

University Senate Plenary

October 21, 2022



University Senate

Proposed: October 21, 2022

Adopted: October 21, 2022

PROPOSED AGENDA

University Senate

Friday, October 21, 2022 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 September 23, 2022
3. President's report
4. Executive Committee Chair's report:
 - a. Chair's remarks
 - b. Questions for the Chair
5. New business:
 - a. Resolutions:
 - i. Resolution to Approve the Establishment of the INCITE Institute (Education Committee)
 - b. Reports and updates:
 - i. Annual Officers' benefits update 2023

MEETING OF SEPTEMBER 23, 2022

Executive Committee chair Jeanine D'Armiento (Ten., VP&S) called the Senate to order at 1:15 pm on Zoom. 62 of 93 senators were present during the meeting.

Adoption of the agenda. The [agenda](#) was adopted as proposed (*see plenary binder, p. 2*).

Adoption of the minutes. The [minutes](#) of the meeting of April 29, 2022 were adopted as proposed (*binder, 3-11*).

President's report. Sen. D'Armiento said the president was unable to attend. As usual, she offered to forward any questions from senators to him.

Executive Committee chair's report.

a. *Chair's remarks.* Sen. D'Armiento welcomed senators back from the summer. She foresaw a busy Senate session.

b. *Summer powers.* Sen. D'Armiento said the Executive Committee did not need to use summer powers this year.

c. *Nominations to University Senate committees.* The standing committee [roster](#) (*binder, 12-19*) was reviewed and approved, with the understanding that the roster would be changing.

d. *Welcome new senators.* Senate staffer Tom Mathewson read off the names and affiliations of 24 new senators, and welcomed them.

New business:

Resolutions:

[Resolution to Establish a Dual Academic Program Leading to the Ph.D. in Biomedical Engineering \(SEAS\) and the Doctor of Dental Surgery \(CDM\) \(Education Committee\)](#) (*binder, 20-28*).

Education Committee co-chair Letty Moss-Salentijn introduced committee member Joseph Ulichny, chair of the subcommittee that had reviewed the degree proposal.

Also present from the two schools involved to answer questions were CDM Dean Christian Stohler; Sunil Wadhwa, Associate Professor of Orthodontic at the College of Dental Medicine; Helen Liu, Senior Vice Dean for Faculty Affairs and Advancement at SEAS; and Prof. Edward Guo, Chair, Biomedical Engineering Dept., SEAS.

Mr. Ulichny gave a detailed report on the program proposal, concluding with an enthusiastic endorsement, which the full Education Committee had also expressed at its September 16 meeting.

Sen. Richard Smiley (Ten., VP&S) asked how many students would be enrolled in the dual program. He also asked whether other dental schools have similar programs, and whether there were dual programs between Dentistry and other disciplines.

Mr. Ulichny said the expected number of students in the program at steady state in only two per year. He asked for help with the other questions from one of the experts present.

Prof. Wadhwa of CDM said there are no other combined dental-Ph.D. programs at Columbia. The Columbia CDM is the only dental school with a combined D.D.S.-Biomedical Engineering program. But there are about 20 dental schools that offer combined Ph.D. programs.

Sen. Henry Ginsberg (Ten., VP&S) asked where the pool of students would be coming from. Noting a provision in the Senate resolution for the proposal program that it would be evaluated in five years, he also asked how an 8-year program could be evaluated after only five years.

Prof. Wadhwa answered the first question, saying that the applicant pool for the CDM typically includes 40 students with undergraduate degrees in biomedical engineering (BME). CDM is also recruiting in nearby Engineering Schools, and with Columbia undergraduates majoring in BME.

Sen. James Applegate (Ten., A&S/Natural Sciences) answered the second question, explaining that it is standard in Education Committee resolutions on new academic programs to provide for a review after five years. He said the five-year review of the proposed dual program would be somewhat perfunctory. The time to review this program would be after 10 years, when there are some graduates.

Dean Helen Liu of SEAS explained that, as with the M.D./Ph. D. program, students would be admitted to both of these programs at the same time.

There being no further discussion, Sen. D'Armiento called for a vote.

The Senate approved the resolution by a vote of 58-0, without abstentions.

Committee annual reports for 2021-22

Research Officers. Committee chair Daniel Savin (Professional Research Officers) spoke to the annual [report](#), and presented a set of [slides](#) (*binder, 29-30, and 31-40*). At the end, Sen. D'Armiento thanked him for the presentation. There were no questions.

Alumni Relations. Sen. Laurie Magid, committee co-chair along with Sen. Daniel Billings, presented the [report](#) (*binder, 41-44*).

At the end she invited questions. Sen. Ben Orlove (Ten., SIPA) said that alumni attention, like other facets of Columbia life, seems to be highly siloed. The alumni energy he notices is largely school-based. What is the interaction between these groups and the Columbia Alumni Association (CAA), which was designed to overcome this siloing and focus alumni support on the broader University?

Sen. Magid acknowledged the legacy of siloing in Columbia's alumni relations, and said the very purpose of the CAA when it came into existence 15 years ago was to find ways to overcome that. She said that much of the effort to think across schools is in individual interactions. In her own case, she found the transition from Law School alumni association activities to the CAA to be a horizon-broadening experience. As a CAA board member, she saw her role as that of a kind of ambassador, encouraging fellow alumni to check out different Columbia schools and experiences.

Sen. Ginsberg asked about the significance of a finding in a poll discussed in the Alumni Relations annual report that 58 percent of alumni feel accepted by the CAA, but that the percentage goes down among certain particular groups.

Sen. Magid said she didn't know the story behind these numbers, and suggested that Sen. Ginsberg contact Genna Farley, Senior Associate Director for Diversity Engagement in the Office of Alumni and Development.

Housing Policy. Regina Martuscello (Nonsen., Professional Research Officers) gave a committee [report](#) that accounted for both 2020-21 and 2021-22 (*binder, 45-51*).

At the end of the report, Sen. D'Armiento thanked Dr. Martuscello for her years of excellent service to the Senate.

Sen. Fouad Habib (Stu., Public Health) asked how he could learn more about Columbia housing and about the Senate Housing Policy Committee.

Dr. Martuscello said the Columbia Residential website would be a good place to start, and a number of housing administrators can provide useful information.

Dr. Martuscello said she would not be returning to the University Senate this year. She urged Sen. Habib to talk to the next chair of Housing Policy, and to Carrie Marlin from the Provost's Office, a knowledgeable administration member of the committee.

Sen. Susan Bernofsky (Ten., Arts) asked whether the 10-year limit on income supplementation in the Housing Assistance Program had been set from the start of the program or more recently. She said she was asking because she is a beneficiary of the program, but would not be able to continue to stay in her apartment if her benefit were to expire.

Dr. Martuscello did not know the answer to Sen. Bernofsky's question, but urged her to seek advice from Ms. Marlin in the provost's office.

Sen. Savin underscored Sen. D'Armiento's praise of Dr. Martuscello's Senate service, both during her years as a post-doc and an associate research scientist. He said that in his 20 years on the Senate, she was one of the most effective members of the Research Officers Committee. He said the committee would miss her. He wished her success, and expressed confidence she would achieve it.

Sen. Jonathan Susman (TTOT, VP&S), a member of Housing Policy, praised Dr. Martuscello's leadership as chair.

Other committee reports and updates:

The Performing Arts at Columbia: The Need for Additional Performance and Practice Space, and Improved Management of Existing Space (Campus Planning and Physical Development). Co-chair John Donaldson (Ten., Bus.) spoke to the [report](#) and presented a set of [slides](#) (*binder*, 52-78 and 79-82).

As he concluded his presentation, Sen. Donaldson asked Sen. Valeria Contreras (Arts), a student member of Campus Planning, to comment.

Sen. Contreras, a co-chair of the Student Affairs Committee, read a brief [statement](#) emphasizing the urgency of the CPPD recommendations and affirming student support (*binder*, 83).

Sen. D'Armiento thanked Sen. Donaldson and the Campus Planning Committee for the hard work that had gone into its report. She also noted that EVP for Arts and Sciences Amy Hungerford had requested a correction in the text of the report, which Sen. D'Armiento would take up later with Sen Donaldson.

Sen. Habib said he had heard about the problem of space a few times in recent weeks. He asked whether space constraints had impacted academics and other aspects of life at Columbia as well as the arts.

Sen. Bernofsky said she taught in the writing program in the School of the Arts, and was not involved in performance, but she recognized the difficulties that her colleagues in the performing arts have faced over a number of years because of the lack of space. She added her support for the conclusions of the CPPD report.

Sen. Donaldson noted that the new policy requiring swipe access to all campus buildings will likely compound the challenge for students foraging for rehearsal space. Students who don't have a specific reason to be in a particular building will be barred from places where they might once have been able to improvise rehearsal space. Sen. Donaldson said Campus Planning planned to look into the reasons for the implementation of the new swipe-access policy. He also mentioned an example from his own school. His understanding was that a student who doesn't have a Business School class in one of the school's Manhattanville buildings is barred from that building.

Sen. D'Armiento said the problem of swipe access was one of a number of issues ideas in the CPPD report that deserved the continued attention of the Senate over the coming year.

Adjourn. Sen. D'Armiento adjourned the meeting at around 2:40 pm.

Respectfully submitted,

Tom Mathewson, Senate staff

University Senate

Proposed: October 21, 2022

Adopted: October 21, 2022

In favor:opposed:Abstained 55:2:1

RESOLUTION TO APPROVE THE ESTABLISHMENT OF THE INCITE INSTITUTE

WHEREAS the Interdisciplinary Center for Innovative Theory and Empirics (INCITE), launched in 2012, has a distinguished pedigree, as a direct institutional descendant of both the Bureau for Applied Social Research, founded by the renowned sociologist Paul F. Lazarsfeld in 1941, and more recently the Institute for Social and Economic Research and Policy (ISERP); and

WHEREAS INCITE has committed itself to combining innovative research with the idea of “assembly,” addressing new knowledge in discussions with a new and diverse set of collaborators from within the University and without, with the goal of taking action to achieve more equitable societies—a mission broadly aligned with the “fourth purpose” that President Bollinger has proposed for Columbia University; and

WHEREAS INCITE has pursued these goals by joining forces in 2013 with the Columbia Center for Oral History (CCOH) and its M.A. program in Oral History, and by taking on more than a dozen additional programs; and

WHEREAS INCITE now proposes to join forces with another longstanding Columbia-affiliated institution, the American Assembly, a 501c(3) organization which has advised American policymakers since 1950, to become a Columbia Institute (preserving its original name); and

WHEREAS, in accordance with the University Statutes, the President has authorized the establishment of an Institute for this purpose, to be based in the Arts and Sciences, which expects to draw steady financial support as well as intellectual strength from INCITE’s collection of robust academic programs; and

WHEREAS, in accordance with the Statutes, the Senate is also required to approve the establishment of new Institutes, and the Senate Education Committee now recommends this action;

THEREFORE BE IT RESOLVED, that the University Senate approve the establishment of the INCITE Institute; and

BE IT FURTHER RESOLVED that the Senate forward this resolution to the University Trustees for appropriate action.

Proponent: Education Committee

Overview

On July 1, 2022, we propose to move into INCITE the resources and initiatives of The American Assembly (previously an independent 501c(3) with a Columbia University affiliation). The new institute will be called INCITE and so we request the organization changes its status from a center to Institute, reflecting our significantly expanded scope and budget, as well as the wishes of The American Assembly Board of Trustees in order to complete the dissolution of TAA. Combining the resources and activities of these two organizations allows us to expand INCITE's current mission, linking the research of INCITE with "assembly" as part of a new model for producing knowledge and activating it in the world.

The new institute will be housed within the Columbia Faculty of Arts and Sciences. It will instigate pioneering knowledge and convene societally crucial conversations, within and without academia, to help produce more just, equitable, and democratic societies. INCITE achieves this mission through a two-fold focus: (1) carrying out *cross-disciplinary research* on the social mechanisms that produce our lives and (2) *assembling* researchers, students, artists, activists, and others from outside the academy, to learn from and inspire one another through intellectual and creative encounters that creates knowledge for public action.

Though INCITE will have its own set of projects and programs that reinforce its focus on research and assembly, we have also developed and invested in additional Centers and Programs that complement our overall approach and ensure a sustainable and robust level of activity across the organization upon our formal launch. When we launch we will have annual grant and endowment activity of at least \$3.7 million per year through 2025, with more than \$5 million in activity already secured for the 2022-23 academic year. Our five-year budget attached shows we will launch with significant resources and with conservative estimates will be positioned to maintain at least \$4 million in activity each and every year through FY27. Importantly, The American Assembly board of trustees has agreed to the dissolution of its independent 501c(3) status contingent on a commitment to locate the Assembly resources within a new Institute and that the organization will make the work, principles and values of the Assembly a central focus.

What distinguishes us from other academic institutes at Columbia is that our Centers, Programs, and affiliates collectively recognize that: (a) the problems we as a society face are social and not only technical, and so require interdisciplinary research and thinking on the processes and mechanisms that undergird social life; (b) generating knowledge is strengthened by co-creation and ongoing relationships with people across and outside the academy; and (c) producing and activating work consistent with justice and equity is essential to the life of the University. We are pioneering an approach at Columbia that will enrich University life while simultaneously complementing and bolstering the work of others across the University.

Our Mission

INCITE creates knowledge for public action. It generates innovative knowledge and induces novel conversations among those inside and outside academia that, taken together, lead to actions that produces a more just, equitable, and democratic societies.

Our History

INCITE is the descendent of two Columbia Institutions and both histories will be fully acknowledged.

Founded in 1950, the vision of the American Assembly emphasized the need to build and disseminate "clearly agreed upon truths and observations" about the challenges facing the country as part of the political process of making reasoned and inclusive choices. Assembly and the organization's recent emphasis on understanding trust will remain a central focus of the Institute's work, though we will be expansive beyond the United States

context and beyond the prime objective of influencing public policy, making the work more relevant to the needs of our era. The Bureau for Applied Social Research, established by Paul F. Lazarsfeld at Columbia University in 1941 and eventually became the Paul F. Lazarsfeld Center which was spun off into INCITE in 2012. Lazarsfeld and his colleagues created the Bureau to provide infrastructure for empirical social science research. It was instrumental to the development of many ideas and methods still used in current social science, including the work of the Institute.

Though the Institute's formation will occur on July 1, 2022, these histories will inform and continue to shape our work and approach.

The Institute at Launch

This new Institute will be housed within the Arts & Sciences and Directed by Peter Bearman for a period of five years. The director will work with a steering committee of three scholars and report directly to the Executive Vice President of Arts & Sciences. We will form an advisory board that will initially be composed of the remaining trustees of The American Assembly. The formal organizational structure will be determined as bylaws are formally drafted in the organization's first six months and will resort in the director being guided by an advisory board and steering committee. An Executive Director will report directly to the director. See "Institutional Structure and Leadership" section below for more details.

With the support of The American Assembly Board and Arts & Sciences, we have already integrated all staff of INCITE and The American Assembly into a single, 5,200 square foot office on the 13th floor of the Interchurch Center. The space is fully furnished, provisioned and occupied. The Arts & Sciences has committed to cover a portion of the rent for the next five years, with the remainder covered by endowments and other grant support.

Upon launch as an Institute we will create four new/re-graded positions (Director of Finance and Administration, Business Officer, Grants Manager, and Communications Officer). This will bring our full-time staff to 27 people: an Executive Director, three full-time administrators, four postdoctoral research scholars, eight officers of research, nine programmatic and communications staff members, and two officers of instruction. Additionally, we have another 28 part-time student officers, six graduate fellows whose stipends are fully supported by INCITE, five adjuncts in our Oral History Master of Arts program, and eight affiliated faculty who will operate grants through INCITE. To learn more about current INCITE, The American Assembly, and Oral History Master of Arts staff and affiliates you can visit our people pages [here](#), [here](#), and [here](#).

We have also recruited other faculty fellows to operate our programs, such as Mario Small (Sociology), who are not yet identified on our Websites. This reflects a wider effort of ours to dedicate resources to both recruit new faculty to Columbia University, based on Arts & Sciences priorities, and to develop new centers, projects and programs for existing Columbia affiliates. We will launch with a source of endowment and gift support to fund new projects and programs and grow our team of affiliates, who in turn we expect will ultimately develop programs and research initiatives capable of receiving sustained external support. The recruitment and expansion of our team and affiliates will be articulated further by both the grants we secure, our steering committee, and our bylaws and advisory board. Our goal broadly is to ensure the interdisciplinarity, diversity, and collegiality of our team and to continue to expand our work in areas relevant to our mission. We are committed to ensuring a research environment that is inclusive and to continue to pursue work that is both

intellectually engaging and oriented towards generating better understanding of diverse people, beliefs, and ways of life.

Our Activities and Goals

The Institute will carry out its mission by conducting cross-disciplinary research on the fundamental processes that structure our lives and by creating opportunities for new encounters that move knowledge and conversation into practice. We intend for our work to be co-created and will focus on genuine partnerships within the communities we work. Our work will be committed to equitably sharing the power to speak with authority in public and to make interpretations, frame issues, and propose solutions as well as the material resources that support knowledge production. We also have sources of support in place to issue calls for proposal and to conceptualize new domains of research that rapidly expand the work occurring at INCITE.

Research

We will conduct and incubate *cross-disciplinary research*, some of which is public-facing and much of which is directly relevant to public problems. We will also undertake basic research that is important for understanding the processes and mechanisms of social life that drive the reproduction or unsettling of existing institutions. Our extant research is especially pertinent to the current moment: trust in science and institutions; the inequitable impact of climate change; the racial structure of inequality; the resurgence of organized labor in the U.S. economy and society; and the social and political impacts of the lack of data privacy; among others. We are purposefully cross-disciplinary, that is, we do not disavow disciplinary differences. Rather, we bring together the particular empirical and conceptual strengths of each discipline to forge pioneering knowledge. By having at our disposal tools from many disciplines, we are uniquely equipped to answer multiple dimensions of a given research question at once. We are one of very few sites at the university that integrate the ideas and methods of the arts, humanities, life sciences, social sciences, and engineering. We will also work with other Columbia Institutes, and we will help generate new, fruitful relationships and collaborations between previously disconnected segments of the university. Incorporating a broad cross section of thinkers and ideas from across communities to solve pressing problems was a founding value of the American Assembly, one which we also embrace. Consequently, our approach also involves collaborating with actors outside the university to develop ideas, conduct research, and establish an intellectual infrastructure that makes community/university research achievable. An example of such a project is the Trust Collaboratory, which began in 2020 with support from the Mellon Foundation and its central project is a partnership between Columbia and several community-health partners in the Bronx to understand trust in vaccines and health professionals.

Assembly

That academics and diverse publics communicate well with themselves and with each other is crucial for both. Thus, we will induce *assemblies* that integrate academic and non-academic forms of expertise and knowledge. These blend traditional academic workshops and lectures that contribute to the life of the university with congresses co-created by people within and outside the academy. The aim is to translate work across diverse intents and activities to arrive at new understandings and practices. We push against boundaries that isolate people from one another and that exclude certain groups and individuals from knowledge production: boundaries of social difference, boundaries of disciplinary orientation, boundaries of access, boundaries of life experience. Our assemblies will create opportunities for people to engage one another who otherwise do not; opportunities for organizations to connect shared common concerns despite being socially distant; opportunities for researchers to better understand and incorporate in their work needs that communities see, knowledge communities possess, and their strengths; opportunities for organizations to better access and more deftly deploy academic research. This approach is especially powerful for creating coalitions with organizations who advocate for change at the grassroots level, and we have such relationships with a number of change-

oriented organizations: The Human Rights Campaign, Human Rights Watch, The Southern Poverty Law Center, VOCAL, the AFL-CIO, SEIU, UFCW, United for Respect, HotHouse Media, among others. The aim is also to inform and influence the decisionmakers who sit atop well-established organizations. And our work is widely supported by philanthropies committed to fostering such relationships, including but not limited to the Mellon Foundation, the Carnegie Foundation, the Robert Wood Johnson Foundation, and the Emerson Collective.

Center and Program Conceptual Design

We strive for an efflorescence of integrated activity, across specific areas of research and assembly and moving dynamically between research and action. Centers and programs within INCITE will each be subject to three-year reviews to ensure that the work is attentive to the overall mission and goals of the Institute. The review process will be further elaborated within the bylaws and we expect that central to this evaluation will not only be grant and financial activity, but more critically how well the Centers and Programs contribute to INCITE's overall mission and contributions to the research and/or assembly focus of the Institute.

Institutional Structure and Leadership

The Institute's leadership structure includes a Director, an Executive Director, a steering committee, an advisory board, and Director of Finance and Administration and other administrative positions, to support day-to-day operations. Peter Bearman will serve as the inaugural director of the Institute for a period of five years. Michael Falco will serve as Executive Director, overseeing the day-to-day operations, program and project development, and fundraising efforts of the Institute. A search will begin for a Director of Finance and Administration soon.

At the launch of the Institute on July 1, 2022, we propose a three-person internal steering committee to oversee the development of the bylaws, refinement of mission, identify areas for expansion and focus, and further develop the external advisory board and leadership structure. These individuals will be Adam Reich (Associate Professor of Sociology), Amy Starecheski (Director of the Oral History Master of Arts and President of the Oral History Association) and Valerie Purdie Greenaway (Associate Professor of Psychology & Special Advisor to the Executive Vice President for Arts and Sciences).

This steering committee will also consult with an initial advisory board that will be composed of the remaining American Assembly board, should they choose to continue: Craig Calhoun, Harriet Zuckerman, Shailagh Murray and Nancy Cantor. Eventually membership on the steering committees and advisory board will be expanded. The work of the advisory board will be to consult with organizational leadership and the steering committee, to refine our approach in each area of our work, to integrate knowledge, to incorporate new expertise, and to help evaluate new potential projects across the Centers and Programs of the Institute. The Institute itself will be subject to a five-year review to evaluate the effectiveness of this proposed model for moving research to action.

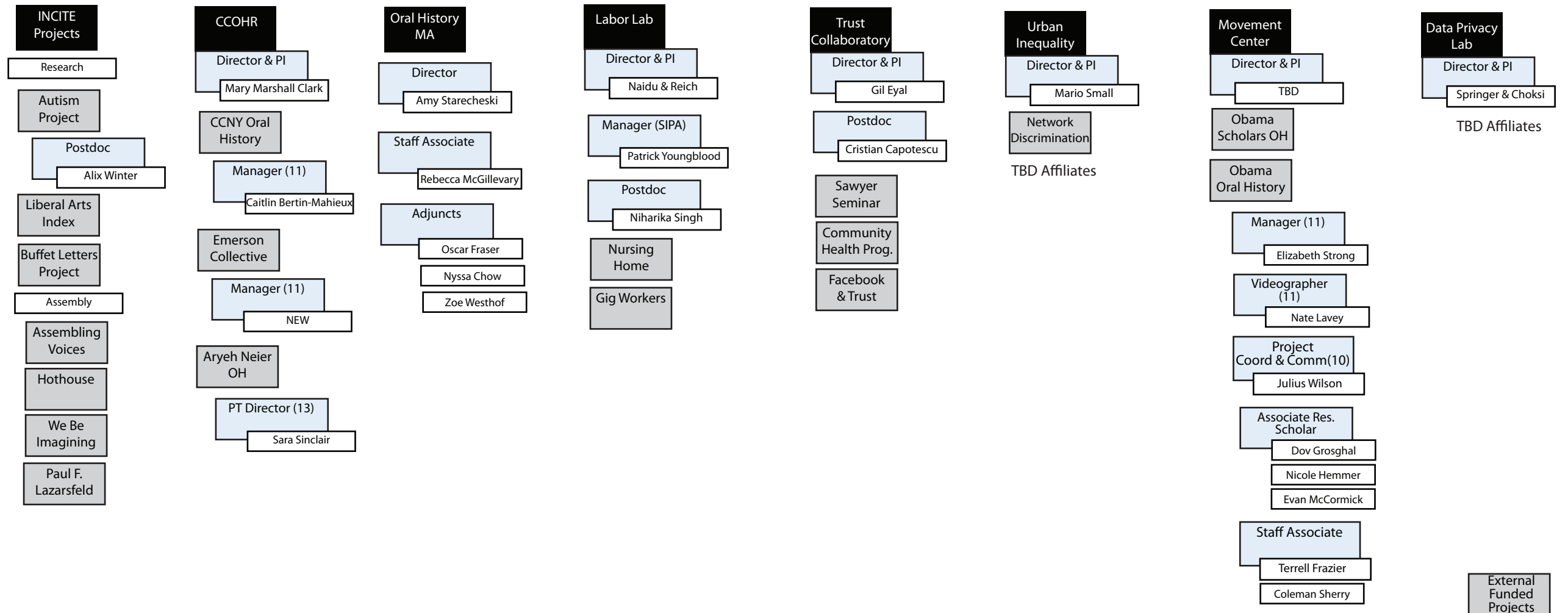
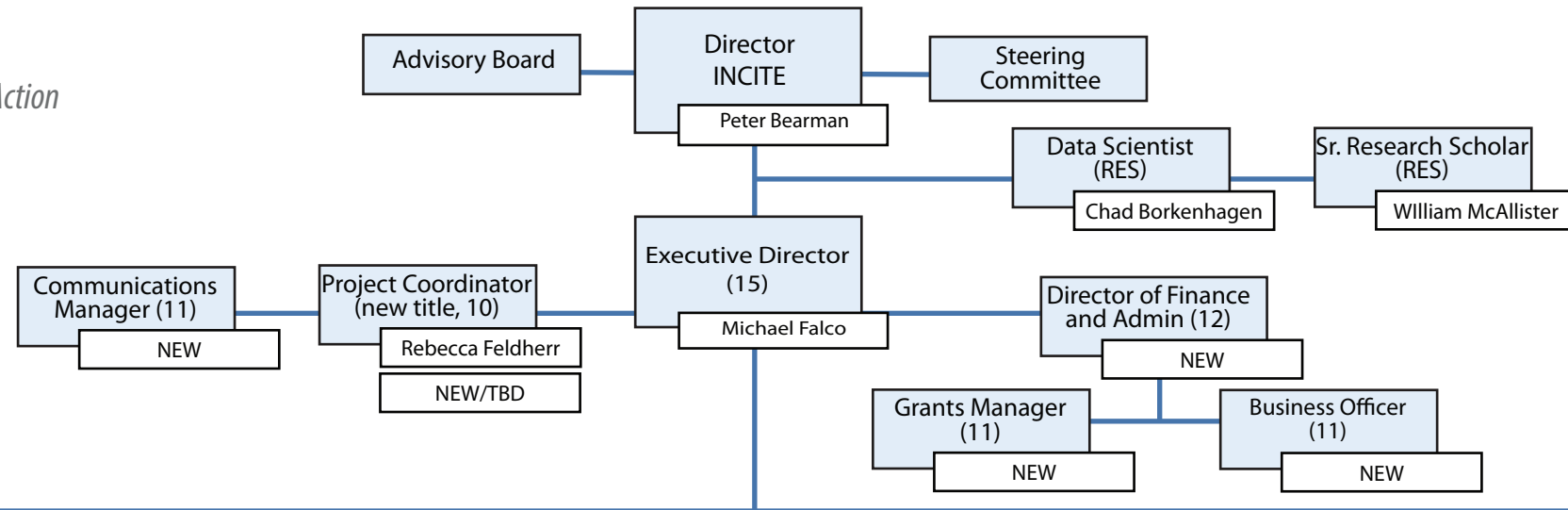
Centers and Programs

Each Center or Program within the Institute has a director or co-director and creates organizational positions as appropriate for their success, in consultation with INCITE leadership. INCITE will develop and deploy the administrative resources to support the functioning of each of our Centers and programs.

Upon its launch in July 2022, INCITE will house the following units:

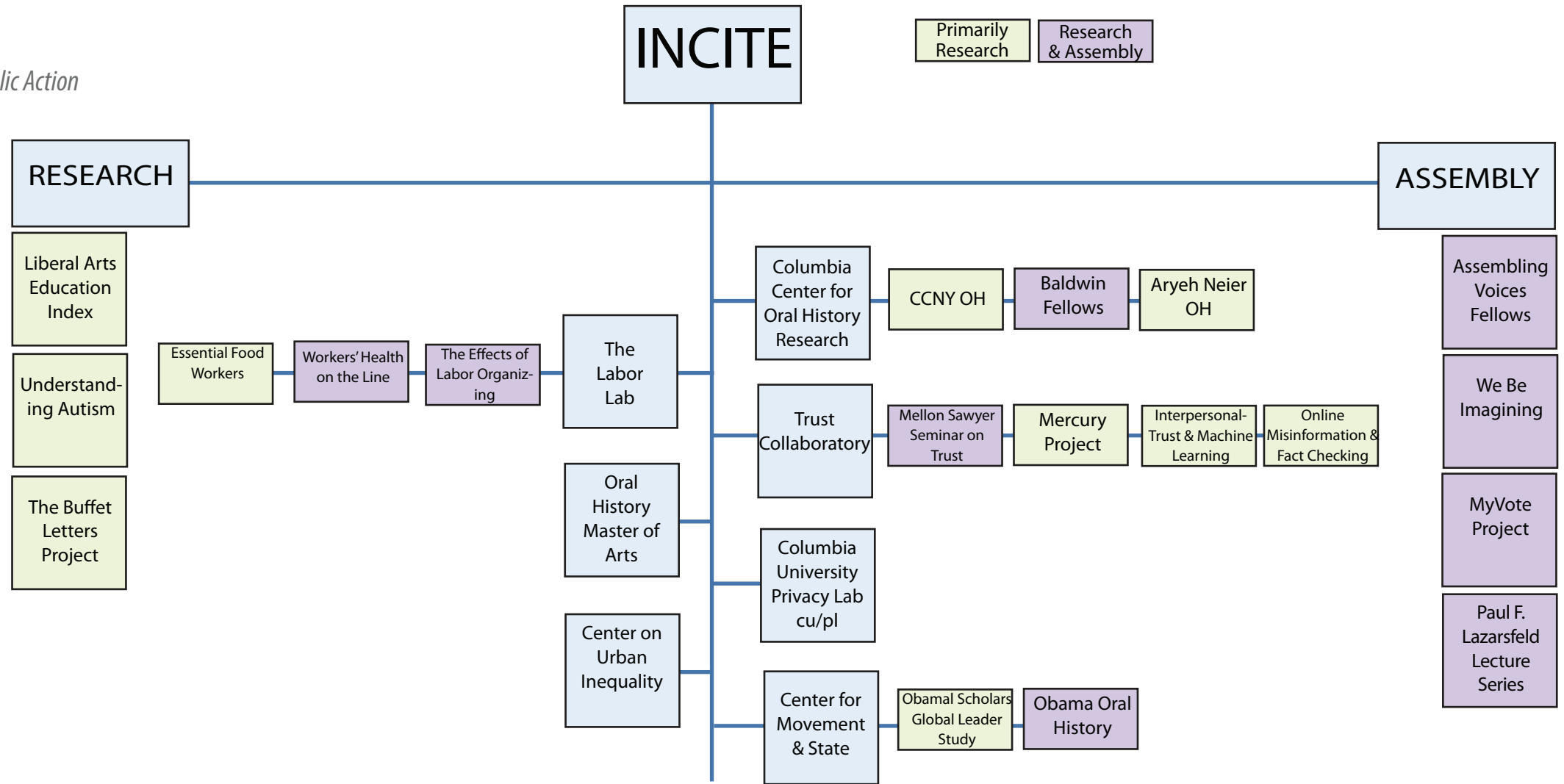
- **Columbia Center for Oral History Research** (Director: Mary Marshall Clark) leads the world in the practice and teaching of oral history. Since integrating with INCITE, its grant activities have totaled \$7.3 million, and it has an additional \$1.2 million secured for activities through 2024. *Founded in 1947.*

- **Oral History Master of Arts** (Director: Amy Starecheski) trains 15-20 students per cohort in oral history methods and theory in a one-year interdisciplinary MA degree Program, the only such program in the world. *Founded in 2008.*
- **Labor Lab** (Directors: Adam Reich and Suresh Naidu) leverages social science to understand and to strengthen efforts to rebuild the economic and political power of workers. This initiative partners with unions and worker associations, giving it access to unique data and providing it opportunities to directly test its ideas so that its work can be incorporated into labor activism. The Labor Lab has secured a half dozen grants and more than \$1.3 million to support its activities over the next three years. *Founded in 2021.*
- **Research and Assembly Investment Fund** (Overseen by Peter Bearman, Michael Falco, in consultation with Steering Committee and Advisory Board) dedicates resources through calls for proposal that expands the Institute’s research and assembly work.
- **Center for Historical Study of Movement-State Dynamics** (Director: TBD) is the first Center to deploy historical analysis in direct response to the exigencies of the present social and political moment. When it launches in July 2022, it will house the Obama Presidency Oral History Project, a \$5.5 million project that concludes in July 2024 and has partnered with the Obama Foundation. *Founding 2022.*
- **Center on Urban Inequality** (Director: Mario Small) will seek to ask and answer critical new questions in racial inequality and urban poverty. INCITE and The American Assembly supported recruiting sociologist Mario Small to Columbia University. *Founding 2022.*
- **The Trust Collaboratory** (Director: Gil Eyal) is an interdisciplinary investigation of trust, mistrust, and scientific expertise in contemporary society. It received seed funding from the Mellon Foundation in 2020 and we will expand it into a stand-alone program. *Founding 2020.*
- **Columbia University Privacy Lab** (Directors: Kimberly Springer and Madiha Choksi) helps communities collectively advocate for privacy. This Lab (“c/privacy lab” or “cpl”) poses technical and sociological questions around user privacy and rights, connected them to broader themes of democracy, transparency, and public trust. Cpl provides space for reciprocal learning opportunities, building trust, and creating accessible ways of understanding digital privacy and its far-reaching socio-political consequences. *Founding 2022.*
- **Paul F. Lazarsfeld Lecture Series** (Director: Peter Bearman) features events and programming that embody and honor Lazarsfeld’s commitment to improving methodological approaches that address concerns of vital cultural and social significance. *Supported by an annual endowment since 1982.*
- **We Be Imagining** (Director: Khadijah Abdurhaman) was originally envisioned as a 10-part series seeking to catalyze critical conversations around intersections of race, gender, class, and disability across academic disciplines, performance art and community-based organizations in New York City, We Be Imagining has since evolved into developing public interest technology oriented towards abolition and grounded in the Black Radical Tradition.



INCITE

Creating Knowledge for Public Action





2023 Open Enrollment

October 31 – November 18, 2022

Benefits Open Enrollment

- **Monday, October 31 to Friday, November 18, 2022**
- Enroll through CUBES, the Columbia University Benefits Enrollment System
- Consider electronic document delivery for benefits-related materials
- In mid-October:
 - Open Enrollment materials mailed to home address
 - Benefits information, including brochures, posted to HR website: humanresources.columbia.edu/oe
- During Open Enrollment, the Columbia Benefits Service Center is open 9:00 a.m. – 5:00 p.m., Monday to Friday



212-851-7000



hrbenefits@columbia.edu



humanresources.columbia.edu/benefits

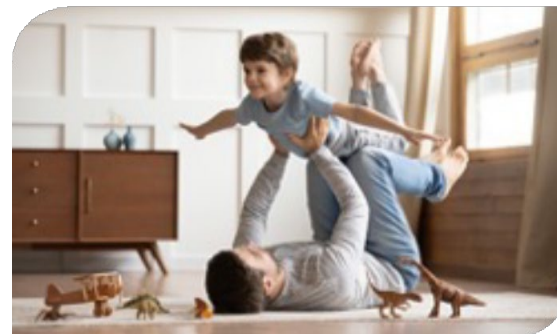
What happens if you do not enroll in 2023 benefits

You will no longer have coverage for:

- Healthcare FSA
- Dependent Care FSA
- Child Care Benefit, if eligible
- Health Savings Account (HSA), if eligible
- You will also be ineligible to ***newly enroll*** in the following Voluntary Benefits:
 - Accident Insurance
 - Critical Illness Insurance
 - Hospital Indemnity Insurance
 - Identity Theft Protection
 - Universal Life with long-term care insurance

You will be automatically re-enrolled with current:

- Medical
- Dental
- Transit/Parking Reimbursement Program (T/PRP)
- Life and Accidental Death & Dismemberment Insurance
- Voluntary Benefits



What's not changing in 2023

- Medical, Basic Vision, and Prescription Drug benefits, deductibles and out-of-pocket maximums
- Dental benefits



What's new for 2023

- **Enhanced Benefits Offerings**
 - New optional vision coverage
 - Special enrollment opportunity for optional life insurance and optional long-term disability (LTD) without providing EOI
 - Access to Columbia Community Connect to facilitate access to Columbia Primary Care. Call 844-387-CARE (2273) from 8 a.m. to 5 p.m. Monday–Friday
- **Enrollment Enhancements**
 - Streamlined enrollment for eight voluntary benefits in CUBES
 - Dodge Fitness Center membership enrollment in CUBES with automatic payroll deductions

What's new for 2023

- **Life and Family Support:**
 - Lifeworks: Columbia University's new Employee Assistance Program (EAP) Provider as of December 1, 2022
 - Savi and TIAA: Student Debt Solutions to help navigate student loan debt repayment
 - Maven: Family building benefit supporting all paths to parenthood
- **Cost of Coverage increases**
 - Vary by plan, number of dependents, and salary tier

Medical Plan Contribution Increases 2021 - 2023

- 2022 contributions increased 6% on average and 2023 contributions increased 10% on average
- The contribution increase applied to the CP 100 plan is lower than that applied to the three other plans (CP 90, CP 80 and HDHP)
- In 2023, increases for salary bands between \$80,000 - \$225,000 increased at a slightly higher rate (additional 1.0%)

Salary Band	Plan	Coverage Tier	Monthly Contribution Amounts			Annual Contribution Increase	
			2021	2022	2023	2022 Increase (vs. 2021)	2023 Increase (vs. 2022)
\$60,000 - \$79,999	CP 80	Employee Only	\$88.00	\$94.00	\$104.00	\$72.00	\$120.00
		Family	\$334.00	\$355.00	\$391.00	\$252.00	\$432.00
	CP 90	Employee Only	\$132.00	\$141.00	\$156.00	\$108.00	\$180.00
		Family	\$468.00	\$498.00	\$548.00	\$360.00	\$600.00
\$80,000 - \$134,999	CP 80	Employee Only	\$114.00	\$122.00	\$136.00	\$96.00	\$168.00
		Family	\$409.00	\$435.00	\$483.00	\$312.00	\$576.00
	CP 90	Employee Only	\$158.00	\$168.00	\$187.00	\$120.00	\$228.00
		Family	\$542.00	\$576.00	\$639.00	\$408.00	\$756.00

Optional UHC Vision Plan

- **Basic Plan** – All Officers and their covered dependents enrolled in any of the University’s medical plans are covered by a basic vision benefit through UnitedHealthcare (UHC). This embedded plan provides coverage for eye exams, corrective lenses, frames and contact lenses.
- **Optional Vision Plan** – For enhanced vision benefits, Officers can elect to purchase Optional UHC vision coverage in place of the basic vision coverage for themselves and their covered dependents. (You do not have to be enrolled in a medical plan to purchase this coverage.)
- **Monthly Rates** – Yourself Only \$5.23; Yourself + Child(ren) \$12.11; Yourself + Spouse \$9.69; Family \$16.96

* Vision Coverage follows the Employee. Therefore, if you select the optional vision coverage for yourself but not all of the dependents you covered on medical, your dependents will not have any vision coverage for the year.

Optional UHC Vision Plan: Coverage Highlights

- **Routine Eye Exams** – One exam every 12 months with a \$10 copay. Enhanced eye exam coverage available for individuals with diabetes, children, and eligible pregnant/breastfeeding women.
- **Lenses** – The Optional Vision Plan reimburses members 100% of the cost for most lenses every 12 months. Enhanced lens coverage available for eligible children and pregnant/breastfeeding women.
- **Frames** – The Optional Vision Plan offers a \$130 allowance every 12 months.
- **Contact Lenses** – Up to four (4) boxes for covered formulary contacts, including fitting and evaluation fees; and up to two (2) follow up visits are covered in full. \$130 allowance for non-formulary contacts.
- **Laser Vision Discount Access** – Access to discounted laser vision correction through QualSight LASIK; savings of up to 35% of national average price.

LifeWorks Employee Assistance Program (EAP): December 1, 2022

- 24/7/365 Access
- Voluntary and confidential
- No out-of-pocket cost
- Mental Health counseling, Legal/financial Consultations, Adult/Elder Care and Resources & Referrals
- Counseling Modalities: In-person, telephonic, video, Live Chat
- Individuals eligible to use the LifeWorks EAP program are Employees, Spouses, Household dependents, Children in college
- **Six** free sessions with a counselor per topic
- Anyone currently in sessions with Humana will continue with Humana through the end of 2022 – Humana will transition to new vendor

Phone Toll-free: **844-636-1260** or visit **Login.lifeworks.com**

Username: columbia, Password: eap

In-Person Health Screenings

Join us at an in-person event for free health screenings

- Check your blood pressure, cholesterol, and glucose levels, and more
- Results available while you wait
- You can fast before your appointment to receive values of LDL cholesterol and total triglycerides
- ColumbiaDoctors Ophthalmology doing free eye exams
- At CUIMC event only, ColumbiaDoctors Dermatology providing free skin cancer screenings

Date & Location	Time
Wednesday, November 2, 2022 Lerner Hall Morningside	8:00 am – 2:00 pm
Thursday, November 3, 2022 LenFest Manhattanville	8:00 am – 2:00 pm
Thursday, November 10, 2022 Columbia University Irving Medical Center	8:00 am – 2:00 pm

Visit humanresources.columbia.edu/oe to register

Benefits Information Forums

Virtual Information Sessions

Date	Time
Wednesday, October 26, 2022	11:00 am – 12:00 pm
Tuesday, November 1, 2022	4:00 pm – 5:00 pm
Tuesday, November 15, 2022	10:00 am – 11:00 am
Specialized Information Sessions	
Family Building (Maven) Friday, October 28, 2022	12:00 pm – 1:00 pm
Tax Savings Wednesday, November 9, 2022	12:00 pm – 1:00 pm

Open Enrollment is October 31 – November 18, 2022

Go to humanresources.columbia.edu/oe for more information and updates