



Junior Faculty Advisory Board  
<http://fas.columbia.edu/jfab>

November 6, 2015

Dear Junior and Recently-Tenured Faculty,

We write to inform you of upcoming elections to expand the **Junior Faculty Advisory Board (JFAB)**, <http://fas.columbia.edu/jfab> of the Arts & Sciences at Columbia University. As you know, the JFAB has been very effective in advocating for junior faculty interests and making changes to the institutional culture at Columbia. We encourage you to vote in these elections and to consider nominating yourself or a colleague to the JFAB.

Thanks to the work of JFAB in collaboration with the office of the Executive Vice President for Arts & Sciences, and the divisional deans, Arts & Sciences now has a top-off policy for faculty; all departments are now required to have mentoring programs for junior faculty; a new policy has been developed, with the assistance of the Provost's office, to align the junior faculty housing subsidy with tenure clocks so that those who take more than 7 years (say, due to parental or research leave) will no longer suffer the expiration of their housing benefit prior to receiving their tenure raise; and a separate raise pool continues to be set aside for faculty making less than 100K per year.

Soon, A&S will launch the Lenfest Junior Faculty Development Grants, a substantial new funding opportunity available exclusively to junior faculty for professional development and research support, following policies drafted and developed by JFAB. We continue to push for: a long-overdue increase to FRAP; a leave policy for junior faculty in the sciences; a climate of sensitivity with regard to the service expectations for junior faculty; clarification and updating of university policies around leave and childbirth; clarity on the housing policies; and greater support for schooling and childcare.

We have made great strides in the past year, and have found the administration a willing partner in pursuing and implementing policy proposals that emerge from the junior faculty themselves. **We need your help to continue this work**, and to explore other avenues for progress and improvement, in order to help the university better bring its support for its excellent faculty into parity with its high expectations. This work only gets done when faculty step forward to help do it.

As we expand the JFAB membership, we are hoping to recruit **five additional members** across the divisions, both untenured and recently tenured, to assume the official positions of JFAB representatives as of January 1, 2016. (JFAB members generally serve two-year terms but there is flexibility.) Serving on JFAB is a great way to meet faculty and administrators across the university and to develop leadership skills.

If you would like to run, or if you would like to nominate someone, please send names **no later than November 20** directly to Allison Busch, the JFAB chair, at [ab2544@columbia.edu](mailto:ab2544@columbia.edu)

Elections will be held toward the end of fall term.

Feel free to email any one of the current JFAB volunteers with questions.

Best,

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| Allison Busch (chair) | <a href="mailto:ab2544@columbia.edu">ab2544@columbia.edu</a>   |
| James Curley          | <a href="mailto:jc3181@columbia.edu">jc3181@columbia.edu</a>   |
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