

**COLUMBIA UNIVERSITY**  
in the City of New York  
Policy and Planning Committee of the Arts and Sciences  
(PPC)

May 25, 2018

Dear colleagues,

During the past year, the PPC has completed a number of projects and begun others. We are extremely grateful for the outstanding engagement of faculty this year throughout PPC subcommittees as well as the equity surveys and interviews. A total of 44 faculty have served on 7 PPC subcommittees (see list below). Over 400 faculty participated in the lecturers, equity, and DUS surveys. In addition, the inaugural vote, on the proposal for a new department, with the new voting procedures had a 58% turnout, with 503 faculty voting. This demonstrates strong engagement in the shared faculty governance model.

The following projects were completed this year (additional details are provided below):

- Set of [guidelines](#) on faculty voting in Arts and Sciences
- Equity Reports
- Lecturers Report
- Chair Compensation

PPC will continue working on these projects next year (additional details are provided below):

- Amend the Stated Rules to incorporate the new voting guidelines
- Begin implementation of recommendations from the Equity Reports
- Review and implement recommendations from the Lecturer Report
- Continue work of the By-laws Subcommittee
- Continue work of the Child-care and Schooling Subcommittee
- Develop plans for DUS/DGS compensation
- Consider ways to increase A&S engagement in the University Senate

Next year, we will also start working on:

- Recommendations on process for distribution of Named Chairs

*Voting Guidelines:* We updated the stated rules regarding how and when faculty vote on policy recommendations explicitly allowing for absentee and electronic voting. This new voting mechanism was successfully applied to the proposal for the new Department of African American and African Diaspora Studies; faculty engagement was encouragingly high with a 58% response rate. The voting guidelines will next be formally incorporated into the [Arts and Sciences Stated Rules](#), through a faculty vote in the coming year. We also clarified the [guidelines](#) on how someone is nominated (or can self-nominate) to run for PPC and what compensation is provided for being on PPC.

*Equity Study:* We completed the equity reports for all three divisions as well as the associated recommendations. The Natural Sciences Equity Committee (NSEC) completed their work

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in the fall of 2017, and presented a summary of the findings at the December 2017 Arts and Sciences meeting. The Humanities and Social Sciences Equity Committees (HEC & SSEC) completed their work in the Spring of 2018, and presented a brief summary of their findings at the April faculty meeting. There will be more extensive presentations in Fall of 2018 to allow for more discussion. The three reports, an executive summary and the recommendations will be released at the beginning of the Fall semester, with the work of implementing the recommendations starting in the Fall and likely continuing for some years.

*Lecturer Study:* The Lecturer Study Committee completed a report aimed at “identifying discrepancies and resolve ambiguities concerning the status of Arts and Sciences lecturers-in-discipline” which followed the vote in the Spring of 2017 to formally incorporate renewable lecturers-in-discipline into the Arts and Sciences faculty. PPC will continue their discussion of the report, including consultation with department chairs, and provide feedback on the recommendations. Once that is complete, the findings and recommendations will be presented at an Arts and Sciences faculty meeting in the Fall, and the report will be released.

*Chair Compensation:* PPC completed and approved a new chair compensation policy that will be implemented across Arts and Sciences bringing compensation more in line with our peer institutions. The policy can be found [here](#).

*By-Laws and Conflict of Interest:* A subcommittee formed in the Spring of 2018 will continue its work to provide a template for best-practice by-laws that can be adapted for departments, centers and institutes. In addition, they are charged with considering how to strengthen conflict of interest policies within Arts and Sciences.

*Child-care and Schooling:* A subcommittee established in the Fall of 2017 will continue its work on studying the needs of faculty around child-care and schooling and comparing Columbia’s support to that of our peers.

*DUS/DGS Compensation:* PPC surveyed Directors of Undergraduate Studies (DUS) and Directors of Graduate Studies over the last years, but is still working on a policy to develop a compensation plan. We look forward to receiving more input from those serving in these vital roles and making recommendations on this in the coming year.

*A&S involvement in the University Senate.* Following up on concerns brought to us by faculty about the lack of the Arts and Sciences engagement in the University Senate, PPC plans to meet with existing Arts and Sciences Senators and determine ways to broaden the engagement of faculty in this important governance body.

*Named Chairs:* We have been asked by the EVP to evaluate, clarify and provide recommendations for improvements to the existing process for the distribution of Named Chairs. The equity reports identified inequities in the distribution of named chairs across all three divisions.

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Other tasks

The PPC also receives questions and requests from both the Executive Committee and the faculty, and we try to answer them as best we can. We provided feedback on concerns regarding mandatory training, and offered to help obtain extensions to complete the training if needed.

We provided feedback to the President on possible candidates for the interim EVP and on possible search committee members.

We have continued to ask questions about the role of the Arts and Sciences in the new capital campaign, and have heard from the Dean of the College and the Dean of GSAS about their respective fundraising efforts.

Along with JFAB, we encouraged the EC to consider a minimum salary for tenure-track faculty, which has now been implemented.

If you have any questions, suggestions, or feedback, please do not hesitate to be in touch with a PPC representative (listed below). A complete list of all 2017-2018 subcommittees and their members is provided below.

We wish you a wonderful summer and look forward to another productive year.

With best wishes,

PPC

Richard Davis (rd2339)  
Mamadou Diouf (md2573)  
Ellie Hisama (fall term) (eh2252)  
Eleanor Johnson (ebj2117)  
Brendan O'Flaherty (fall term) (bo2)  
Pablo Piccato (spring term) (pp143)  
Seth Schwartz (srs166)  
Maya Tolstoy, Chair (mt290)  
Maria Uriarte, Vice-Chair (mu2126)  
Gareth Williams (spring) (gdw5)  
Andreas Wimmer (aw2951)

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List of all 2017-18 PPC sub-committees.

By-laws Committee:

Alessandra Casella, Chair (Economics)  
Michael Cole (Art History and Archaeology)  
Goran Ekstrom (Earth and Environmental Sciences)  
Maria Uriarte (Ecology, Evolution and Environmental Biology)  
Maya Tolstoy (ex officio) (PPC Chair, Earth and Environmental Sciences)  
Rose Razaghian (ex officio) (A&S)

Child-care and Schooling Committee:

Eleanor Johnson, Chair (English and Comparative Literature)  
Ryan Abernathy (Earth and Environmental Sciences)  
Marcus Folch (Classics)  
Ellie Hisama (Music)  
Molly Murray (English and Comparative Literature)  
Rhiannon Stephens (History)

Humanities Equity Committee (HEC):

Art History and Archaeology: Kellie Jones  
Classics: Katharina Volk  
East Asian Languages and Cultures: Lydia Liu  
English and Comparative Literature: Eleanor Johnson (PPC)  
French and Romance Philology: Emmanuelle Saada  
Germanic Languages: Stefan Andriopoulos  
Italian: Jo Ann Cavallo  
Latin American and Iberian Cultures: Patricia Grieve  
Middle Eastern, South Asian, and African Studies: Jennifer Wenzel  
Music: Ellie Hisama, HEC Chair (PPC)  
Philosophy: Robert Gooding-Williams  
Religion: Courtney Bender  
PPC (Ecology, Evolution and Environmental Biology): Maria Uriarte  
PPC (Earth and Environmental Sciences): Maya Tolstoy, NSEC Chair, PPC Chair  
A&S: David Madigan (ex officio)  
A&S: Rose Razaghian (ex officio)

Lecturers Committee:

Andrew J. Nathan, Co-Chair (Professor, Political Science)  
Nicole Wallack, Co-Chair (Senior Lecturer, English)  
Taoufik Ben-Amor (Senior Lecturer, Middle Eastern, South Asian & African Studies)  
Richard Davis (Professor, Statistics, PPC Member)  
Susan Elmes (Senior Lecturer, Economics)  
Rebecca Heino (Senior Lecturer, School of Professional Studies)  
Agnieszka Legutko (Lecturer, Germanic Languages)  
Ellen Marakowitz (Senior Lecturer, Anthropology)

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Michele Moody-Adams (Professor, Philosophy)  
Karen Phillips (Senior Lecturer, Chemistry)  
Robert Shapiro (Professor, Political Science)  
Ex Officio: Rose Razaghian (Associate VP, Arts and Sciences)

Officer Compensation Committee:

Maria Uriarte , Chair (PPC Vice-Chair) (Ecology, Evolution & Environmental Biology)  
Richard Davis (PPC, Statistics)  
Pablo Piccato (PPC, History)  
Maya Tolstoy (PPC Chair, Earth and Environmental Sciences)

Natural Sciences Equity Committee (NSEC):

Astronomy: David Schiminovich (PPC)  
Biological Sciences: Darcy Kelley  
Chemistry: Laura Kauffman  
Ecology, Evolution and Environmental Biology: Maria Uriarte (PPC)  
Earth and Environmental Sciences: Maya Tolstoy, NSEC Chair (Chair PPC)  
Mathematics: Michael Thaddeus  
Physics: Frederik Deneff  
Psychology: Janet Metcalfe  
Statistics: Tian Zheng  
PPC (History): Pablo Piccato  
PPC (Music): Ellie Hisama  
Arts and Sciences: David Madigan (ex officio)  
Arts and Sciences: Rose Razaghian (ex officio)

Social Sciences Equity Committee (SSEC):

Political: Science: Page Fortna  
Anthropology: Rosalind Morris  
History: Pablo Piccato, (Chair)  
Economics: Stephanie Schmitt-Grohé  
Sociology: Andreas Wimmer (PPC)  
PPC Chair: Maya Tolstoy, (Earth and Environmental Sciences)  
PPC: María Uriarte (Ecology, Evolution and Environmental Biology)  
Arts and Sciences: David Madigan, (ex officio)  
Arts and Sciences: Rose Razaghian, (ex officio)