



The NYU Shanghai Affiliated Faculty Program

Support Available to Schools, Departments, and Tenured/Tenure-Track Faculty Teaching in NYU Shanghai in AY 2013-14

NYU is a leader in global higher education. Our newest campus in Shanghai builds on the foundation created by NYU in New York and NYU Abu Dhabi and extends the reach of the global network. NYU Shanghai will offer a unique undergraduate experience with an innovative core curriculum and a robust research presence. We will draw unsurpassed student and faculty talent from China and around the globe as we recruit our first class for the fall of 2013.

To achieve these goals, we are committed to including the most productive and committed faculty from NYU in New York and Abu Dhabi in our community of scholars at NYU Shanghai. NYU Shanghai expects to have four or five research institutes spanning a variety of disciplines. Moreover, we will closely support departments in their recruitment of graduate students, provide a venue for collaboration with Chinese colleagues at other Chinese universities, and eventually have our own graduate students.

NYU Shanghai intends to forge a strong partnership with the faculty, departments, and deans at various schools as we embark on this new venture. Recognizing the challenges presented by the movement of research faculty across the global network, NYU Shanghai has worked with the Office of the Provost, NYU Abu Dhabi, and Vice Chancellor Foley to coordinate recruiting and to remove any obstacles that might otherwise inhibit faculty from visiting NYU Shanghai on a one-time or repeating basis.

This document outlines the various resources available to assist deans, department chairs, and faculty members who would like to partner with NYU Shanghai. It should be read in conjunction with the Menu Of Global Network Opportunities For Schools, Programs, Faculty, And Graduate Students In New York; as well as the NYU Abu Dhabi Affiliate Faculty proposal. We will refer to NYU New York faculty who teach in Shanghai for defined periods of time as **Affiliated Faculty**.

Support for Schools and Departments

As outlined in the Menu Of Global Network Opportunities For Schools, Programs, Faculty, And Graduate Students In New York, schools or departments will not be diminished—financially or in terms of human capacity—as a result of their participation in the academic program in NYU Shanghai. On the contrary, schools, departments, and faculty will find that such participation will serve to strengthen their overall academic programs. Most importantly, for departments interested in making long-term partnering commitments, the Affiliated Faculty program creates opportunities for additional faculty lines or FTE positions, as described below. Other features are detailed in Table A, *Summary of Resources Available to Schools, Departments or Units*.

Long-Term Agreements

When schools/departments make mutually agreed upon, long-term commitments to send affiliated faculty to NYU SH or NYUAD, an NYU-NY program with the approval of its dean's office can use the reimbursement funds given by the campus to create positions based in NY. Long-term agreements may involve a single faculty member who agrees to teach at

one or both portal campuses for repeat visits or the long-term agreement may involve a rotational model whereby different faculty in the same department fill a teaching slot at one or both portal campuses.

For example, a commitment of one faculty semester each year generates enough resources to provide a year's fellowship support for two graduate students (stipend, benefits, not tuition) or a teaching post-doc in NY; a multi-year commitment of two faculty semesters each year at one or both portal sites (Abu Dhabi and Shanghai) may provide enough resources for a new faculty line, subject to approval of the home school dean; a multi-year commitment of four faculty semesters each year at one or both portal sites may provide resources for two new faculty lines; and so on. Programs can also choose to use these funds for other purposes, e.g. visitors, research support, staff support, equipment, etc.

Affiliated Faculty Appointment Process

Initial Appointment: Appointments to the affiliated faculty of NYU SH are by nomination of the department chair and dean of the home school, and require approval of the Provost and appropriate Dean of NYU Shanghai. Those interested in teaching at NYU SH may also directly contact the relevant NYU SH dean.

Multi-year Appointments: NYU SH aims to build a cohort of affiliated faculty willing to make a sustained commitment to NYU SH beyond the inherent limits of a one-time visit, thus becoming in effect Joint Faculty shared by NYU SH and NYU NY. Long-term arrangements enable the NYU NY faculty to maintain connections with students, mentor standing faculty, contribute meaningfully to curricular development, and advance the research enterprise. After a successful initial teaching experience, NYU SH will typically favor multi-year appointments with NYU NY faculty. The terms of these appointments can be flexible; many will result in the faculty member being in residence at NYU SH for one semester each year for a set number of years, while others can be in the form of an appointment to teach a 14-week course at NYU SH for, say, three of the next five years.

Depending on the length and term of the arrangement, the NYU NY program with the approval of its dean's office can use the reimbursement funds given by the campus to create positions based in NY (as is the case with the rotation model described above).

Responsibilities of Affiliated Faculty

The responsibilities of the affiliated faculty are not limited to their residency in Shanghai. It is expected that affiliated faculty will maintain a connection with NYU SH upon returning to New York and will continue to contribute in three primary ways: by mentoring NYU SH standing faculty and providing guidance on professional advancement and tenure at NYU; by advising NYU SH students, for example, during study-away semesters in New York; and by participating in faculty search committees.

Support for Tenured and Tenure-Track Affiliated Faculty

The resources summarized below are available to *tenured and tenure-track* NYU affiliated faculty. The support program for faculty with other types of appointments is described in the Menu Of Global Network Opportunities for Schools, Programs, Faculty, and Graduate Students in New York.

The program benefits covered in this document are intended for faculty teaching in Shanghai for one academic year or less. Due to tax implications and policy, faculty extending their assignment beyond one academic year will have some adjustment to the benefits.

- **Teaching Load and Responsibilities: One full course per semester, student mentoring and advising, and NYU SH community engagement.** Full semester courses taught by affiliated faculty in Shanghai will count towards their regular teaching loads. NYU Shanghai strongly prefers 14-week courses; appointments of less than 14 weeks will be by exception. January Term courses are considered as overload; they do not count towards the regular teaching load.
- **Compensation: Faculty salary is equal to the corresponding semester or academic year salary in New York.**
- **Housing:** For semester-long assignments, a 1-bedroom deluxe apartment will be provided at the Oakwood Corporate Residences. Affiliated faculty spending an academic year at NYU SH are provided with housing based on family size.
 - Single – 1-Bedroom Deluxe or equivalent allowance based on NYU SH housing pricing
 - Married or Married with 1 Child – 2-Bedroom Deluxe or equivalent allowance based on NYU SH housing pricing
 - Married with 2 Children or more – 3-Bedroom Deluxe or equivalent allowance based on NYU SH housing pricing
- **Schooling:** If necessary, NYU SH will provide an education benefit to affiliated faculty spending a full academic year at NYU Shanghai. This benefit will assist with registration, tuition, books and materials, and reasonable school-provided transportation. The allowance is applied for all legal dependents attending preschool, elementary or secondary schools residing with the assignee in Shanghai.
- **Relocation Travel:** Travel to and from Shanghai will be coordinated and provided by NYU SH up to \$5,500 per round trip fare for all affiliated faculty and any eligible family members. In the event of a long-term stay, when a one-way fare is more practical, NYU SH will permit up to \$3,300 for a one-way ticket.
 - Faculty on semester-long assignments will be reimbursed for excess baggage costs up to \$300, levied by an airline on your initial and return flight from NYU Shanghai.
 - Faculty spending a full academic year at NYU Shanghai will receive a miscellaneous relocation allowance of \$2000, less applicable taxes, in accordance with the NYU SH relocation policy.
- **Travel Allowance:** Affiliated faculty spending a full academic year in Shanghai are eligible for an annual home leave trip after completion of the first semester on assignment/appointment. In certain individual cases, a home leave round-trip ticket may be provided to faculty on 14-week assignment. Airfare will be reimbursed in accordance with the NYU SH travel policy. Home leave travel is counted toward the faculty member's annual vacation allotment.
- **Health Insurance Benefits:** Comprehensive health benefits are offered through the Aetna Global plan, a global PPO health plan that provides global coverage while on assignment at NYU SH. Coverage for affiliated faculty and eligible covered dependents is available both in the U.S. and worldwide. The Aetna Global PPO provides a prescription drug benefit and dental coverage. The cost-sharing

arrangement is similar to that of current US-based health plans offered by NYU. Affiliated faculty who participated in a health and/or dependent care Flexible Spending Accounts (FSA) account may continue to participate during assignment in Shanghai.

- **Tax Services:** All employees are responsible to meet their personal tax filing requirements for their country of citizenship or residence and any associated foreign jurisdictions. For affiliated faculty spending a semester or longer at NYU SH, an initial one-time tax consultation session discussing the potential tax consequences of the international assignment is provided through KPMG, NYU SH's designated international tax services firm. NYU SH provides a tax protection benefit for eligible assignees as set forth in its Tax Protection Policy, if required. Affiliated faculty on assignment for a full academic year are eligible for full tax preparation services and full tax protection. KPMG will assist in calculating and preparing U.S. and Chinese income tax returns as well as facilitating any tax protection payments, if required.
- **Retirement Benefits:** Participation in the NYU Retirement Plans will continue for affiliated faculty on assignment in NYU SH. Retirement contributions by NYU and the faculty member will continue for affiliated faculty currently enrolled in an NYU Retirement Plan.
- **Life and Disability Benefits:** Participation in your NYU Life, Sick and Disability Plans continue while on assignment in NYU SH.
- **Vacation and Holiday Eligibility:** Vacation time is accrued according to NYUNY vacation policy. NYU SH working hours and public holidays are observed.
- **Other Assignment Benefits**
 - Costs associated with obtaining a Visa/Work permit or related physical exam are paid by NYU SH. The acquisition, renewal and cost of acquiring passports are the responsibility of the assignee.
 - NYU SH will reimburse travel expenses in the case of the death or serious illness of an immediate family member.
 - The services of Carebridge Life Resources are available to affiliate faculty at NYU SH. Carebridge provides support for personal and family problems common in contemporary life.
 - In case of medical emergency that requires air travel or transport, NYU SH will cover the costs for to the nearest location with the necessary medical facilities/care.

Table A: Summary of Resources Available to Schools, Departments or Units

Duration of Visit	One Semester	Two Semesters
<p>New Permanent Faculty Lines in Departments or School</p>	<p>A multi-year commitment of two affiliated faculty semesters each year at one or both portal sites generates enough resources for a new faculty line, subject to approval of the home school dean; a multi-year commitment of four faculty semesters each year at one or both portal sites may provide resources for two new faculty lines; and so on. (Programs can also choose to use these funds for other purposes, e.g. visitors, research support, staff support, equipment, etc.)</p>	
<p>Graduate Student Funding</p>		<p>A commitment of one faculty semester each year generates enough resources to provide a year’s fellowship support for two graduate students (stipend, benefits, not tuition) or a teaching post-doc in NY.</p>

Duration of Visit	One Semester	Two Semesters
Home Leave	In certain individual cases, a home leave round-trip ticket may be provided to faculty on 14-week assignment.	Affiliated faculty spending a full academic year in Shanghai are eligible for an annual home leave trip after completion of the first semester on assignment/ appointment. Home leave travel is counted toward the faculty member's annual vacation allotment.
Schooling Support	None	If necessary, NYU SH will provide an education benefit to affiliated faculty spending a full academic year at NYU Shanghai. This benefit will assist with registration, tuition, books and materials, and reasonable school-provided transportation. The allowance is applied for all legal dependents attending preschool, elementary or secondary schools residing with the assignee in Shanghai.
Tax Services	Initial tax consultation	Initial tax consultation Full tax preparation services Full tax protection

For additional information about NYU SH travel policies, relocation services, NYU SH housing, home leave and other policies, please contact Audrey Longo, Human Resources Manager at audrey.longo@nyu.edu.