Over the past few years, there has been a vibrant debate among faculty and students about labor and human rights and the university's position in Abu Dhabi. There were numerous conversations with the leadership, the administration, and colleagues in NY about these issues over the past years.

As a result, faculty at NYUAD responded with great disappointment and a deep sense of betrayal to the allegations presented in the New York Times in May of this year.

The faculty council steering committee, the elected representative body of NYUAD’s faculty, immediately issued a statement on May 27 urging a comprehensive investigation which should not only provide a range of clear compensatory measures for cases of mistreatment, but also address the allegations of the failure of the compliance system put in place by the University and its partners.

What has happened since then?

1) Appointment of Nardello, Independent Investigator
Nardello has been appointed as an independent investigator to investigate the allegations made in the media coverage.

2) Compliance System & Educational Opportunities
The compliance team at NYUAD has been reorganized and restructured. A dedicated and anonymous hotline to report claims for staff, faculty, and workers has been set up. As of October 2014, 22 staff and 11 faculty have been trained to help conduct compliance monitoring interviews (20-30 per month) with NYUAD contracted staff, which is a continuation and expansion of the positive in-house monitoring.

In addition, the adult educational opportunities that were put in place already in 2012 (Business English courses, CV Writing workshops, etc.; Athletic programs, etc.) have been enlarged and are now coordinated through the Office of Social Responsibility.

3) Collaboration with Tamkeen
The cooperation and our relationship with the NYUAD leadership (Al Bloom and Fabio Piano) as well as our partners Tamkeen (Tamkeen is a subsidiary of the Executive Affairs Authority. It plans, develops, and delivers projects on behalf of the Government of Abu Dhabi.) has been extremely positive and they have been very supportive and responsive to the concerns, claims and demands of faculty in the area of labor. Tamkeen and NYUAD, for example, are now jointly monitoring with all of the existing subcontracts for workers present on our campus.
4) Contractual Situation / Management of Campus
Over the course of this academic year, all contracts that currently remain with Tamkeen (dining hall staff (ADNH), facilities management/maintenance (SERCO), etc.) will move over to NYUAD, so that they can be incorporated into our existing system of internal monitoring and compliance.

5) Mott McDonald:
The contract of our NYUAD’s current external compliance monitor Mott McDonald runs out on March 31, 2015. Vice Chancellor Al Bloom will head a joint NYUAD/Tamkeen committee (which will include faculty representation) that will select the new compliance monitor.

6) Faculty Representation
As of this fall, faculty representatives will be part of the

Labor Compliance Working Group:
The working group jointly monitors all NYUAD and Tamkeen suppliers providing contracted staff on the NYUAD campus. The working group carries out regular compliance monitoring, conducts audits and investigations, and makes recommendations in response to observed violations of our shared labor standards and supplier code of conduct. It reports directly to the Senior Leadership of NYUAD and Tamkeen.

Faculty Representative: Shamoon Zamir (A&H)

There will also be the following two bodies:

Faculty Advisory Committee on Labor and Social Responsibility:
The advisory committee will review and provide advice and recommendations to the Vice Chancellor and Provost with regard to working and living conditions and social welfare of contract staff, in addition to providing general advice on social responsibility. The committee is also charged with reviewing existing programmatic efforts and making recommendations within appropriate financial parameters on academic programming in the area of labor, migration and human rights. The committee will provide regular updates to the Faculty Council Steering Committee and Faculty Council.

Co-Chairs:
1. Justin Stearns (A&H)
2. Ramesh Jagannathan (Engineering)

Task Force on Labor Initiatives:
The task force is asked to provide a strategic plan to deliver the appropriate adult education for contract staff brought to NYUAD through independent contractors. The task force will address issues of needs, goals, selection process, and number of students over a 5-year period. Beyond a statement of strategic goals, the task force will develop an
operational plan that balances resources with those strategic goals.

Co-Chairs:
1. Carol Brandt, Associate Vice Chancellor for Global Education and Outreach
2. Cyrus Patell (A&H)

7) Programming in the Area of Migration / Labor / Human Rights
A lecture series on “Migration, Labor & Human Rights” has already begun this fall semester and additional events are about to be scheduled.

8) Domestic Employment
A Domestic Employment Project directed by a new full-time staff member has been set up to establish a set of best practices and guidelines for domestic employment on campus.

In general, NYUAD faculty feel strongly that they would like to create a campus community that treats all of its members with the respect and decency that they deserve and in which all workers are treated as colleagues who are jointly building this university with us.