

# University Senate Plenary

November 19, 2021



University Senate

Proposed: November 19, 2021

Adopted: November 19, 2021

PROPOSED AGENDA

University Senate

Friday, November 19, 2021 at 1:15 p.m. via Zoom

**Registration required**

**After registering you will receive a confirmation email with meeting details.**

1. Adoption of the agenda
2. Adoption of the minutes of October 22, 2021
3. President's report
4. Executive Committee Chair's report:
  - a. An update on the public health situation from Dr. Wafaa El-Sadr, University Professor
5. New business:
  - a. Resolutions:
    - i. Resolution to Amend the University Statutes to Rename the Department of French and Romance Philology (Education Committee)
  - b. Committee reports and updates:
    - i. Important changes to funding agency disclosure requirements: An update from Naomi Schrag, Vice President for Research Compliance, Training and Policy, and member of the External Relations and Research Policy Committee

## MEETING OF OCTOBER 22, 2021

Executive Committee chair Jeanine D'Armiento (Ten., VP&S) called the Senate to order at 1:15 pm on Zoom.

She said the Senate would be doing a good deal of voting later in the meeting, with four resolutions requiring a supermajority. She reviewed the main plenary procedures: Only senators have the floor and can vote, by using the hand icon, under Reactions on their Zoom panels.

**Adoption of the agenda.** The agenda was adopted as proposed ([see September 24 plenary binder](#), page 1)

**Adoption of the minutes.** The minutes of September 24 were adopted as proposed ([binder](#), 3-6).

**President's report.** Sen. D'Armiento said the president was unable to join the Senate for this meeting. His father had passed away, and he was with family. She extended the Senate's condolences. Sen. D'Armiento said she was prepared, as usual, to relay any senator's questions to the president. She added that he had sent a note to the Senate, from which she read aloud:

You will soon be presented with the resolution to amend the University Statutes to establish the Faculty of Climate. I've been looking forward to this for some time. And I'm deeply disappointed not to be with you today. I've thought a great deal about what I might say to you, the University Senate, today. It had been my intention to share again with you the origins of the Climate School and the reasons for establishing it at a moment when Columbia was already doing spectacular research and scholarship on climate in virtually every school and department throughout the University. But all of this you know and have thoughtfully incorporated into your resolution, so I will simply highlight a few things.

First, it is important for us all to recognize how rare it is for new school to be launched at a university such as Columbia. The rationale for doing so must be indisputable. The need must be undeniable. The call to action must be urgent. All of this is true in this case. The Columbia Climate School has a large and comprehensive mission centered on a vast and immediate problem with which humanity must come to terms. Today's resolution to amend the University

Statutes, and all of the work leading up to it, allows us an opportunity to acknowledge the magnitude of our decision to deepen our efforts and elevate our impact as a university, for Columbia to harness its resources to contribute as meaningfully as possible to the most serious problems facing our world.

Second, I want to underscore the importance of this process. This is an historic day, a historic meeting, and a historic moment. Your work will forever be remembered as pivotal in the history of this university affecting generations to come. Finally, I wish to express my sincere gratitude to each one of you for your dedication and your commitment to getting us to this point. The time and energy you put into understanding the school and capturing the details of its faculty governance, degrees, education and more, is to be commended and lauded and will be looked upon for years to come as an example of the very best of Columbia.

Sen. D'Armiento thanked the president for the statement.

**Executive Committee chair's remarks.** Sen. D'Armiento mentioned the following items:

- The recent update from the Provost Boyce that over 99.9% of the Columbia community had complied with the vaccine mandate, and that testing positivity rates remained below 0.5%. Capacity restrictions would be eased for indoor gatherings, which was exciting news for everyone, with indoor mask mandates extended through November.
- In follow-up news after discussions at the September plenary, Sen. D'Armiento said that indoor dining had been opened earlier in October. She expressed appreciation to Scott Wright, VP for Campus Services, for the work he and his team had done to make this possible.

**Old business.**

*Resolution to Amend the University Statutes to Establish the Faculty of Climate (Education)* ([binder](#), 7-25). Sen. D'Armiento said this would be the first new faculty established at Columbia in many years. The resolution would require a vote of three fifths of the 103 currently serving senators, or 62 positive votes. She said the Senate, and specifically the Education, Faculty Affairs, and Research Officers committees, had worked on this matter for several months. Sen. D'Armiento expressed appreciation for the effort that these groups and other senators had put into this project. She noted the presence at the meeting of Climate School founding deans Alex Halliday, professor of Earth and Environmental Sciences; Ruth DeFries, University professor; Maureen Raymo, director of Lamont Doherty Earth Observatory, and Jason Bordoff, director of the Center on Global Energy Policy. She said the Senate committees that had worked with Prof. Halliday and his team appreciated the constructive, thoughtful, and transparent nature of that engagement, and looked forward to continuing to work together as the Climate School developed.

Education Committee co-chairs Letty Moss-Salentijn (Ten., CDM) and James Applegate (Ten., A&S/Natural Sciences) presented the resolution. Sen. Moss-Salentijn said Education was the proponent, but a majority of Faculty Affairs had also supported the resolution. She said several Senate committees had worked with the founding leadership of the proposed Climate School over the spring and summer of 2021. Detailed written questions had also been submitted to the Climate School leaders, who had supplied comprehensive and transparent answers. Sen. Moss-Salentijn appreciated the candor of the founding deans, and looked forward to receiving regular updates during the school's ramping-up period.

Sen. Applegate then discussed the contents of the resolution in more detail. He said a small subgroup of senators pitched in at the late stages of the deliberations, including the Education co-chairs and committee member Tao Tan (Alumni), Research Officers Committee chair Daniel Savin (Professional Research Officers), and Faculty Affairs Committee co-chair Greg Freyer. Sen. Applegate apologized to any other primary participant he might be forgetting. This group worked on the final stages of helping to translate the vision for a climate school that President Bollinger had expressed in a December 2019 report into a practical plan for making this work at Columbia.

He said Prof. Halliday had been extremely generous with his time in meeting with Senate groups and answering detailed questions.

Sen. Applegate said a school is defined by a faculty, by educational and research programs, by students who participate in these activities in a fundamental way, and by infrastructure and administrative support. The question was, how do you take the vision and make it actually work? He said the basic idea had been described as the "hub and spokes" model—a relatively small collection of full-time faculty members, supplemented over time by a growing number of joint appointments and collaborations. Such a model was well-suited to the extraordinary interdisciplinarity of climate studies.

Sen. Applegate said the first step on this path would be to amend the University Statutes to establish a faculty of climate. Here he paused to talk briefly about how academic organizations are presented in the Statutes. The basic unit is a faculty, which has the power to approve and confer degrees. The Statutes speak of schools in some places, but not in others. They speak more consistently of departments of instruction. Sen. Applegate said his academic home, the Astronomy Department, is a department in the Arts and Sciences; in the Statutes what are commonly called the Business and Law schools are listed only as academic departments.

But the fundamental step to be taken at the present meeting, Sen. Applegate said, is to create a faculty of climate, which would enable the appointment of professors of climate.

Sen. Greg Greyer (NT, Public Health) said he had had many questions at the start of the deliberative process about the Climate School. He came to appreciate the willingness of Prof. Halliday and his colleagues to respond to questions and doubts from the Senate group. He said his own confidence in the school's eventual success was based in large part on the commitment that Prof. Halliday had made to keep working with Senate committees as the School develops.

Sen. Eli Noam (Ten., Bus.), co-chair of the Budget Review Committee, said he strongly supported the idea of a climate school, and noted that with the global conference on climate change just under way, it was even the right week for Columbia to take a leadership role. But he said that he would have liked to see more dollar signs as part of the presentation. There are two significant numbers toward the end: in the next decade, the School will need to secure \$400 million to \$1 billion in new philanthropic funding and more than \$1 billion in federal funding.

Sen. Noam said the federal funding goal might mean \$120 million a year for ten years. To compare the prospects of the Climate School to reach that goal to what other Columbia schools have generated in federal funding, Sen. Noam offered the metric of dollars raised by school per faculty member per year. By that measure, the Climate School would need 360 faculty members to generate \$120 million a year in federal funding if it could match the productivity of the Engineering School, and 600 faculty members if it matched the productivity of the natural sciences departments in the Arts and Sciences.

He said the projection on federal funding was clearly not realistic. Comparisons with the medical school would yield similar results. He said he offered his comments as a kind of reality check. They did not change his positive overall conclusion. But he respectfully asked the school's planners to share with the Senate, either at the present plenary or one in the near future, their financial forecast and scenarios

Sen. D'Armiento, responding to Sen. Noam, said that the Senate's business at the present meeting was to take the essential first step of establishing the faculty of climate. She reminded Sen. Noam of Prof. Halliday's commitment to collaborate on key issues—including the budget matters that Sen. Noam had raised—as the School goes forward

Sen. Jeremy Wahl (Stu., GS), a co-chair of the Student Affairs Committee, pointed out that Columbia's more than 30,000 students would be bearing the brunt of the issues that the Climate School would be tackling. He also called attention to the history of the Senate and recalled that the late 1960s were turbulent times, somewhat like the present. His understanding was that the Senate, formed in the immediate aftermath of the massive police bust that quelled the 1968 student rebellion, was an attempt to rebuild consensus. He praised a documentary by Paul Cronin, a Columbia alumnus and historian of those events, called "A Time to Stir," which shows the birthing pains of the present Columbia community. He said people find themselves now in a

new, global time to stir, with a powerful sense of fear and chaos. As a student of political science and economics, he felt a clear sense of impending peril.

Sen. Wahl said that being a political actor in the Senate, having some skin in the game in the Columbia community, is an important matter for students. It was important to know in this difficult time, that the Senate was taking positive steps to engage with the world's existential issues by creating a climate school. He said he was not prepared to get into the weeds of Columbia finances at the moment. But he wanted to say that the broad idea of the Climate School was a good one, and he supported it. He said the students he had spoken with also strongly support the idea. He thanked fellow senators who had devoted time to this project.

There was no further discussion, and the Senate proceeded to a vote. The tally was 83-0 in favor of the resolution, with no abstentions.

### **New business.**

*Resolution to Amend the University Statutes to Update the General Policies (Structure and Operations).* Structure and Operations Committee co-chair Daniel Savin (Research Officers) presented the resolution ([binder](#), 27). Sen. Savin proposed two changes to Chapter 2 (The University Senate), Section 23 (General Policies) of the University Statutes. He said that in good times, the University administration meets in a timely way with Senate committees. But in bad times, such as the Great Recession of 2008-09, or the Covid-19 crisis that closed the University in March 2020, Senate committees found it very difficult to provide their input into major decisions being made, because it became much harder to meet with senior administrators. So one issue presented to Structure and Operations concerned the need for timely meetings in good times and bad. Structure and Operations was proposing to add the following sentence to Section 23: "For these purposes, the Senate shall meet with the appropriate senior officers of the University and shall receive relevant documents in a timely manner."

The second proposed change to Section 23 was to affirm that the Senate Budget Review Committee can provide input on University budgets not only after they have been adopted, but also beforehand. Sen. Savin said that on some past occasions, the administration provided budget information early enough to enable the Senate Budget Review Committee to offer its input before the budget was adopted. But on other occasions the information was not provided in time to allow for Senate input beforehand. Sen. Savin said the committee, to provide constructive input, has to meet with the appropriate administrators before and after the adoption of the budget. So Structure and Operations proposed to revise Section 23 g) of the Statutes by adding the words "before and" directly in front of "after its adoption."

Invited to comment by Sen. Savin, Sen. Soulaymane Kachani (NT, SEAS), co-chair of the Budget Review Committee, said the point of the amendment was to codify the actual practice of

the committee in recent years. Over the past two decades, he said, the committee has collaborated closely with senior administrators in budget deliberations.

Sen. Noam, Sen. Kachani's co-chair on Budget Review, thanked Provost Mary Boyce and EVP for Finance Anne Sullivan for recently sharing with the University community a detailed and informative report on Columbia's current finances—which he considered a real step toward transparency. He also noted that the report consisted of 48 pages of dense numbers and financial terminology—a presentation suitable for the attention of a budget committee.

He said the University runs on budgets, and these numbers affect salary increases, tuition fees, scholarships, retirement benefits, hiring, grants, and so on. So if the Senate wants to have an impact as a partner in setting the educational and social priorities of this university, then it must play a serious role in establishing budget priorities. He hoped the Senate would authorize the committee to do its proper job, and to use the Senate lens not only to ratify the current reality, but also to continue that role into the future.

Sen. Roger Tejada (Stu., Law) said he worried about phrases in the resolution like “timely manner.” What did they actually mean? Would such language actually improve prospects for receiving information on time?

Sen. Savin said “timely manner” means early enough to be able to provide input before decisions are made.

Sen. D'Armiento repeated the point that the purpose of these amendments was to align the Statutes more closely with current practice.

Sen. Freyer asked Sen. Tejada if there was better language for the amendment.

Sen. Tejada said the current language of the amendment did not distinguish between a timely opportunity for consultation and any other moment before a deadline. Certainly some of those moments would not be compatible with what is generally understood by “a timely manner.”

Sen. Savin thought the basic meaning was clear. He also noted that the University administration had been working in good faith to include the Senate in discussions. But there were occasions during his two decades in the Senate when committees were excluded. The amendment provided an aspirational goal to urge the administration to work towards.

Sen. Benjamin Orlove (Ten., A&S/Social Sciences) suggested some ways to firm up the meaning of “timely” communication. He outlined an arrangement that might enable a relevant committee to see a draft budget and respond, and pull the Senate together in a hurry if needed.



Sen. D'Armiento supported Sen. Savin's remarks. Nothing in the amendment granted special powers to Senate committees. She said Senate committees and administrators recognize that their budget deliberations are a collaborative activity. Putting that understanding in the Statutes brings them up to date with actual practice.

Sen. Freyer, a member of the Budget Review Committee, said the group had not always received reports and other information in a timely way. He thought the present draft language would enable the committee to indicate clearly to the administration when this happens.

Sen. D'Armiento said the provost's recent email reporting on the budget had done a good deal to express what the Budget Review Committee hoped to accomplish in collaboration and transparency.

The Senate then voted on the resolution, approving it by a tally of 81-0 with one abstention.

*Resolution to Update the By-laws of the University Senate to Update the Name and Mandate of the Budget Review Committee.* Sen. Savin said the next resolution ([binder](#), 29) would apply the changes just approved by the Senate for the University Statutes to the Senate By-laws, and change the committee's name to the Budget Committee, which makes clear that the committee is not just reviewing the budget after the fact, but actively taking part in making the budget. Sen. Savin said the new name would also mirror the name of the Trustee committee that oversees the University budget. The resolution also adds the words about reviewing the budget "before and" after its adoption to the committee's mandate in the By-laws. Sen. Savin said the resolution also incorporated customs that the committee had maintained for at least a decade—meeting at least annually with the University's Chief Financial Officer, the Chief Executive Officer of the Columbia Investment Management Corp., and other senior administrators to discuss budgetary plans, fiscal changes, and the endowment.

Sen. Kachani said the resolution simply codified some of the practices of the committee throughout his 18 years as a member, plus the name change. Sen. Noam said he had no additional comments.

Sen. Moss-Salentijn asked if Structure and Operations had reviewed the history of the Budget Review Committee. She thought there may have been an earlier version of the group called the Budget Committee to whose name the word "Review" was added, and from which it was now being subtracted. She said the previous name change had been proposed during the chairmanship of former senator Christian Meyer (Ten., SEAS).

Sen. Savin said there had been no such review by Structure and Operations, and he wasn't aware of an earlier name.

The Senate then approved the resolution by a vote 86-0, without abstentions.

*Resolution to Amend the University Statutes to Enable Climate School Representation in the University Senate.* Sen. Brendan O'Flaherty (Ten., Social Sciences/A&S), a member of Structure and Operations, presented the resolution ([binder](#), 31-35). He said it had three parts, dealing with each Senate constituency that is linked to Columbia schools: tenured faculty, Tenure Track and Off Track faculty, and students. The simplest case was the TTOT faculty: each school must have exactly one TTOT senator. The addition of the Climate School would bring the total number of schools with Senate representation to 17, so there will be a 17<sup>th</sup> TTOT senator.

The Statutes currently say there are 42 tenured faculty senators. Each school gets one, and the remainder are distributed proportionally among the schools. Under current rules, assigning a tenured faculty seat to the Climate School would mean taking one away from another school. One way to handle the situation under current rules would be to take away the last tenured seat assigned in the reapportionment of 2020, which went to the Engineering School.

Sen. O'Flaherty stressed that the Structure and Operations Committee did not believe that the intent of adding the Climate School was to reduce the representation of any other school. So it recommended authorizing a 43<sup>rd</sup> tenured senator, to represent the Climate School, keeping the other proportions of representation the same for the time being.

Sen. O'Flaherty said the current Statutes recognize 22 student senators, with each school having one, the school with the largest student population having three, and the two next-most-populous schools each receiving a second student representative.

Under current rules, because the Climate School will have students immediately, the Structure and Operations Committee would have to take away one seat from one of the larger schools. According to the 2020 reapportionment, that would be the Business School.

Sen. O'Flaherty stressed again that there was no intention on the part of Structure and Operations to take away seats from any other school in adding representation for the Climate School. So the resolution calls also for adding a 23<sup>rd</sup> student senator to represent the Climate School, again keeping the other proportions the same for the time being.

Sen. O'Flaherty anticipated additional changes in future reapportionments, depending on the eventual size of the Climate School. Its tenured faculty cohort would have to grow to 58 or 60 members before it could add another tenured senator at the expense of another school.

Sen. O’Flaherty said the apportionment of TTOT faculty per school would be one apiece forever.

He said the Climate School would need a full-time student population of about 2000 before it could displace the Business School as the third-most-populous school, with a second student senator.

Sen. O’Flaherty said the general idea of the representation scheme proposed by Structure and Operations was to accommodate the Climate School with the least possible disruption either to the overall scheme or to the current Senate. The next reapportionments, in 2025 and 2030, might result in changes.

Sen. D’Armiento invited questions.

Sen. Orlove said the Climate School already had students in the master’s program in climate and society, which was moving from the Arts and Sciences into the Climate School. Currently 87 students were enrolled. Will one of them be joining the Senate soon, or next year?

Sen. D’Armiento said that if the Senate were to pass the present resolution, it would still have to go to the Trustees for final ratification of the Statutory amendments. Before that happens, no new senators would be added.

Sen. Orlove asked if there could be student senators from the climate school before there are faculty senators. The faculty teaching the master’s program in climate and society were, after all, from other schools.

Sen. O’Flaherty said as soon as the Statutory amendments were ratified, there would be some Climate School faculty—mainly the founding deans.

Sen. Michael Antwi (Stu., Bus.) asked if he had heard correctly that the Business School would lose one of its two senators if the full-time student population of the Climate School reached 2000.

Sen. O’Flaherty said that, under the current Statutes, the Business School would lose one of its two senators in order to provide one senator for the Climate School. But the purpose of this proposed amendment, which would provide one additional student seat for the Climate School, was to prevent that from happening. [But it was also true that if the population of the Climate School were to outgrow that of the Business School at some future date, the Climate School would take the Business School’s second student seat.]

The Senate then voted 82-0, with one abstention, to pass the resolution.

*Annual committee reports for 2020-21.*

Information and Communications Technology Committee. Sen. Julia Hirschberg (Ten., SEAS), a committee co-chair, shared her screen and presented the report ([binder](#), 37-43) referring to a set of slides.

At the end of the presentation, Sen. Andrew Marks (Ten., VP&S), chair of the Physiology Dept., asked if the committee had heard the contents of a report that CUIMC IT director Chad Neal had made to chairs of the uptown departments. Sen. Marks said it was a depressing presentation, pointing out that support for uptown IT operations was far below what peer institutions in New York City receive, and that many CUIMC buildings, at least at the Medical School, have little or no Wi Fi, and there is no funding in the budget to fix that. These financial restrictions have continued over the past decade.

Sen. Hirschberg said the IT Committee had not heard of this situation. But she had been at meetings at CUIMC, where she could not use Wi Fi, so she understood the frustration that Sen. Marks was expressing. She did not know how to address this problem.

Sen. Marks said it seemed to be simply a matter of resources that are not available in Mr. Neal's budget.

Asked to comment by Sen. D'Armiento, CUIT VP Gaspare LoDuca said it was important to understand that spaces belonging to CUIMC are often intertwined in complex ways with spaces belonging to New York Presbyterian Hospital. CUIMC pays NYP to manage CUIMC's network and Wi Fi. Mr. LoDuca added that Mr. Neal was conferring with senior CUIMC officials, including Acting EVP Anil Rustgi, CFO Will McKoy, and Chief Operating Officer Donna Lynne, who he said were all working hard to fix these problems.

Mr. LoDuca said that when Mr. Neal met with the IT Committee eight months earlier, he was still new in the job and trying to figure things out. Now he's working with leadership on solutions.

Sen. Hirschberg suggested inviting Mr. Neal back to the IT Committee to discuss this situation.

Sen. Hirschberg urged senators to see the Virtual Columbia, the Virtual Reality-based tour of the Morningside campus that she had described in her report. She said high school students who are eager to come see Columbia but can't get here for various reasons can now visit remotely.

Mr. LoDuca recalled that for the remote graduation of 2020 there was actually a Minecraft version of the campus in the video, built by Engineering students. CUIT took that version and poured it into Virtual Reality to show the possibilities. The next step was to turn the Minecraft buildings into more accurate depictions.

CUIT also discovered that a video game company had actually recreated a near-perfect depiction of the Columbia campus for a Spider Man video game. Mr. LoDuca said he has a couple of people working on this project in his Emerging Technologies group. He said the results could be very interesting and useful. At some point, it would be good to show it to anybody who would like to look at it, and have them help think of good uses for it.

Sen. Kachani added that there had been a number of valuable recent collaborations involving Virtual and Augmented Reality recently among CUIT, the Libraries, and the Center for Teaching.

Mr. LoDuca said this was an important partnership; making the most of emerging technologies is a shared responsibility among these three groups.

Sen. Moss-Salentijn said she had been actively using VR and AR in her recent attempts to develop new course materials for the Dental School curriculum. She was enthusiastic about these initiatives.

Sen. D'Armiento thanked Sen. Hirschberg for the IT Committee report.

She adjourned the meeting shortly after 2:30 pm.

Respectfully submitted,

Tom Mathewson, Senate staff

Overview of Current Positions: Columbia University and Student Workers of Columbia - UAW

Component	Columbia University					Sources
	PhD Student 12-month appointment	PhD Student 9-month appointment	Master's Student & Undergraduate Student on Appointment	Casual/ Hourly for instructional or research work	Notes	
<b>Compensation (minimum AY2021-22) &amp; Annual Increase</b>	\$42,766 & 3% annual increases (ongoing phase-in of higher percentage increases in SPH)	\$32,074 & 3% annual increases (ongoing phase-in of higher percentage increases in SSW)	5% minimum increase & 3% annual increases	\$19 (AY2022-23), increasing to \$21 after 3 years	Minimums applicable to all SPH (12-month) & SSW (9-month) programs no later than AY2022-23	<a href="https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations">https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a>
<b>Summer stipend</b>	n/a	\$4,750 in summer 2022, \$5,250 in summer 2023	n/a	n/a	.	<a href="https://unionization.provost.columbia.edu/news/november-1-2021">https://unionization.provost.columbia.edu/news/november-1-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a>
<b>Health Benefits</b>	Student Health Insurance Plan Premiums for themselves and eligible dependents covered by the University. Student Health Insurance Plan includes certain covered preventive dental services. Additional Dental and Vision Plans available at student's own cost.	Student Health Insurance Plan Premiums for themselves and eligible dependents covered by the University. Student Health Insurance Plan includes certain covered preventive dental services. Additional Dental and Vision Plans available at student's own cost.	Students enroll at their own cost.	Students enroll at their own cost.	The University provides health insurance to PhD students and their dependents as part of their support package offered at the time of admission. The University has proposed a Support Fund available to all student employees and their dependents for reimbursement of out-of-pocket medical, dental and vision expenses.	<a href="https://unionization.provost.columbia.edu/content/health-and-dental-benefits">https://unionization.provost.columbia.edu/content/health-and-dental-benefits</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Support Fund for Medical, Dental, Vision Expenses (for reimbursement of out-of-pocket expenses)</b>	\$250,000 for 2021-22, increasing to \$300,000 for 2022-23 year, and then to \$325,000 for 2024-25, available to all student employees and dependents	\$250,000 for 2021-22, increasing to \$300,000 for 2022-23 year, and then to \$325,000 for 2024-25, available to all student employees and dependents	\$250,000 for 2021-22, increasing to \$300,000 for 2022-23 year, and then to \$325,000 for 2024-25, available to all student employees and dependents	\$250,000 for 2021-22, increasing to \$300,000 for 2022-23 year, and then to \$325,000 for 2024-25, available to all student employees and dependents		<a href="https://unionization.provost.columbia.edu/news/november-1-2021">https://unionization.provost.columbia.edu/news/november-1-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Child Care annual subsidy</b>	\$4,000 per year per child under age of six not yet in kindergarten	\$4,000 per year per child under age of six not yet in kindergarten	n/a	n/a	PhD Students are provided a 12-week paid Parental Accommodation	<a href="https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations">https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Non-Discrimination &amp; Harassment</b>	Significant changes to EOAA policies and procedures that would strengthen the handling of discrimination and harassment grievances, including the opportunity to appeal an EOAA determination to a trained and independent outside decision-maker. Inclusion of the range of supportive accommodations and interim measures available during the EOAA process in the agreement with the Union. Commitment to meet with the Union to discuss the effectiveness of the EOAA processes and the changes within 12 months of ratification.	Significant changes to EOAA policies and procedures that would strengthen the handling of discrimination and harassment grievances, including the opportunity to appeal an EOAA determination to a trained and independent outside decision-maker. Inclusion of the range of supportive accommodations and interim measures available during the EOAA process in the agreement with the Union. Commitment to meet with the Union to discuss the effectiveness of the EOAA processes and the changes within 12 months of ratification.	Significant changes to EOAA policies and procedures that would strengthen the handling of discrimination and harassment grievances, including the opportunity to appeal an EOAA determination to a trained and independent outside decision-maker. Inclusion of the range of supportive accommodations and interim measures available during the EOAA process in the agreement with the Union. Commitment to meet with the Union to discuss the effectiveness of the EOAA processes and the changes within 12 months of ratification.	Significant changes to EOAA policies and procedures that would strengthen the handling of discrimination and harassment grievances, including the opportunity to appeal an EOAA determination to a trained and independent outside decision-maker. Inclusion of the range of supportive accommodations and interim measures available during the EOAA process in the agreement with the Union. Commitment to meet with the Union to discuss the effectiveness of the EOAA processes and the changes within 12 months of ratification.	Changes to EOAA policies and procedures will apply University-wide. The University has stated that it is prepared to discuss further changes to its Non-Discrimination and Harassment proposal, including the Union's demand for arbitration, before a mediator.	<a href="https://unionization.provost.columbia.edu/news/november-10-2021">https://unionization.provost.columbia.edu/news/november-10-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Change in Academic Advisor</b>	Up to one semester's funding in situations where a change of advisors is determined to be necessary for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy, to support the student in identifying a new advisor. A Transition Coordinator appointed by the Provost will work with a School-based Coordinator appointed by the relevant Dean to make the determination, keeping the student's educational aims and needs foremost at all times.	Up to one semester's funding in situations where a change of advisors is determined to be necessary for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy, to support the student in identifying a new advisor. A Transition Coordinator appointed by the Provost will work with a School-based Coordinator appointed by the relevant Dean to make the determination, keeping the student's educational aims and needs foremost at all times.	n/a	n/a		<a href="https://unionization.provost.columbia.edu/news/november-10-2021">https://unionization.provost.columbia.edu/news/november-10-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions

Overview of Current Positions: Columbia University and Student Workers of Columbia - UAW

Student Workers of Columbia - UAW						
Component	PhD Student 12-month appointment	PhD Student 9-month appointment	Master's Student & Undergraduate Student on Appointment	Casual/ Hourly for instructional or research work	Notes	Sources
<b>Compensation (minimum AY2021-22) &amp; Annual Increase</b>	\$45,000 & 3% annual increases	\$35,500 & 3% annual increases	5% minimum increase & 3% annual increases	\$26 & annual increase of \$1.50	Minimums applicable to all programs AY2021-22	<a href="https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations">https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a>
<b>Summer stipend</b>	n/a	\$6,500 in summer 2021 (retroactive) & 3% annual increases	n/a	n/a	Extends summer stipends past year 5, and to programs currently not offering a summer stipend for appointments less than 12 months (e.g. SSW)	<a href="https://unionization.provost.columbia.edu/news/november-1-2021">https://unionization.provost.columbia.edu/news/november-1-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a>
<b>Health Benefits</b>	Premiums for Student Health Insurance Plan, Dental Plan and Vision Plan for student and eligible dependents covered by the University.	Premiums for Student Health Insurance Plan, Dental Plan and Vision Plan for student and eligible dependents covered by the University.	Premiums for Student Health Insurance Plan, Dental Plan and Vision Plan for student covered by the University.	Premiums for Student Health Insurance Plan, Dental Plan and Vision Plan for student covered by the University, provided the student works an average of 10 hours or more/week.	Lower out-of-pocket maximums; agreement to provide advance notice before any changes to plans. Accessible and affordable access to mental health care (\$0 copays) including a commitment by the university to improve mental health care services by expanding provider networks to include LGBTQIA+ friendly providers.	<a href="https://unionization.provost.columbia.edu/content/health-and-dental-benefits">https://unionization.provost.columbia.edu/content/health-and-dental-benefits</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Support Fund for Medical, Dental, Vision Expenses (for reimbursement of out-of-pocket expenses)</b>	\$300,000 for 2021-22 increasing to \$400,000 for 2023-24 available to all student employees, and an additional support fund of \$200,000 for 2021-22 increasing to \$250,000 for 2023-24 for dependents.	\$300,000 for 2021-22 increasing to \$400,000 for 2023-24 available to all student employees, and an additional support fund of \$200,000 for 2021-22 increasing to \$250,000 for 2023-24 for dependents.	\$300,000 for 2021-22 increasing to \$400,000 for 2023-24 available to all student employees, and an additional support fund of \$200,000 for 2021-22 increasing to \$250,000 for 2023-24 for dependents.	\$300,000 for 2021-22 increasing to \$400,000 for 2023-24 available to all student employees, and an additional support fund of \$200,000 for 2021-22 increasing to \$250,000 for 2023-24 for dependents.		<a href="https://unionization.provost.columbia.edu/news/november-1-2021">https://unionization.provost.columbia.edu/news/november-1-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Child Care annual subsidy</b>	\$6,000 per year per child under age of six not yet in kindergarten.  Funding extensions for parents in addition to the existing 12-week paid Parental Accommodation.  Extended parental leave of absence for up to 3 years.	\$6,000 per year per child under age of six not yet in kindergarten.  Funding extensions for parents in addition to the existing 12-week paid Parental Accommodation.  Extended parental leave of absence for up to 3 years.	n/a	n/a		<a href="https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations">https://provost.columbia.edu/news/update-student-workers-columbia-uaw-negotiations</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Non-Discrimination &amp; Harassment</b>	Grievance and arbitration of all complaints of discrimination and harassment, including Title IX and power-based harassment, regardless of whether the the University's internal processes have been exhausted.	Grievance and arbitration of all complaints of discrimination and harassment, including Title IX and power-based harassment, regardless of whether the the University's internal processes have been exhausted.	Grievance and arbitration of all complaints of discrimination and harassment, including Title IX and power-based harassment, regardless of whether the the University's internal processes have been exhausted.	Grievance and arbitration of all complaints of discrimination and harassment, including Title IX and power-based harassment, regardless of whether the the University's internal processes have been exhausted.		<a href="https://unionization.provost.columbia.edu/news/november-10-2021">https://unionization.provost.columbia.edu/news/november-10-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions
<b>Change in Academic Advisor</b>	Up to 5 working months of funding for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy. The decision regarding whether to change advisors will be made by the student. The University and the Union shall mutually agree upon the Coordinators. If the student has not identified a new advisor, the Coordinators shall ensure that the student finds one. Additional funding may be needed and will be determined on a case-by-case basis by the Coordinators and the Union.	Up to 5 working months of funding for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy. The decision regarding whether to change advisors will be made by the student. The University and the Union shall mutually agree upon the Coordinators. If the student has not identified a new advisor, the Coordinators shall ensure that the student finds one. Additional funding may be needed and will be determined on a case-by-case basis by the Coordinators and the Union.	n/a	n/a		<a href="https://unionization.provost.columbia.edu/news/november-10-2021">https://unionization.provost.columbia.edu/news/november-10-2021</a> <a href="https://www.studentworkersofcolumbia.com/bargaining-framework">https://www.studentworkersofcolumbia.com/bargaining-framework</a> Bargaining sessions

University Senate

Proposed: November 19, 2021

Adopted: November 19, 2021

Vote | In favor-opposed-abstained: 67-0-0

## **RESOLUTION TO AMEND THE UNIVERSITY STATUTES**

### **TO RENAME THE DEPARTMENT OF FRENCH AND ROMANCE PHILOLOGY**

WHEREAS the current name of the Department of French and Romance Philology has fallen into disuse, belonging to a period in the twentieth century when other romance languages were also taught in the department, and when the term “philology” was widely understood to mean a comprehensive approach to the study of language, encompassing literature; and

WHEREAS the term “philology” is now ill-suited to a department whose faculty hires in recent decades have incorporated other disciplines—notably history and philosophy—in pursuit of a broad understanding of the culture of France, including the societies that it colonized in Arabic-speaking and other regions of Africa and the Middle East; and

WHEREAS “philology” is now unfamiliar and even off-putting to students, at a time when the department, along with other Columbia programs, is redefining itself in an effort to attract a broader, more diverse student population; and

WHEREAS the department’s application to change its name has been reviewed and approved by the Dean of Humanities in the Faculty of Arts and Sciences; and

THEREFORE BE IT RESOLVED that the University Senate approve this resolution to rename the Department of French and Romance Philology as the Department of French, proposing to inscribe this change in Chapter 4 (Departments), Section 40, and in Chapter 15 (Graduate School of Arts and Sciences), Section 153 (Programs of Study) of the University Statutes; and

BE IT FURTHER RESOLVED, that the Senate forward this resolution to the University Trustees, whose approval is required for all Statutory amendments.

Proponent: Education Committee



# COLUMBIA UNIVERSITY

IN THE CITY OF NEW YORK

OFFICE OF THE EXECUTIVE VICE PRESIDENT FOR ARTS AND SCIENCES  
SARAH COLE, DEAN OF HUMANITIES

September 27, 2021

To whom it may concern:

I am writing in my capacity as Dean of Humanities to lend my strong support to the application of the Department of French and Romance Philology to change its name to the Department of French. This change is necessary, indeed overdue, and I encourage you to approve it without hesitation.

As the department articulates in the application, the name French and Romance Philology is highly inaccurate, as well as outdated, as a descriptor of this (or frankly, any leading) French department. It was certainly once the case that philology, the deep study of language, was at the heart of this department, but such an emphasis waned many years (decades) ago. Since at least the 1980s, the study of literature, including French literature, has been intensely engaged with issues of wide theoretical import; with history and other contexts; with political currents; and with culture broadly construed. As their application notes, moreover, this department is resolutely interdisciplinary, where the study of literature represents one of several primary areas of focus and disciplinary emphasis. The department has a significant interest in Francophone literature and culture as well, and in this context, other languages are often entangled with French.

Meanwhile, it is no longer a department of Romance languages, only of French.

In addition to the fact that “Romance Philology” is inaccurate, it is also off-putting, in that, as noted, it seems entirely out of line with the dominant modes of study in the discipline over the last 30 or more years. I would be very surprised if any undergraduate student, graduate student, or faculty member would feel attached to this part of the title, or in many cases even understand it. It feels, frankly, like a pure anachronism.

I note, moreover, that the department followed protocol in bringing this name change for discussion and vote, which was unanimous. I heartily concur with their judgment and urge you to do so as well.

Please let me know if I can do anything further in support of this proposal.

Sincerely,



Sarah Cole  
Dean of Humanities  
Parr Professor of English and Comparative Literature

### **Name Change: Doctoral Program in French & Romance Philology**

In Fall, 2019, the Executive Committee of the Department of French & Romance Philology voted unanimously to officially change the name of the department as well as the title of its graduate programs from 'Department of French and Romance Philology' to 'Department of French.' This change is long overdue since for the last decade or more, the department has been referred to informally in this way.

### **Rationale**

The name 'French and Romance Philology' is a residue of institutional history. Until 1959, the department included other Romance languages in addition to French. Today, there are separate Columbia departments of Italian and Spanish and Latin-American studies. It is therefore no longer necessary—and indeed it is confusing—for our name to refer to Romance languages in general. Since many of our faculty and students focus on francophone Africa and interrelationships between French and Arabic or Wolof literature and culture, the term 'Romance' seems especially misleading.

The term 'philology' too was more meaningful in the past than it is today. It denoted the study of language in all its dimensions and as such it was a reasonable alternative to terms such as 'literature' or 'culture.' Today, the term 'philology' tends to be used in narrower ways and we have found that it is opaque and somewhat alienating to students. It also fails to capture the disciplinary diversity of our faculty. Over the last fifteen years, the department has recruited four faculty members whose training is in history or philosophy, and who do not necessarily see themselves as philologists. Though we are one of the most interdisciplinary French Departments in the United States, our name does not reflect this embrace of a range of disciplinary approaches.

As our department, in concert with other Columbia programs, rethinks its admissions procedures and considers ways to further diversify our student body and faculty, it seems especially important that our name be transparent and inviting to students from a wide range of backgrounds. To this end, we have decided collectively to abandon the historical name of the program in favor of the simpler and more obvious name 'Department of French.'

# Updates on Funding Agency Disclosure Requirements

Nov. 19, 2021

Naomi Schrag

Vice President for Research Compliance, Training & Policy and  
Member, External Relations and Research Policy Committee

[ 1 ]

# Columbia University Mission Statement

- “Columbia University ... seeks to attract a diverse and international faculty and student body, to support research and teaching on global issues, and to create academic relationships with many countries and regions. It expects all areas of the University to advance knowledge and learning at the highest level and to convey the products of its efforts to the world.”

<https://www.columbia.edu/content/about-columbia>

# Focus on Science and Security Concerns and Academia

Concerns voiced by members of Congress from both parties and members of the Biden Administration

Funding agency concerns:

- Failure to disclose resources for research at non-U.S. universities
- Conflict of commitment (competing obligations)
- Diversion of intellectual property and know-how developed with federal funding
- Breach of confidentiality of peer review
- Overlap

# Broader Disclosure Requirement: Biosketch

- Positions and Appointments

“[A]ll positions and scientific appointments both domestic and foreign, including affiliations with foreign entities or governments. This includes titled academic, professional, or institutional appointments whether or not remuneration is received, and whether full-time, part-time, or voluntary (including adjunct, visiting, or honorary).”

- NIH limits to “current” positions and scientific appointments only

# Broader Disclosure Requirement: Other Support/Current & Pending Support

- “[A]ll resources made available to a researcher in support of and/or related to all of their research endeavors, regardless of whether or not they have monetary value and regardless of whether they are based at the institution the researcher identifies for the current grant.”

# Broader NIH Disclosure: Other Support

- Other Support includes but is not limited to:
  - Financial support for laboratory personnel, and provision of high-value materials that are not freely available (e.g., biologics, chemical, model systems, technology, etc.).
  - Consulting agreements, when the PD/PI or other senior/key personnel will be conducting research as part of the consulting activities. Non-research consulting activities are not Other Support.
  - In-kind contributions, e.g. office/laboratory space, equipment, supplies, or employees or students supported by an outside source. If the time commitment or dollar value of the in-kind contribution is not readily ascertainable, the recipient must provide reasonable estimates.
  - Collaborations that may result in co-authored publications.
  - Internal awards, e.g., RISE, CTSA Pilot Awards, etc.



# Foreign Talent Recruitment Programs

- “[A]n effort directly or indirectly organized, managed, or funded by a foreign government or institution to recruit S&T professionals or students (regardless of citizenship or national origin, and whether having a full-time or part-time position).”
- Sometimes intend to import or acquire from abroad, sometimes through illicit means, proprietary technology or software, unpublished data and methods, and intellectual property.
- Many, but not all, programs aim to incentivize physical relocation. Some programs allow for or encourage continued employment at United States research facilities or receipt of Federal research funds while concurrently working at and/or receiving compensation from a foreign institution.
- Some direct participants not to disclose their participation to United States entities.
- Compensation could take many forms including cash, research funding, complimentary foreign travel, honorific titles, career advancement opportunities, promised future compensation, or other types of remuneration or consideration, including in-kind compensation.

# Three New NIH Requirements as of Jan. 25, 2022

1. Senior/Key Persons must sign and certify to accuracy of Other Support submissions
  - Departments must retain the originals
2. Senior/Key Personnel must submit non-U.S. agreements related to Other Support as part of the Other Support submission to NIH (through SPA)
3. Senior/Key Personnel must also upload non-U.S. agreements related to NIH Other Support to new Rascal module for limited, parallel compliance review

# Certification

I, PD/PI or other senior/key personnel, certify that the statements herein are true, complete and accurate to the best of my knowledge, and accept the obligation to comply with Public Health Services terms and conditions if a grant is awarded as a result of this application. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties.

\*Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# Electronic Signature

- Senior/key persons must use digital signature such as AdobePro or Docu-Sign, not cut-and-paste. Signature cannot be delegated.
- Other Support must be signed before it is incorporated into Just-in-Time package
- Department/PI must retain the “original” electronic signature, before it is added into the Just-in-Time PDF

# Supporting Documentation (non-U.S. agreements)

- Effective January 25, 2022, NIH requires submission of:  
“copies of contracts/agreements specific to senior/key-personnel foreign appointments and/or employment with a foreign institution for all foreign activities and resources that are reported in Other Support. If the contracts/agreements are not in English, recipients must provide translated copies.”
- Any writing may be supporting documentation, including an email – need not be formal.

# Submission of Supporting Documentation

- Required copies plus translation must be included with PDF of Other Support prepared at Just-in-Time, for SPA to submit to NIH.
- In addition to submitting Supporting Documentation with JIT submissions, documentation must be separately uploaded to Rascal, preferably before submission to SPA. A new Rascal module has been created for this purpose.
- Documentation need only be uploaded to Rascal once in the lifetime of the agreement. Amendments and renewals must be uploaded.


# How is Supporting Documentation Reviewed?

- Office of Research Compliance and Training will conduct a limited, parallel compliance review
- Limited to documentation submitted as part of NIH Other Support only

# Uploading Supporting Documentation to Rascal











rascal.columbia.edu

COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK

 **COLUMBIA UNIVERSITY | RASCAL**  
Research Compliance and Administration System

**Login**

**RASCAL**

-  Human Subjects (IRB)
-  Animal Care (IACUC)
-  Proposal Tracking
-  Consent Forms
-  HIPAA Forms
-  Hazardous Materials
-  Training Center
-  **Conflict of Interest**
-  Administration
-  My Rascal



# Uploading Supporting Documentation to Rascal



 **Conflict of Interest**

[Logout](#) | [Help](#) | [Human Subjects](#) | [Animal Care](#) | [Proposal Tracking](#) | [Consent Forms](#) | [HIPAA Forms](#) | [Haz Mats](#) | [Administration](#) | [Training Center](#) | [Conflict of Interest](#) | [My Rascal](#)

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[\[RASCAL Menu\]](#)

- [Start New Annual Disclosure](#)
- [Continue Annual Form in Progress and/or View History](#)
- [File New Protocol-Specific COI](#)
- [Travel Update](#)
- [VP&S Public Disclosure](#)
- [Upload Non-US Agreements from NIH Other Support for Parallel Compliance Review](#)

# Key Takeaways

- Do not recycle old Other Support or Biosketch forms!
- Err on the side of disclosure and transparency
- Correct omissions immediately – contact SPA if you forgot to include something

# Questions