

# University Senate Plenary

October 19, 2018



University Senate

Proposed: October 19, 2018

Adopted: October 19, 2018

University Senate Plenary  
Friday, October 19, 2018 at 1:15 p.m.

106 Jerome Greene Hall

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes of September 28, 2018
3. Questions for the President
4. Chair's updates
5. New business:
  - a. Committee annual reports 2017-18:
    - i. Information and Communications Technology (IT)
    - ii. Libraries and Digital Resources
    - iii. Commission on Diversity
  - b. Other reports:
    - i. Annual officers' benefits update 2019 -- Michael J. Bloom, Assistant Vice President, Benefits and Compensation

**MEETING OF SEPTEMBER 28, 2018**

President Lee Bollinger called the Senate to order shortly after 1:15 p.m. in the 9<sup>th</sup> floor lecture hall in the Jerome L. Greene Science Center in Manhattanville. Seventy-nine of 91 current senators were present during the meeting.

**Resolution to establish the Department of African-American and African Diaspora Studies** (Education Committee). The president noted that more than three-fifths of all incumbent senators were already in the room—the “super-majority” required to establish a new academic department—and went directly to that agenda item.

Education Committee co-chair James Applegate (Ten., A&S/Pure Sciences) explained that the proposed department grew from the successful Institute for Research in African-American Studies, founded in 1993. The institute houses interdisciplinary research, as well as master’s and bachelor’s degree programs. It has outgrown its current administrative arrangements and needs to become a department. Sen. Applegate said he and his co-chair, Sen. Letty Moss-Salentijn (Ten., CDM), met with Prof. Farah Jasmine Griffin late last fall. Sen. Applegate, a member of the Arts and Sciences faculty, said followed the deliberations that led to the program’s approval at the last A&S faculty meeting last spring. Sen. Applegate said he and Sen. Moss-Salentijn essentially became the Education Committee subcommittee that reviewed the proposal over the summer, and presented it in early September to Education, which unanimously approved it.

Prof. Griffin said Columbia has a long history in her field dating back to the 1920s, with such scholars as Franz Boas, Carter G. Woodson, Elsie Clews Parsons, and others who pioneered a new study of the African diaspora. However, unlike some of its peer institutions, Columbia did not establish a department in the field. Starting in the 1960s. It met student demand for courses by creating a program of study taught by people from inside and outside the University, while Harvard, Cornell, and the University of California at Berkeley established departments in African-American studies, and Yale and others created dynamic programs that were staffed fully by standing faculty. In the 1990s, while peer institutions reinvested in their departments and programs, Columbia recruited Manning Marable, the historian, to create the Institute for Research in African-American Studies. Since its modest beginnings in 1993, IRAAS has stood out for its cutting-edge interpretations of the black world, with a stellar group of faculty members. But to realize its full potential, this enterprise must proceed as a department with the full support of the University. Without hiring autonomy or dedicated lines, appointments in African-American Studies have been dictated entirely by other departments’ willingness to make joint hires. The institute’s success has rested on a very small number of devoted faculty, all of whom serve at least one other department. Despite this challenge, the institute has built an internationally known program, widely recognized as a leader in the field. In order to continue to compete with Columbia’s strongest peers, however, the discipline must have a robust department. Prof. Griffin said a new department would be prepared to work closely with Interim

A&S EVP Maya Tolstoy and the deans, as well as departments and faculties across the University.

Prof. Griffin said the new department would propose that all current faculty who are jointly appointed in IRAAS and a home department shift the 50% of their lines coming from the institute, to the new department, which would also request a number of other appointments. The first hires would be two senior professors to anchor the program. For the first time in the program's history, Prof. Griffin said, she was confident that there is future departmental leadership in the current faculty group. The department would also submit a proposal for a Ph.D. program in the field.

Prof. Griffin appealed for the Senate's support, a step she said would help to assure success at the final stage of the approval process—the Trustees. She said IRAAS will be celebrating its 25<sup>th</sup> anniversary with a series of public programs, symposia, and conferences, which she invited senators to attend. She said that at the present stage in the University's and the nation's history a strong African-American and African Diaspora Studies Department has a vital role to play.

Sen. Robert Pollack (Ten., A&S/Pure Sciences) stressed that the proposed department is a good and necessary idea, on its own merits and not as a favor to anyone. He said the department would be an essential component of the university.

EVP for University Life Suzanne Goldberg, President Bollinger, and EVP for Arts and Sciences Maya Tolstoy all declared their support for the proposal.

By show of hands, the Senate then approved the proposal by a vote of 68-0, a fraction of the current full Senate membership of 91 larger than the required three-fifths majority.

For this resolution the Senate also conducted a test of an electronic voting arrangement relying on i-Clicker technology. The result of the electronic vote was 60-0 in favor of the resolution, a total that also exceeded three fifths of the total number of senators.

**President's remarks.** President Bollinger said the present meeting was taking place in the building in which many of Columbia's distinguished research efforts across the campuses have converged. He said the Mind Brain Behavior Institute is not only the greatest center of neuroscience in the world but also an opportunity for scholars from every discipline to close the gap between apparently disparate perspectives on the mind and brain—between the molecular or genetic or cellular perspectives of scientists and those of every other kind of scholar, including social scientists and humanists. The president said the intellectual venture is stunning, but the building in which it is being pursued is also very beautiful.

In addition to the Mind Brain Behavior Institute and the Lenfest School of the Arts building, Columbia opened a third new building in Manhattanville last week—the Forum, with a 430-seat auditorium, meeting and breakout rooms, and a café on the ground floor. The new buildings are matched with Studebaker, Nash and Prentis—three historically significant buildings that Columbia will keep and maintain. The president stressed that Columbia's Manhattanville property is an 18-acre campus (78 million square feet of space) that will remain for many

decades. He said the Manhattanville development, begun 16 years ago, will be the Morningside Heights for this century that Morningside Heights was for the last. Foundations have been laid for two new Business School buildings, Kravis and Perelman, with plans for completion in 2022. Pointing out the window to an area closer to the Hudson, the president described a possible 400,000-square-foot facility that he had tentatively designated as a “global” building. He said the funding was not yet in hand for this project. He also mentioned the McDonald’s site on the south side of 125<sup>th</sup> Street just west of Broadway, sometimes called Site Zero. Columbia hoped to construct a building there that would provide residences for guests, faculty, and graduate students. If that building could be connected to a reconfigured Prentis Hall and to the Columbia apartment building 560 Riverside, then Columbia could have residential and other facilities all along 125<sup>th</sup> Street west of Broadway.

The president said Renzo Piano is the architect for all three of the newest Manhattanville buildings and the master planner for the Manhattanville campus, and Elizabeth Diller of Diller Scofidio is the architect for the Business School buildings.

Returning to the Forum, the president noted two significant conferences currently under way there, marking the tenth anniversary of the Center for the Study of Social Difference, and the fifth anniversary of Women Creating Change. Another initiative based in the Forum, Columbia World Projects, is designed to bring together research conducted at Columbia and elsewhere and to provide it to governments and other organizations to help enact solutions to serious problems around the world. The goal is to develop ambitious programs that can make a difference within three to five years. Nicholas Lemann, former dean of the Journalism School, directs CWP, while Avril Haines, a former Obama administration official, is in charge of formulating projects, and Prof. Ira Katznelson is laying the intellectual foundations, and making sure that program recommendations rest securely on them.

Another new program based in the Forum is the Obama Scholars, a dozen young leaders from around the world who come to Columbia for a year, and take a curriculum designed especially for them. The first cohort is here now, embedded in Columbia World Projects. Everyone who has met these scholars is highly impressed with them. The program will grow over time.

The president said that with new space in Manhattanville, CUMC, and Morningside, Columbia has an historic chance to dream a future—an opportunity that is critical to a world-class institution. When the first phase of the Manhattanville campus is complete in four years, about one third of the space will be in use, and between 4,000 and 6,000 people will be there. Columbia’s future in Manhattanville will be played out over the next several decades.

The president said an important part of this future is to integrate all the parts of the university. He expressed satisfaction that the Senate had now met in the Lenfest and Jerome Greene Manhattanville buildings, and welcomed the idea of a meeting at the Forum this year. He said major Columbia units—Arts and Sciences, the Medical Center, Engineering—have to think through how to integrate with Manhattanville. The other critical issue is Columbia’s relationship with communities surrounding Manhattanville and with New York City. It had taken Columbia more than a decade to reduce Columbia’s longstanding strains with Harlem and Washington Heights, and to find connections that will really enhance those relationships. Columbia must

continue working unceasingly to identify and cultivate those benefits. He gave the example of the decision to provide significant setbacks from the street for Columbia buildings, sacrificing a fair amount of square footage to assure that the buildings had welcoming sidewalks. Columbia has also made a commitment to provide space on the Manhattanville campus for people from the community to use—the rock-climbing center, an education center, cafes. There is one gathering space that Renzo Piano likes to call the *piazzetta*, which is a small version of the future piazza between the new Business School buildings. These are some of the commons of the new campus, which has no gates and no guards looking at people as they come in and out. There will be outdoor films and concerts, and a water feature on the main plaza. The president said the transparency of the buildings that Mr. Piano keeps talking about, including the uses of light, is also intended to make Columbia and the outside world visible to each other. So all of the aesthetic elements in the design are intended to provide a campus as beautiful as the Morningside Heights campus, but for more modern sensibilities. The president said he stressed these points because of the importance to the institution of getting all of this right.

The president was enthusiastic about the degree to which the Global Centers—whose directors were on campus during the past week—have been integrated into the life of the institution.

He mentioned three new appointments: Shailagh Murray, a former Washington Post journalist and senior aide in the Obama administration, is the new EVP for Public Affairs, succeeding David Stone and also taking over the Office of Government Affairs and Community Relations; Simon Tavaré, took charge of the cancer initiative on the Morningside Heights campus over the summer after running a similar center at the University of Cambridge; and Alex Halliday, a distinguished Oxford professor, has taken the helm of the Earth Institute.

#### **Executive Committee chair's updates.**

*New parliamentarian.* Sen. Sharyn O'Halloran (Ten., A&S/Social Sciences) began by introducing Linda Eisner, Director of Special Projects in the president's office, who was succeeding Howard Jacobson as Senate parliamentarian. Ms. Eisner graduated from Columbia College and Yale Law School, served as a clerk for Judge Raymond Dearie of the U.S. District Court in the Eastern District of New York and practiced tax law at Davis Polk & Wardwell. She was valedictorian of Columbia College's first coeducational class in 1987.

*Senate conference room upgrade.* Sen. O'Halloran called attention to the renovations of the Senate conference room that had been completed over the summer. She thanked Facilities and CUIT for their work on the upgrade. She said the Senate now has state-of-the-art facilities.

*Summer powers.* Sen. O'Halloran noted two occasions on which the Executive Committee had used its summer powers to act on behalf of the Senate:

1. Creation of the Herbert and Florence Irving Institute of Cancer Dynamics. The proposal to create this institute came up at a late stage of the recruitment of Prof. Simon Tavaré, which the president had just mentioned. The Senate is responsible for establishing institutes, but it wasn't in session during the summer, so the Executive Committee acted in its name. Sen. O'Halloran said the Education Committee will also review this decision.

2. Modifications of the policy approved by the Senate on April 27 to prohibit romantic and sexual relationships between undergraduate students and faculty (or staff). The modifications, to account for some of the concerns raised about the policy at the April 27 plenary, were made by the Office of General Counsel. Those revisions were reviewed by the three committees that brought the original Senate resolution: Student Affairs, Faculty Affairs, and the Commission on the Status of Women. Sen. O'Halloran said Senate committees may develop additional language to cover the situation of graduate students. She said discussion about this issue would continue.

*Nominations to University Senate committees.* Without dissent, the Senate approved current rosters for all Senate committees.

*Welcome to new senators.* Miranda Rehaut (Nonsen., Stu., Law), the new chair of the Senate Elections Commission, read aloud a list of 19 incoming senators. Two new senators not on the list also introduced themselves. There was applause for the new senators.

**Additional president's remarks.** The president called attention to the current capital campaign, whose goal was to raise \$5 billion in five years. Now in its second year, the campaign has already raised \$3 billion. He also noted that last year Columbia raised over \$1 billion in cash (not just pledges)—a feat that only Harvard and Stanford have accomplished before.

#### **2017-18 committee annual reports.**

*Research Officers.* Committee chair Daniel Savin presented the [report](#), which reviewed the accomplishments of the Research Officers Committee since its founding in the fall of 2002.

President Bollinger thanked Sen. Savin for his report, and recognized his persistent advocacy in the Senate for more than a decade on behalf of his constituency.

*External Relations and Research Policy.* Committee co-chairs Howard Worman (Ten., P&S) and Megan Mroczkowski (NT, P&S) presented the [report](#), which had been distributed.

Sen. Julia Hirschberg (Ten., SEAS) offered an update to the report's comments on problems that PIs and departmental administrators are having tracking grant finances under the University's current system, Accounting and Reporting at Columbia (ARC). She said the IT Committee, which she co-chairs, had just received an update from Rudi Odeh-Ramadan, VP for Research Administration, on MyGrants, a new web dashboard for Principal Investigators that had been tested at the Medical Center last year and was now being rolled on Morningside, to very positive early reviews. Her committee had also heard from Associate Provost Heather Parlier on some long-overdue recent upgrades to the Recruitment of Academic Personnel System (RAPS), the program for tracking academic job applications and searches.

*Alumni Relations.* Committee co-chair Sharon Liebowitz presented the [report](#), which she had prepared jointly with co-chair Michelle Estilo Kaiser.

*Housing Policy.* Committee chair Andreas Hielscher (Ten., SEAS) presented the [report](#), which had been distributed.

**Adjournment.** Sen. O'Halloran adjourned the meeting at around 2:45 p.m.

Respectfully submitted,

Tom Mathewson, Senate staff

COLUMBIA UNIVERSITY  
IN THE CITY OF NEW YORK  
THE UNIVERSITY SENATE

**University Judicial Board Announcement**

**October 19, 2018**

The Executive Committee of the University Senate has appointed new members and alternates to the University Judicial Board, the University-wide panel that hears charges of violations under the [Rules of University Conduct](#) and provides sanctions.

The membership of the University Judicial Board is set out in §445c of the Rules of University Conduct.

**§445 Administrative and Judicial Personnel**

***c. University Judicial Board***

The Executive Committee of the University Senate shall at its first meeting each year appoint or fill vacancies in a University Judicial Board consisting of five members, one of whom shall be a student, one of whom shall be a faculty member, and one of whom shall be a staff member, as defined in Section 441i. Each of these three groups—students, faculty, and staff—is eligible for the two remaining seats, but none of the groups may occupy both of those seats, and thereby form a majority of the Board. The members shall be chosen after consultation with the three groups. The Executive Committee shall designate the chair of the Board, as well as an alternate chair, and shall also appoint a pool of alternate board members. Appointments to the board shall be for a term of three years, and shall be staggered to ensure continuity. The members of the University Judicial Board shall be persons from within the University, and no person otherwise concerned with disciplinary procedures may be appointed to the Board. Once confirmed by the Executive Committee, members of the University Judicial Board pool will be trained in the Rules of University Conduct and the precedents for adjudications and sanctions.

## University Judicial Board Members

**Philip Andriole**, Student

School of Law

Term: 2016-2019

Vice Chair, University Judicial Board

**Erica Diaz**, Student

Fu Foundation School of Engineering and Applied Science

Term: 2017-2020

**Brett Dignam**, Clinical Professor of Law and Vice Dean of Experiential Education

School of Law

Term: 2018-2021

**Robert S. Kass**, Hosack Professor of Pharmacology and Alumni Professor of Pharmacology (in Neuroscience), and Chair of the Department of Pharmacology

Columbia University Irving Medical Center

Term: 2016-2019

Chair, University Judicial Board

**Christopher Small**, Lamont Research Professor

Lamont Doherty Earth Observatory

Term: 2018-2021

## University Judicial Board Alternates

- 1. Ian Beilin**, Humanities Research Services Librarian and the Librarian for German Studies, Philosophy, and Humanities Reference  
Butler Library  
Term: 2018-2021
- 2. Jennifer C. Brown**, Emerging Technologies Coordinator  
Science and Engineering Libraries  
Term: 2016-2019
- 3. Donna L. Farber**, George H. Humphreys, II Professor of Surgical Sciences (in Surgery), Division Chief of Surgical Sciences, and Professor of Microbiology and Immunology at Columbia University Irving Medical Center  
Columbia University Irving Medical Center  
Term: 2018-2021
- 4. Austin C. Kaidi**, Student  
Vagelos College of Physicians and Surgeons  
Term: 2017-2020
- 5. Jeffrey W. Kysar**, Professor of Mechanical Engineering and Otolaryngology/Head and Neck Surgery, and Chair of the Department of Mechanical Engineering  
Fu Foundation School of Engineering and Applied Science  
Term: 2018-2021
- 6. Alexis Marin**, Student  
Columbia College  
Term: 2017-2019

- 7. Michael Thivierge**, Senior Director  
CU Human Resources  
Term: 2018-2021
  
- 8. Sony Jean-Michel Thornton**, Client Manager  
CUIMC Human Resources  
Term: 2018-2021
  
- 9. William A. Zajc**, I. I. Rabi Professor of Physics  
Graduate School of Arts and Sciences  
Term: 2018-2021

**INFORMATION AND COMMUNICATIONS TECHNOLOGY COMMITTEE:  
ANNUAL REPORT 2017-18**

The committee met six times last year.

At our October meeting, CUIT VP Gaspare LoDuca gave his annual outline of the State of Columbia IT, focusing on current efforts to more than double Columbia's wireless capability, and to upgrade the Rolm Phone system, which dates from 1986. Another asset in need of an upgrade is the Student Information System (SIS), which now depends on a 1991 mainframe. CUIT has developed a set of transitional workarounds, including a new web front end and an adaptation of another platform—Student Services Online (SSOL)—for storing student data. This workaround is expected to last several years, long enough for vendors to come up with a system truly suited to Columbia's needs. Mr. LoDuca is also expanding High Performance Computing, focusing on HPC clusters in Business and Engineering. He is also responsible for implementing two major data privacy protocols: the General Data Protection Regulation (GDPR) from the European Union, and special requirements for Confidential Unclassified Information (CUI). He also reported progress on what he called PI Dashboards, a new way for Principal Investigators to review their grant spending quickly and in detail. This effort is one response to widespread complaints from researchers and administrators about the inconvenience and opacity of the incumbent program, Accounting and Reporting at Columbia, or ARC.

In November the committee heard from Maneesha Aggarwal, CUIT's AVP for Academic IT Solutions, with additional comments from Michele Hall of the Center for Teaching and Learning, about the transition from Sakai to Canvas, the new online learning platform on Courseworks. The meeting was a lively review of both the strengths and weaknesses that faculty have encountered with the new platform. Ms. Aggarwal asked to have all questions about Canvas forwarded to her group.

The issue that received the most attention from the committee last year was the chronic shortage of adequate classroom space at Columbia. University Registrar Barry Kane addressed this issue at two of our meetings. In December he began with some news on future classroom schedule procedures: A platform used for scheduling student events and activities (the Events Management System, or EMS) has been successfully adapted to the task of scheduling Columbia's classes, with some gains in efficiency of classroom usage. But the future for the supply of classroom space is beset with obstacles for which no solution is in sight: the unceasing increase in student enrollments year upon year, and the long-term constraints on Columbia's supply of space, even with the current expansion into Manhattanville and the freeing up of Uris Hall in a few years. One result may be an acceleration of the inescapable trend toward online instruction.

In April, at our joint meeting with the Education and Libraries committees, Mr. Kane addressed the issue of classrooms again. He highlighted the continuing problem of the large fraction of classrooms that are controlled by schools and departments rather than the registrar, as well as the challenge of access to new classroom spaces, now and in the future. This year Mr. Kane will pursue the issue of classroom space with a committee better suited to this task than ours—Campus Planning and Physical Development.

In January the committee discussed cyberbullying and a host of related issues, including the need to balance Columbia's commitments to a secure and civil online community and to freedom of speech in developing standards of online conduct. Active participants included Sen. Susan McGregor (NT, Journalism), leader of a study group on computer security that is supported by President Bollinger's office; committee member Joel Rosenblatt, Director of Computer and Network Security, CUIT; and Jeri Henry, Associate Vice President, Student Conduct and Community Standards, Office of University Life. Discussion focused on how incidents should be reported, and considered cases drawn from online settings ranging from student governance and course discussion groups to personal harassment and bullying.

In February Heather Parlier, Associate Provost for Equal Opportunity and Affirmative Action, reported on a long-delayed project to improve the Recruiting Academic Personnel System (RAPS), a platform for managing academic job applications and searches.

In the current year there are some useful follow-ups to last year's discussions: Heather Parlier is now rolling out a new and improved RAPS, and showed it to us at our first meeting this fall. And the PI Dashboard idea mentioned by Mr. LoDuca a year ago has matured into MyGrants, a promising new tool for tracking grant finances that has been tested at the medical campus and is now being rolled out on Morningside, to positive reviews from researchers. Rudi Odeh-Ramadan, VP for Research Administration, and her aide Halayn Hescoek gave a demonstration of it to our committee last month.

For the IT Committee,

Sens. Julia Hirschberg (Ten., SEAS) and Matthew Jones (Ten., A&S/SS), co-chairs

**2017-18 Information and Communications Technology Committee**

Ten.	Gur Huberman		BUS	sen
Ten.	Julia Hirschberg	Co-Chair	SEAS	sen
Ten.	Matthew L. Jones	Co-Chair	A&S/SS	sen
Ten.	Itsik Pe'er		SEAS	nonsen
Ten.	Henry Spotnitz		P&S	sen
Stu.	Ramond Curtis		GS	sen
Stu.	Tiago Ornaghi		JOURN	sen
Libraries	Teresa Harris		Libraries	sen
Admin. Staff	Joel Rosenblatt		Morningside / Lamont	sen
Research Officers	Nancy J. LoIacono		Research Officers - Professional	nonsen
Admin.	Maneesha Aggarwal		Admin	nonsen
Admin.	Gaspare S. LoDuca		Admin	nonsen
Alum.	Stephen Negrón		Alum.	nonsen
Admin.	Ellen Binder		Adm	observer
Admin. Staff	Barry Kane		Morningside / Lamont	observer
Admin. Staff	Sandesh Tuladhar		Morningside / Lamont	observer

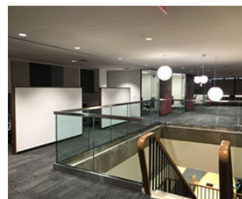
## Senate Libraries and Digital Resources Committee

Presentation to the Senate Plenary

October 19, 2018

### New Initiatives and Offerings

- Foundations for Research Computing
- RECAP collections sharing
- Improved digital preservation and collections access
- Improved library workspaces



## Foundations for Research Computing

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Foundations for Research Computing

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*Foundations for Research Computing*  
A University-wide Initiative

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*Foundations for Research Computing* provides informal training for Columbia University graduate students to develop fundamental skills for harnessing computation: core languages and libraries, software development tools, best practices, and computational problem-solving. Topics are covered from across the spectrum, from beginner to advanced. Beyond training, the *Foundations* program aims to create a computational community at Columbia, bringing disparate researchers together with the common thread of computation.

For more information, please email [rcfoundations@columbia.edu](mailto:rcfoundations@columbia.edu).

## Foundations for Research Computing



- Online course that provides programming and data science skills targeted towards researchers' needs
- 400-seat summer course filled in ~4 minutes
- Another 400+ added to waitlist on first day

Learn more at: [rcfoundations.research.columbia.edu](https://rcfoundations.research.columbia.edu)

## RECAP collection sharing



- Physical collection sharing with NYPL and Princeton expands access to original resources while reducing storage need
- 7 million additional volumes now accessible to CU in CLIO
- Now working with Harvard to add their repository to the shared collection

## Revealing "hidden" collections



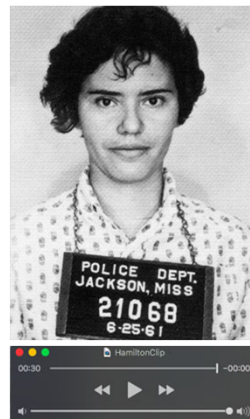
- The new "Archives Portal" allows identification of physical and digital archives within the libraries.
- 700+ archival collections were added to the portal in the summer of 2018.

Learn more at: [library.columbia.edu/find/archives-portal](http://library.columbia.edu/find/archives-portal)

Page from Masnavi by Jalal al-Din Rumi (1207-1273), Iran, dated AH 1264 (AD 1848). Gift of David Eugene Smith, 1931-1934.

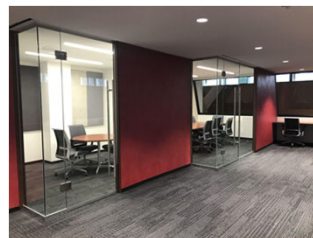
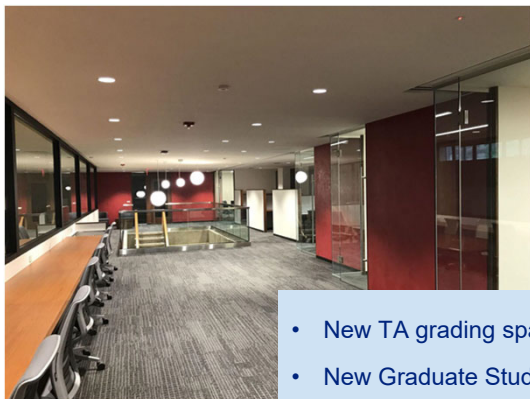
## Digitizing time-based media

- Project to digitize 77,000+ unique audio and moving image objects on analog media that may otherwise become unusable due to deterioration
- 4,400 oral histories will be preserved in 2018-2019
- Another 6,000+ items will become available through the digital collections portal by the end of the academic year



Learn more at: [library.columbia.edu/find/digital-collections](http://library.columbia.edu/find/digital-collections)

## Improved libraries workspaces



- New TA grading space: Butler 2M11
- New Graduate Student Writing Studio: Lehman 321A
- New PhD workroom: Lehman 319M
- Expanded hours: Butler stacks now open until 2am, Sunday-Thursday

## Strategic Directions and Initiatives

**Commit to Inclusion** – become more diverse; embed support and welcome

**Advance Knowledge** – “unhide” collections; preserve time-based media

**Catalyze Discovery** – support research and learning around digital methods, technologies, and platforms

**Inspire Inquiry** – support students to explore broadly and participate meaningfully in a global, diverse society

**Shape Discourse** – transform collection development within an inter-institutional community of practice

**Empower Staff** – facilitate culture change, increase collaboration, and enable experimentation

Learn more at: [strategicdirections.library.columbia.edu](https://strategicdirections.library.columbia.edu)

## We'd Like to Hear from You

- Art Langer, [art.langer@columbia.edu](mailto:art.langer@columbia.edu)
- Susan McGregor, [sem2196@columbia.edu](mailto:sem2196@columbia.edu)
- Ann Thornton, [annthornton@columbia.edu](mailto:annthornton@columbia.edu)

## Libraries and Digital Resources Committee 2017-18

Vincent Blasi		LAW	sen	blasi@law.columbia.edu
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Susan McGregor	Co-Chair	JOURN	sen	sem2196@columbia.edu
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Gaspare S. LoDuca		Adm	nonsen	gl2393@columbia.edu
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Anna Getselman		Libraries	observer	ag3353@columbia.edu

# Commission on Diversity

Annual Report 2017-2018



October 19, 2018



## Commission on Diversity Mission Statement

The Commission on Diversity is committed to fostering and promoting the equality and inclusion of all Columbia University students and affiliates regardless of race, ethnicity, nationality, socioeconomic status, sexual orientation, religion, gender, age, and all other characteristics of identity. The Commission shall continuously evaluate, enhance, and propose University policies and programs devoted to permanently embedding values of community respect, acceptance, equity, diversity, and inclusion in the fabric that unites us in the Columbia community. The Commission shall identify best practices and recommendations for fulfilling the University's Diversity Mission Statement that will have meaningful and sustained impact by using admissions data, retention rates, community input, and other means to evaluate inclusivity and diversity. The Commission's mandate is to (1) unite all levels of the Columbia community to engage in this critical conversation, (2) continuously affirm that promoting diversity and inclusion are priorities for the University, and (3) constantly assess and initiate policies pertaining to characteristics of identity on an administrative level.

April 29, 2016

## Membership 2017-18

Commission on Diversity				
Stu.	Kira Dennis		BAR	sen
Stu.	Izzet Kebudi		SEAS	sen
Stu.	Omar Khan	Co-Chair	CC	sen
Stu.	Open			
Stu.	Yashshri Soman		SIPA	sen
Faculty	James Applegate		A&S/NS	sen
Faculty	Jeanine D'Armiento		P&S	sen
Faculty	Shantanu Lal	Co-Chair	CDM	sen
Faculty	Yamile M. Marti		SSW	sen
Librarians / Admin. Staff / Research Officers	Danurys Sanchez		Research Officers - Staff	nonsen
Administrator	Dennis A. Mitchell		Adm	nonsen
Administrator	Ixchel Rosal		Adm	nonsen
Student. Observer	Joshua Acosta-Duque			Stu. Obs.
Faculty Observer	Sarah Azaransky		UTS	sen

## Major Agenda Items 2017-18

1. Discussion of Deferred Action for Childhood Arrivals (DACA)
2. Effective integration of international students at Columbia:  
Reports from David Austell (ISSO) and Chia-Ying Pan (ISOP)
3. Discussion of possible consequences of Republican tax bill for Columbia: Report by Loftin Flowers (focus on low-income, minority and other disadvantaged groups)
4. The impact of controversial outside speakers; attempts to facilitate conversations with student groups such as the College Republicans, Black Students Organization and others
5. Diversity trends at Columbia

## Data

**Sources:**

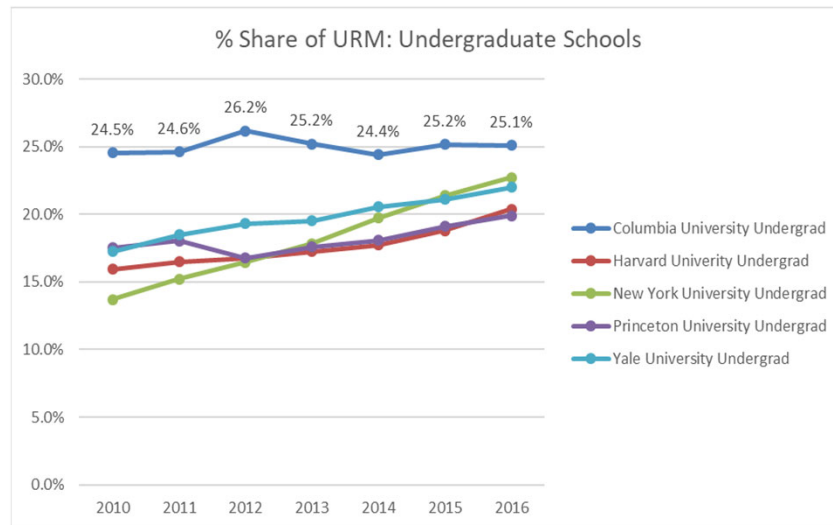
- Columbia (2010-17): Planning and Institutional Research, Office of the Provost (OPIR)
- Peer comparison (2010-16): Integrated Postsecondary Education Data System (IPEDS)
  - Columbia, Harvard, Princeton, New York University and Yale

**Definitions:**

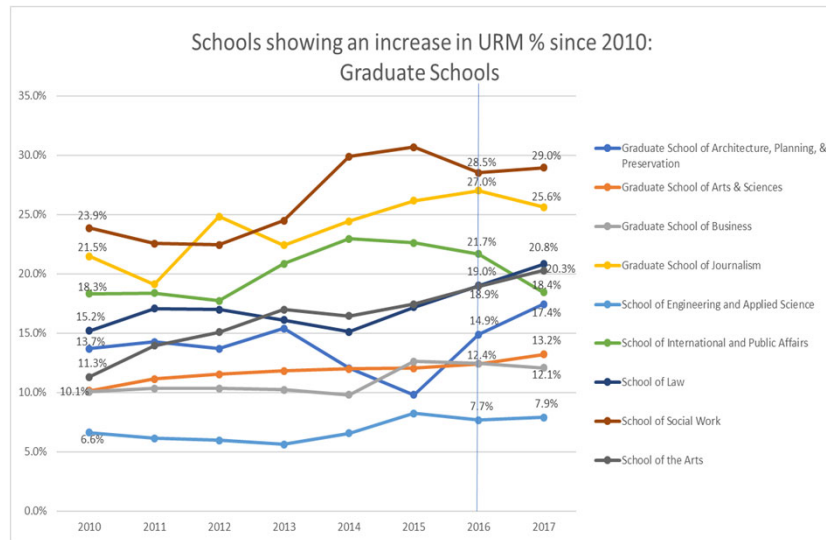
- Minorities: U.S. citizens or permanent residents who self-identify as -
  - American Indian or Alaska Native, Asian, Black, Hispanic or Latino, Native Hawaiian or Pacific Islander, Two or more races
- Underrepresented Minorities: U.S. citizens and permanent residents who self-identify as -
  - American Indian or Alaska Native, Black, Hispanic or Latino, Native Hawaiian or Pacific Islander
- Unknowns: U.S. citizens or permanent residents who have not self-reported race or ethnicity
- International students (Non-Resident Aliens / NRAs) are not included in race or ethnicity data



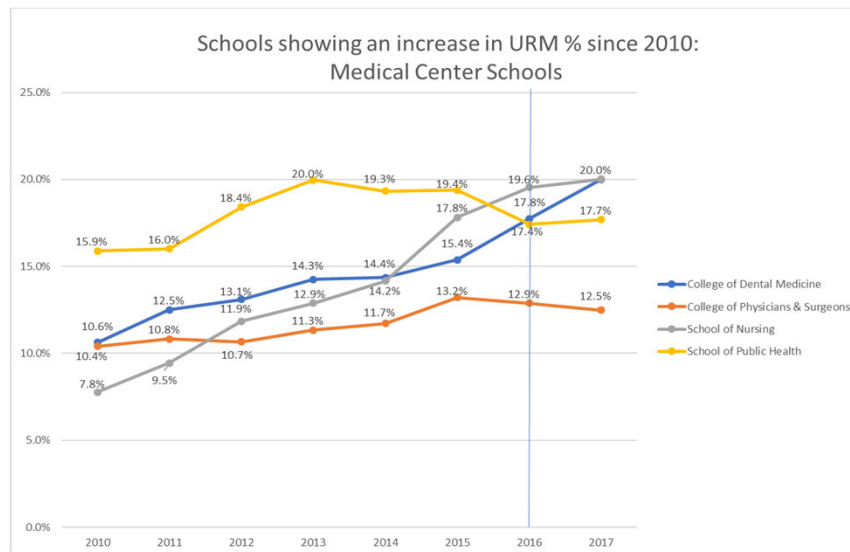
## URM Peer Comparison: Undergraduate Schools



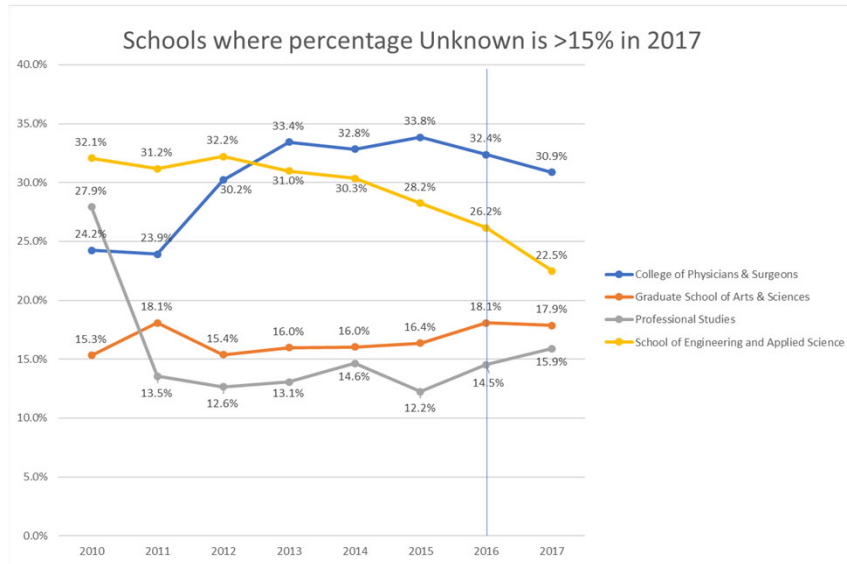
## Changes in Columbia URM Share Since 2010: Graduate Schools



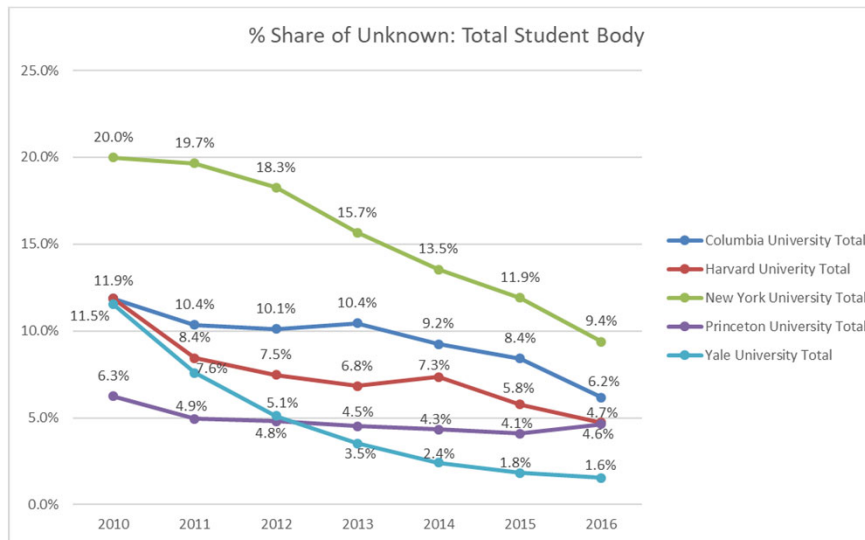
## Changes in Columbia URM Share Since 2010: CUIMC Schools



## Unknowns in Four Columbia Schools



## Peer Comparison: Unknowns



## Recommendations & Next Steps

### Recommendations:

- Determine the gaps in data (unknowns, discrepancies) and standardize the collection process across schools.
- Consider creation of a *basic* interactive digital database modeled after faculty diversity.

### Future Directions:

- Follow up on SAC & OUL survey measures on student climate as it relates to diversity.
- Assess socio-economic, disability & mental health concerns related to student diversity.
- Impact of national events on student wellbeing and University responses.
- Engagement with diversity offices/initiatives from each school.



## Commission on Diversity Membership 2018-19

Stu.	Maria Fernanda Avila Ruiz		SIPA	Sen.
Stu.	Toqa Badran		CC	Sen.
Stu.	Alfredo Dominguez		CC	Sen.
Stu.	Zoha Qamar	Co-Chair	SEAS	Sen.
Stu.	Claire Kao		BUS	Sen.
Faculty	James Applegate		A&S/PS	Sen.
Faculty	Jeanine D'Armiento		P&S	Sen.
Faculty	Shantanu Lal	Co-Chair	CDM	Nonsen.
Faculty	Yamile M. Marti		SSW	Sen.
Librarians / Admin. Staff / Research Officers	Danurys Sanchez		Research Officers - Staff	Nonsen.
Admin.	Dennis A. Mitchell		Adm.	Nonsen.
Admin.	Ixchel Rosal		Adm.	Nonsen.
Observer	Sarah Azaransky		UTS	Sen.
Observer	Shana Lassiter		Adm.	Nonsen.
Stu. Obs.	John W. Smerdon		GSAS-CUMC	Nonsen.



MY CUBenefits

COLUMBIA UNIVERSITY  
IN THE CITY OF NEW YORK


# 2019 Open Enrollment: Benefits Update



MY CUBenefits

Today's Discussion

- Benefits Open Enrollment
- Enrolling in Your Benefits
- What's Not Changing in 2019
- What's New for 2019
- Healthcare Flexible Spending Account vs. Health Savings Account
- Compare Your Medical Plans



**MY CUBenefits** Benefits Open Enrollment

- Open Enrollment is Monday, October 29 to Friday, November 16, 2018
- Enroll through CUBES, the new Columbia University Benefits Enrollment System
- In mid-October:
  - Open Enrollment packets mailed to your home
  - Benefits Highlights and Brochures posted to HR website
  - An email with a link to a new Open Enrollment video will be sent
- During Open Enrollment, the Columbia Benefits Service Center will have extended hours (9:00 a.m. – 5:00 p.m.):

 212-851-7000  
 hrbenefits@columbia.edu




**MY CUBenefits** Benefits Expos and Forums

Locations	Dates & Times
<b>New! Manhattanville</b> Lenfest Center	<b>Wednesday, October 31</b> 9:00 a.m. - 2:00 p.m.  Preventive Health Screenings: 8:30 a.m. - 1:30 p.m.
<b>Morningside</b> Alfred Lerner Hall	<b>Thursday, November 1</b> 10:00 a.m. - 4:00 p.m.  Preventive Health Screenings: 8:30 a.m. – 2:30 p.m.  Flu vaccinations: 9:30 a.m. – 4:00 p.m.
<b>Lamont-Doherty Earth Observatory</b> Monell Building	<b>Wednesday, November 7</b> 10:00 a.m. - 12:30 p.m.
<b>CUIMC</b> Hammer Health Center	<b>Thursday, November 8</b> 10:00 a.m. - 4:00 p.m.  Preventive Health Screenings: 8:00 a.m. - 2:00 p.m.

Learn more at <https://humanresources.columbia.edu/benefits-open-enrollment>

**MY** CUBenefits Enrolling in Your 2019 Benefits


- **If you do not actively enroll, the coverage you have will remain the same for 2019:**
  - Medical, Vision and Prescription Drug coverage
  - Dental coverage
  - Transit/Parking Reimbursement Program (T/PRP) elections
  - Life Insurance benefits (Optional, Spouse and Child)
  - Optional Long-Term Disability (LTD) benefits
  - Voluntary Retirement Savings Plan (VRSP) – you may change your contributions at anytime
- **You must actively enroll in the benefits below for 2019. Your 2018 benefits will not automatically roll over for 2019:**
  - Flexible Spending Accounts (FSAs) – Healthcare and Dependent Care
  - Childcare Benefit, if eligible
  - Health Savings Account (HSA)



**MY** CUBenefits What's Not Changing in 2019

- Medical, Vision and Prescription Drug deductibles, copays, coinsurance and out-of-pocket maximums
- Aetna Columbia Dental plan coverage and contributions
- \$5,000\* Dependent Care FSA pre-tax contribution limit
- \$2,650\* Healthcare FSA pre-tax contribution limit
- \$260 per month Transit/Parking Reimbursement Program limit
- Voluntary Retirement Savings Plan contribution limit \$18,500\*. If you are age 50 and over, you can contribute an additional \$6,000\* in catch-up contributions

\* Subject to change by the IRS



**MY** CUBenefits What's New in 2019

- Competitive RFP earlier this year resulted in:
  - Committed Senior resource to serve as oversight for day to day operations
  - Providing a designated team of health and nurse advocates to better serve Columbia members
  - Separate toll free number that bypasses the IVR and links direct to service team for Columbia SERVICE Center use
  - Additional onsite resource to assist with ergonomic assessments and evaluations
- Medical plan enhancements:
  - Hearing Aids covered every two years
  - Acupuncture covered for all diagnoses with a 20 visit limit per calendar year
  - Preventive breast ultrasounds covered
  - Quest Diagnostics added as an in-network laboratory provider
- Employee Assistance Program (EAP) to offer legal and financial services, including identity theft assistance and online will preparation services
- Columbia Child Care Contribution to Dependent Care FSA increases to \$3,000, if you meet eligibility requirements
- HSA maximum contributions: \$3,500/Individual; \$7,000/Family contribution; \$1,000 additional catch-up contribution for individuals age 55 and older (unchanged)
- Medical plan contribution rate increases while still maintaining the most progressive structure relative to our peers
- New FSA cards issued for 1/1/19

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## Healthcare FSA vs. HSA

MY CUBenefits Healthcare FSA

- You can contribute up to \$2,650\* pre-tax to reimburse yourself for eligible healthcare expenses: Full annual election is available for reimbursement immediately
- Payroll deductions taken in equal amounts over the calendar year
- Use the Health Care Spending Card to pay for copays at participating locations
- Convenient automatic feature processes Columbia medical, dental, vision and prescription drug claims and reimburses you for your costs
- Up to \$500 left in your account can be rolled over to next calendar year
- You must re-enroll each year during Open Enrollment for the next calendar year
- Contributions can only be changed if you have a Qualified Life Status Change

\* Subject to change by the IRS

MY CUBenefits HSA

- You can only enroll in an HSA if you enroll in the HDHP
- In 2019, you can contribute \$3,500\* Individual/\$7,000\* Employee +;
  - If age 55 and over, you can contribute an additional \$1,000\* in “catch up” contributions
- If you contribute to an HSA, you and/or your spouse can not participate in a Healthcare FSA at the same time (including rollover amounts)
- You may only use funds *after* you contribute them
- Unused funds accumulate year over year and can be used even if you change medical plans or leave the University – you just cannot contribute additional funds
- Administered by OptumBank
- You must re-enroll to contribute each year, but you can change your HSA elections at any time during the year on CUBES

\* Subject to change by the IRS


- The High Deductible Health Plan (HDHP) has the lowest pre-tax medical contributions, but the highest costs when utilizing the Plan
  - With employee only coverage, the in-network deductible is \$1,500 and the out-of-pocket maximum is \$3,550
  - With employee plus one or employee plus family coverage, the in-network deductible is \$3,000 and the out-of-pocket maximum is \$7,100
  - Only preventive prescription drugs have copays; before deductible is met you pay full discounted price for office visits, tests and prescription drugs
  - Out-of-network deductible is \$2,900 per person vs. \$850 per person for the Choice Plus plans
- If you enroll in the HDHP, you can enroll in a Health Savings Account (HSA)



- Use SmartSelect, a new comparison tool on CUBES to help you choose your medical plan
  - Model medical plan utilization and contributions based on answering a few questions
  - Model best and worst case scenarios, considering medical plan contributions and plan utilization
  - Model medical plan utilization and contributions based on custom scenarios
- In the future, SmartSelect will compare medical plan utilization based on your actual medical and prescription drug claims



Contact the Columbia Benefits Service Center

 212-851-7000

 [hrbenefits@columbia.edu](mailto:hrbenefits@columbia.edu)

