Abu Dhabi and Shanghai, with particular respect to the partnership and consultation with New York. They alter the prior University principles issued as “‘Both/And’ Decision Making in Searching for, Hiring, and Tenuring Faculty at NYU Abu Dhabi and NYU Shanghai,” and supplement University-wide policies applicable to promotion and tenure review, including the [New York University Promotion and Tenure Guidelines](#) and the University statement on [Academic Freedom and Tenure](#).

After careful consideration, including recommendations from Abu Dhabi and Shanghai leadership and from the Faculty Committee on the University’s Global Network,¹ these Guidelines acknowledge the institutional complexity of Abu Dhabi and Shanghai and their singular challenges in recruitment; recognize the presence of a critical mass of faculty at Abu Dhabi and Shanghai that can carry out faculty governance and peer review in a number of disciplines; and encourage Abu Dhabi, Shanghai and New York to continue to draw upon the intellectual range and depth of experience that exist in each campus.

Going forward for new faculty hires, Abu Dhabi and Shanghai can pursue a wide range of affiliations with New York, and can also opt to independently run tenure or tenure-track searches for faculty who will have no affiliation at all with New York.

Beginning with searches for appointment start dates on or after June 1, 2020, these Guidelines apply to all new tenured and tenure track faculty at Abu Dhabi and Shanghai. Existing faculty – who bear the title of Global Network Professor conferred since 2015 – will retain the benefits, privileges and terms of that title. These Guidelines must be reflected in New York, Abu Dhabi, and Shanghai processes and policies.

History and New Process

From the founding of Abu Dhabi and Shanghai until now, faculty hired on the tenure-track or with

¹ See Faculty Committee on the University’s Global Network, “Report and Recommendation on: NYUAD/NYUSH Coordinated Hiring & Review of Tenure-Stream Faculty at NYUAD and NYUSH,” May 15, 2018 (https://www.nyu.edu/content/dam/nyu/provost/documents/faculty-global-network/Coordinated_Hiring%26Review_Report_Flowchart.pdf)

tenure were required to have official affiliations with New York partner schools, which were formalized by conferring the title of Global Network Professor, and in some cases, a Joint appointment title. A New York school that collaborated on such a hire participated in appointment, third-year, tenure, and promotion reviews. This mandated affiliation at the time of hire was important in recruiting faculty to a new academic institution, establishing intellectual connections with New York schools, and guaranteeing senior faculty input to third year review and tenure decisions for new colleagues. This process was referred to as “Both/And:” *both* the hiring institution *and* a tenure-granting New York department had to agree to all tenured and tenure-track hires. If Abu Dhabi or Shanghai recommended tenure, that recommendation would go to the Vice Chancellor of Abu Dhabi or Shanghai and the Provost of NYU for final approval through a both/and decision.

These updated Guidelines expand the options in the appointment process. Going forward, when running a tenure-track or tenured search, Abu Dhabi and Shanghai can each now pursue one of four levels of proposed affiliation with New York schools: *Joint*, *Associated*, *Affiliated* or *Unaffiliated*. The categories of *Joint*, *Associated*, and *Affiliated* faculty each have specified rights and responsibilities that apply University wide. Consistent with University policy that requires input from partner units on cross-appointments, New York input is required for *Joint* and *Associated* appointments, much as has been required under Both/And hiring. Compared with current protocol, Abu Dhabi or Shanghai will choose the level of affiliation that is required or that best suits the planned connectivity with New York. In addition, Abu Dhabi and Shanghai can run an *Unaffiliated* search, a new category as of these Guidelines.

While this document focuses on cross appointments between a New York department and either Abu Dhabi or Shanghai, cross appointments can also be between Abu Dhabi and Shanghai. Unless New York is a third partner on these cross appointments, these cross appointments would not typically engage New York departments.

Notwithstanding loosened expectations for mandatory New York input, in those disciplinary fields where senior faculty in Abu Dhabi or Shanghai are few in number, Abu Dhabi or Shanghai may invite individual New York faculty to assist in and advise faculty search and review committees, much as New York schools may on occasion invite input from colleagues in other schools.

Importantly, even though formal cross appointments between New York and Abu Dhabi or Shanghai are no longer mandated at time of hire or subsequently, New York, Abu Dhabi and Shanghai are expected to continue to build intellectual connectivity for individual faculty members across NYU.

Retaining the Global Network Professor (GNP) Title

The GNP title - which has been used since 2015 to provide a means for New York schools to

express approval of a tenured or tenure-track hire in Abu Dhabi or Shanghai – will be retained by faculty who have been granted that title.² Virtually all tenured and tenure track faculty in Abu Dhabi and Shanghai have the GNP title.

However, for searches with appointment start dates on or after June 1, 2020, the Global Network Professor title will no longer be conferred.

The GNP title is a hybrid of traditional cross appointments. Those who have the GNP title are eligible to participate in teaching, training and mentoring students in both Abu Dhabi or Shanghai and New York. Importantly, third year, promotion, and tenure review for faculty with the GNP title will continue to be carried out jointly by Abu Dhabi or Shanghai and New York.

Permitting Hiring at Multiple Levels of Affiliation with New York

Joint appointments are the tightest connections between New York and Abu Dhabi or Shanghai. They can be particularly helpful in recruiting distinguished senior faculty, and in meeting complementary needs of New York and Abu Dhabi or Shanghai. When there are *Joint* appointments between Abu Dhabi or Shanghai and New York, both schools must formulate the offer and seek department and school approval, assuming they'd like this title to be conferred. The split of time and responsibilities can be flexible to meet curricular needs and the needs of the faculty member. Splits other than 50/50 are possible as are appointments that allow the faculty member to be in residence full time at one unit for an initial number of years followed by an appointment full time at another unit. *Joint* appointees are expected to teach courses and supervise students, at the undergraduate and graduate levels, in each department or program to which they are appointed. These responsibilities are formalized in writing and reflected in the additional title that is provided to the appointee. *Joint* appointees participate in faculty governance in the partner unit. Typically, salary is allocated to both departments proportionate to commitment of time.

Associated appointments with primary homes in Abu Dhabi or Shanghai are also reviewed by a New York unit at the time of hiring, since New York will bestow a secondary title; New York endorsement of the associated appointment is required. (However, *Associated* appointments need not engage the secondary New York unit in third year, tenure or promotion reviews, except as specified in School Promotion and Tenure guidelines.) An *Associated* faculty member need never teach in New York. If they do, however, they will be treated as a member of the department that participated in their hiring review, at whatever rank (Assistant, Associate, or Full Professor) they have in Abu Dhabi or Shanghai.

² The title was proposed by the Faculty Advisory Committee on NYU's Global Network in its June 2014 report, was supported by the Global Network Committee (convened by the Faculty Senators Councils), and was authorized by senior academic leadership at University Common Days in May 2015. ("June 2014 Report of the Faculty Advisory Committee on the University's Global Network.") See <https://www.nyu.edu/content/dam/nyu/provost/documents/Committees/REPORTFINAL.pdf>.

Going forward, Abu Dhabi and Shanghai may also make *Unaffiliated* appointments. Where there is an expectation of an *Unaffiliated* appointment, the candidate is reviewed solely by tenured Abu Dhabi or Shanghai faculty, with the possible addition of tenured faculty from New York recruited individually without required departmental sponsorship. Hiring confers no connection with any New York department or school. With this option, hiring in Abu Dhabi and Shanghai proceeds under local recruitment and tenure procedures, and does not involve or depend on approval of a corresponding unit at New York, nor does it require a visit to New York, or feedback from New York faculty. (Schools may arrange such a visit, as a courtesy to candidates, at their discretion.) The recruit, if hired, has no affiliation with New York, and has no visiting, teaching, student advising, and other privileges in New York. New York plays no necessary role in annual, third year, tenure, and promotion review. It is important that faculty hired in this way understand that they have no academic home in New York.

In the case of *Affiliated* and *Unaffiliated* searches, and with respect to the third year, tenure or promotion reviews of *Associated*, *Affiliated* and *Unaffiliated* faculty, Abu Dhabi and Shanghai shall each develop a process by which individual New York-based faculty can be involved in searches and reviews, without requiring full NYC departmental involvement, when the local committee does not have a quorum of reviewers with relevant expertise.

Generally speaking, the proposed affiliation status cannot be changed during the search; any hiring offer resulting from the search must be made at the proposed affiliation level.

Whether at the time of hire or later in the candidate's career (as discussed below), conferring a New York cross appointment upon faculty with primary appointments in Abu Dhabi or Shanghai must conform to University procedures. New York, Abu Dhabi and Shanghai faculty policies should specify the procedures by which *Joint*, *Associated* and *Affiliated* faculty are hired. *Joint* and *Associated* appointments are memorialized in appointment letters from both units, while *Affiliated* appointments may be made based solely on departmental agreement and decanal approval. All cross appointments must be registered with NYU Office of Academic Appointments.

Summary of Cross Appointments at NYU

The University-wide terms under which a faculty member is hired with a cross appointment, and the associated rights and responsibilities to each category of appointment are displayed below.³ These terms apply to cross appointments between Abu Dhabi or Shanghai and New York, between

³ See "Cross Appointments: Rights, Privileges, Responsibilities" at https://www.nyu.edu/content/dam/nyu/provost/documents/OAA/Cross_Appointments_GNF_March2019.pdf and "Request for Faculty Cross Appointment" at <https://www.nyu.edu/content/dam/nyu/provost/documents/faculty-global-network/CrossAppointmentForm16July2015.pdf>.

Abu Dhabi and Shanghai, and between other NYU units.

Cross Appointments: Rights in and Responsibilities to Partner Unit				
	Traditional			Global Network Professor
	Joint	Associated	Affiliated	Conferred on Faculty of NYU Abu Dhabi & NYU Shanghai
Additional title in partner unit	Yes	Yes	No	Yes
Approvals through Request Form for Cross Appointments	Yes	Yes	Yes	No
Probationary timetable of tenure-track faculty as per primary unit	Yes	Yes	Yes	Yes
Third year, promotion, and tenure review must include partner unit	Yes	No	No	Yes
May teach courses and supervise students in partner unit*	Yes	Yes	No	Yes
Proportionate share of salary is charged to partner unit**	Yes	No	No	No
Participation in department and school faculty governance in partner unit	Yes	No	No	No
Listing in websites and catalog of partner unit	Yes	Yes	Yes	Yes
Voting rights to elect University Senators in partner unit	No	No	No	No



Notes:

- Decisions about course assignments in a partner unit are subject to that unit’s review and consideration of curricular needs.
- In addition to sharing salary of Joint appointees, Abu Dhabi contributes to the salary of New York-based faculty who have semester or other term limited appointments at Abu Dhabi.

Clarifying Promotion and Tenure Review Processes

The process begins within Abu Dhabi or Shanghai with a “local” faculty review committee that prepares the docket and makes a recommendation to the Abu Dhabi or Shanghai P&T committee; this committee then makes its recommendation to the Chief Academic Officer of Abu Dhabi or of Shanghai. The Abu Dhabi or Shanghai Chief Academic Officer submits a recommendation to the Vice Chancellor of Abu Dhabi or Shanghai and to the Provost of NYU. Tenure is granted only if both the Vice Chancellor of Abu Dhabi or Shanghai and the Provost of NYU approve.

In the case of *Joint* appointees between New York and Abu Dhabi or Shanghai, New York participates in third year, tenure, and promotion reviews. Tenured faculty from New York serve

as members of the department- or division-based review committee; this committee's recommendation is included in the materials considered by the Abu Dhabi or Shanghai P&T Committee in making its recommendation to the Chief Academic Officer of Abu Dhabi or of Shanghai.

With respect to *Associated*, *Affiliated*, and *Unaffiliated* faculty, Abu Dhabi, Shanghai and New York should agree on a process by which New York-based faculty can be obtained when the local department-or division-based review committee does not have a quorum of subject matter reviewers with deep expertise.

Hiring, Promotion, and Tenure Review by the University Provost

Nothing in these Guidelines changes the involvement of the Provost of New York University in the hiring, promotion and tenure process.

With respect to hiring, as is the case for New York schools, the annual Faculty Hiring Plan for Abu Dhabi and Shanghai must be approved by the University Provost. In accordance with the Provost's annual directive, Abu Dhabi and Shanghai leadership each construct their Plan, then submit the proposal to the Provost for approval. Searches for new and replacement full-time faculty lines may not be initiated without approval of the Hiring Plan. (Provostial review is not required for offers to specific tenure-track candidates in lines that have been approved in the Faculty Hiring Plan.)

Because each hire can now have a different proposed level of affiliation with a New York department (including none), the Plan should identify, for every tenured or tenure-track search, what level of affiliation is intended. The Provost, in reviewing the hiring plan, may also identify other positions in the Plan that can benefit from coordination and input from New York, and may stipulate that the search be conducted at a certain level of affiliation. Coordination is especially important in science and engineering, given the substantial financial investment for research space and equipment, and the interest in leveraging major shared instrumentation.

Lateral hires (of senior faculty with tenure conditional upon a favorable review) continue to require University Provostial approval before Abu Dhabi and Shanghai can extend offers of appointment. Where the lateral offer is for a *Joint* or *Associated* appointment with a New York department, the request for approval must be coordinated with New York, and the docket submitted to the Provost should cite a positive vote to offer the appointment in Abu Dhabi or Shanghai and New York.

The Provost reviews all promotions to Associate and Full Professor with tenure from all schools, including Abu Dhabi and Shanghai.

Timing for Changing the Level of Affiliation

When a search is launched, the hiring school must identify the affiliation status sought (or proposal to hire, in the case of targets of opportunity). The proposed affiliation status cannot be reduced during the search; should a hiring offer be made, it must be at the level initially proposed.

However, affiliate status may change over time. Should an Abu Dhabi or Shanghai faculty member and a New York department seek deeper affiliation, a new cross appointment (*Joint, Associate, Affiliate*) can be made by mutual agreement: Shifting from *Unaffiliated* to *Affiliated, Associated, or Joint*; *Affiliated* to *Associated* or *Joint*; and *Associated* to *Joint*. In addition, existing New York, Abu Dhabi and Shanghai faculty may have their 100% appointments converted into *Joint* appointments between the schools subject to approval by New York Deans and the Chief Academic Officer of Abu Dhabi or Shanghai.

Changing Faculty Tenure Eligible Status

When a search is launched, Abu Dhabi, Shanghai and all New York schools must identify the tenure-eligible status sought, whether a Tenured/ Tenure Track appointment or a Full-Time Continuing Contract Faculty appointment. The proposed faculty category cannot be changed during the search; should an appointment be offered, it must be in the category initially proposed.

Continuing contract faculty appointments are not normally convertible to tenure track appointments, and faculty hired as continuing contract faculty should not expect to transition into a tenure track appointment. In rare cases, and then only with approval from the University Provost, a school may propose to convert a continuing contract faculty position into a tenure track position for which the incumbent is eligible to apply within the search process. No school policy may prohibit a continuing contract faculty member from applying for and being considered for any tenure track opening that arises within their school or elsewhere in the University; nor may any school policy treat their doing so with prejudice.⁴

⁴ See the Faculty Handbook, Transfer between Continuing Contract Faculty and Tenured or Tenure Track Appointments at <https://www.nyu.edu/faculty/governance-policies-and-procedures/faculty-handbook/the-faculty/faculty-policies-applicable-to-full-time-continuing-contract-faculty/titles-and-terms-of-employment.html>