



Date: March 5, 2026

Memorandum to: Georgina Dopico, Provost

From: Ryan Hartman
Chair, T-Faculty Senators Council
A/Y 2025-26

Subject: T-Faculty Senators Council Resolution regarding NYU Administration Requests for Tenure-Track Faculty To Do the Work of Striking Contract Faculty Colleagues

The T-Faculty Senators Council submits the attached resolution. This resolution was non-unanimously approved by the Council at the March 5, 2026 meeting.

cc: Kristen Day, Vice Provost
Ellen Schall, Senior Presidential Fellow

Chris Dickey, C-FSC Chair
Tamar Schlick, T-FSC Vice Chair
Judith Zelikoff, T-FSC Secretary
Sylvain Cappell, T-FSC Incoming Chair
Karyn Ridder, Manager of Faculty Governance

March 2026

TFSC Resolution on NYU Administration Requests for Tenure-Track Faculty To Do the Work of Striking Contract Faculty Colleagues

Background

In February 2024, contract faculty at NYU voted to form a union, Contract Faculty United-United Auto Workers (CFU). Since November 2024, the CFU, which has roughly 1000 members, has been engaged in negotiations with the NYU administration for their first contract. In February 2026, CFU voted decisively to authorize its bargaining team to call for a strike; 75% of all contract faculty participated in the vote, with 90% of them electing to authorize a strike. CFU has set a March 23, 2026 deadline for the strike.

In preparation for a possible contract faculty strike, the NYU administration has asked department chairs and program directors to identify and contact NYU colleagues—tenure track and adjunct faculty, as well as advanced graduate students—who are willing to do the work, for pay, of striking contract faculty.

This resolution addresses matters of faculty governance related to the NYU administration's contingency plans for tenure-track faculty to do the work of striking colleagues. The TFSC does not take a position on the substance of the negotiations between CFU and NYU, but seeks to clarify and delimit the administration's attempts to leverage tenured and tenure-track faculty to mitigate the impact of a strike.¹

Resolution

1. The TFSC supports our contract faculty colleagues' right to collective bargaining, as they negotiate with the NYU administration for better pay, improved benefits, and academic freedom protections. We recognize the significance of their contribution to NYU, as well as their lawful right to strike as part of their efforts to secure a contract. In light of the overwhelming democratic support among our contract faculty colleagues for a strike, we call on the administration to negotiate in good faith with CFU.

2. The NYU administration should refrain from asking tenure-track faculty to intervene on its behalf in its negotiations with CFU and from asking tenure-track faculty to do the work of lawfully striking colleagues. Requests that tenure-track faculty do our colleagues' "struck work" are clearly intended to mitigate the impact of the strike. Consequently, such requests can interfere in the negotiation process itself, giving the administration an unfair advantage. The administration should resolve its negotiations with CFU at the bargaining table, without attempting to leverage tenure-track faculty to affect the strike or to temper its force.

¹ All references to "tenure-track faculty" in this resolution are meant to denote tenured faculty as well as untenured faculty in tenure-track positions.

3. The administration's contingency plans for department chairs to identify faculty to do the work, for pay, of our striking colleagues, violate the Principles of Joint Shared Governance. Made unilaterally, they also threaten to do long-lasting damage to the relationship between tenure-track and contract faculty colleagues.

The Principles of Joint Shared Governance require the administration to follow a process in all "matters that affect faculty in educational and administrative policy." In the present instance, the administration has asked tenure-track faculty to teach contract faculty's classes; to tutor their students; to supervise their students' independent studies; and to do administrative committee work, among other additional activities. The administration has neither informed nor consulted the TFSC about its contingency plans, yet they do "affect faculty in educational and administrative policy." All such issues must be discussed with representatives from the TFSC, as the first of the [Principles of Joint Shared Governance](#) requires.

The NYU administration should not use its negotiations with CFU as an occasion to undermine faculty governance. For this reason, as well as those stated in point 2, the administration should refrain from asking tenure-track faculty to do the work of striking colleagues.

Furthermore, since complying with such requests would set an unwelcome precedent for undermining faculty governance at NYU, the TFSC recommends that tenure-track faculty decline if they are asked to do striking colleagues' work, whether in the classroom or on administrative committees. The TFSC recommends that department chairs decline to pass on such requests to their tenure-track faculty as well. The TFSC recognizes that these decisions ultimately belong to individual faculty members. As the elected body representing tenure-track faculty governance at NYU, our recommendations are intended to clarify the faculty governance implications of complying with the administration's requests for additional work.

Therefore, it is resolved that the TFSC calls upon the NYU administration to bargain in good faith with CFU;

that the TFSC requests that the administration refrain from asking tenure-track faculty to do the work of striking colleagues;

and that the TFSC recommends tenure-track faculty colleagues decline requests to do the work of striking colleagues, and that department chairs refrain from relaying such requests to their faculty.