



Date: April 23, 2020

Memo to: Katherine Fleming, Provost

From: Larry Slater
Chairperson, C-Faculty Senators Council
A/Y 2019-2020

Subject: C-Faculty Senators Council Resolution supporting recommendations of the NYU Shanghai Faculty Council Affordability Subcommittee Report

The C-Faculty Senators Council submits the attached resolution approved by the Council at the April 21, 2020 meeting.

cc: Yu Lizhong, Chancellor
Jeffrey S. Lehman, Vice Chancellor
Maria Montoya, Dean of Arts and Sciences
Kristen Day, Vice Provost
Ellen Schall, Senior Presidential Fellow
Eliot Borenstein, Faculty Committee on the Global Network Co-Chair
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Beverly Watkins, C-FSC Vice Chairperson
Ethan Youngerman, C-FSC Secretary
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Jonathan Ritter, C-FSC GNU Committee Chair

Nicholas Economides, T-FSC Chairperson

C-FSC Committee on the Global Network University
Resolution supporting recommendations of the NYU Shanghai Faculty Council
Affordability Subcommittee Report
April 21, 2020

Whereas the C-FSC supports Continuing Contract Faculty throughout the NYU Global Network; and;

Whereas the C-FSC has adopted principles outlining minimum salary levels for Continuing Contract Faculty in the University; and;

Whereas the NYU Shanghai Faculty Council Affordability Subcommittee Report demonstrates that Chinese Language Lecturers currently receive salaries that are roughly 40% below those of their NYU Shanghai international colleagues with similar ranks and teaching hours at NYU Shanghai, and;

Whereas Chinese Language Lecturer housing benefits are pegged to their salaries, while international faculty housing benefits are fixed at a rate and adjusted for number of dependents, making their subsidies three to six times higher than those for Chinese Language Lecturers, and;

Whereas the NYU Shanghai Faculty Council Affordability Subcommittee Report demonstrates that the housing subsidy for Chinese Language Lecturers is considerably lower than that offered by peer institutions to faculty of similar positions in the Shanghai area; now therefore be it

Resolved that the C-FSC

1. supports the recommendations of the Shanghai Faculty Council Affordability Subcommittee Report, and;
2. urges NYU Shanghai to provide housing subsidy to all faculty at the same standard, as a flat rate based on family size, adjustable to current market rates, and;
3. urges NYU Shanghai to explore government-subsidized housing for Sino-US university faculty, plus other resources to meet different faculty needs and price limitations, and;
4. urges NYU Shanghai to find corporate housing options with convenient access to the new NYUSH campus and schools, affordable rent, and options for families of all sizes, and;
5. Urges NYU Shanghai to form a more active and managed platform for faculty to access information on reliable agents, housing options, and general policies and guidelines.

NYU Shanghai Faculty Council
Affordability Subcommittee Report
October 2019
Executive Summary

NYU Shanghai opened in 2013 as partnership between a world-renowned U.S. university and one of China's elite Class A universities. Six years later, aspects of Shanghai's cost of living threaten our university's stated [mission](#) to develop and support "a faculty of renowned scholars, innovators, and educators...recruited from the world's best research universities" — a mission that requires a solid foundation of both teaching and research-oriented faculty. Furthermore, significant variations in NYU Shanghai's salary and benefits structure for certain faculty groups raise questions about how we define the values of our globally-minded community.

This subcommittee conducted a survey of NYU Shanghai faculty this spring and collected 114 detailed responses representing over 60 percent of the faculty body (50% FTCC, 22% tenure-track, 10% visiting, 8% tenured, 8% postdoc). The results, along with additional reporting by this subcommittee, reveal emerging challenges in the area of local–international pay disparities.

We submit this report to present the lived economic realities confronting NYU Shanghai faculty, to share the results of our findings to date, and to open a productive and collegial conversation about the future of our university. We seek long-term solutions that will help us maintain a solid foundation for our growing community and pursue our common goal of making NYU Shanghai a world-class university and a model for international higher education.

Immediately below, we present a summary of our main findings regarding the Chinese Language Lecturer position and Housing Affordability and recommendations; the following report provides more detail about these issues. We would like to thank the administration for already beginning to work with us on some of our recommendations.

Challenges to Faculty Hiring

- The Chinese Language Program has seen its pool of applicants drop 68% in three years, from 95 applicants in 2016 to just 29 in 2019 for the same number of postings. The CLP has recently lost several top candidates to other universities.
- Chinese Language Lecturers' salaries and housing benefits are significantly below their colleagues' at other Sino-U.S./U.K. institutions in cities that have even *lower* costs of living.

Concerns Over Local–International Compensation Disparities

- Chinese Language Lecturers currently receive salaries at roughly 40% of their NYU Shanghai international colleagues with similar ranks and teaching hours.
- Chinese Language Lecturer housing benefits are pegged to their salaries (amounting to around RMB¥3,000/US\$425 per month), while international faculty housing benefits are fixed at a rate and adjusted for number of dependents, making their subsidies three to six times higher.

Summary of Recommendations

<i>Category</i>	<i>Subcommittee Recommendations</i>
<i>Housing</i>	<ul style="list-style-type: none">● Provide housing subsidy to <i>all</i> faculty at the same standard, as a flat rate based on family size, adjustable to current market rates.● Explore government-subsidized housing for Sino-US university faculty, plus other resources to meet different faculty needs and price limitations.● Find corporate housing options with convenient access to the new NYUSH campus and schools, affordable rent, and options for families of all sizes.● Form a more active and managed platform for faculty to access information on reliable agents, housing options, and general policies and guidelines.

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Introduction

This NYU Shanghai Faculty Council Subcommittee's aim is to gather information about affordability issues that we believe affect NYU Shanghai's ability to recruit and retain excellent faculty. Our committee was started to explore faculty's lived realities of housing prices and differences in salary for faculty of the same or similar rank and seniority.

We see this report as a first step toward collaborating with other Faculty Council committees, our colleagues, and university leadership to build sustainable initiatives which contribute to the long-term health of the university. We outline the results of the Subcommittee's information-gathering and initiative-building activities below.

Key Subcommittee Activities

- Undertaking an affordability survey for faculty, with an aim to surface structural issues which may negatively impact recruitment and retention
- Collecting faculty narratives on affordability challenges related to housing and tuition
- Proposing recommendations regarding benefits and affordability issues

Members

Amy Becker, Writing and English for Academic Purposes programs

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Part 1: Affordable Housing

Background

In our survey, 68% of respondents rank housing affordability among their top three affordability concerns, and across ranks, nationalities, and disciplines, respondents report spending from 14.41% to 35.88% of monthly take-home income, in addition to what the housing benefit covers (see [Appendix A-1](#)). Among respondents, 25% rent within an NYUSH corporate housing complex, while 57% of the respondents rent their own apartments independently, 13% own their own property, and another 3% are co-renting due to affordability issues (See [Appendix A-2](#)).

Affordability Issues

The housing issues surfaced in the Affordability Survey focus on the following four aspects: 1) NYUSH Housing Subsidy Type & Rate; 2) NYUSH Corporate Housing; and 3) Additional Housing Issues.

1. NYUSH Housing Subsidy Type & Rate

1.1. NYUSH provides most faculty with a fixed flat housing subsidy ranging from ¥10,333–¥15,500+ per month, depending on their number of dependents. However, Chinese Language Lecturers receive a much lower housing subsidy ranging from only ¥2,800–¥3,950, pegged to their monthly salaries, with no adjustment for dependents and subject to a significant government tax. Their subsidies are calculated as follows, using Writing/EAP Lecturer subsidies as a comparison:

	Writing/EAP Lecturer Housing Subsidy (fixed)	Chinese Language Lecturer Housing Subsidy
Salary	approx ¥30,000	¥10,000–¥13,750
Initial Housing Subsidy (40% of salary)	N/A	¥4,000–¥5,500
National Provident Fund Withholding (12% of salary)	N/A	(¥1,200–¥1,650)
Actual Housing Subsidy	Single: ¥10,333 +1 dependent: ¥12,917 +2 or more: ¥15,500	¥2,600–¥3,300

The different types of housing subsidies available for faculty of different national origins and ranks is a clear case of unequal access to housing benefit support from the university to these certain group(s) of faculty, although all faculty face the same challenging housing market in

Shanghai. We are concerned these disparities undermine NYU Shanghai’s cosmopolitan values at a time when our community is working to address rising nationalism both on campus and around the world.

The current rates for Chinese Language Lecturers are also not competitive with the current market. Other joint-venture institutions offer better housing subsidies, in cities where the cost of living is lower than Shanghai’s. NYUSH’s salary and working hours do not make up the difference, either (see table below).

Chinese Language Lecturer Benefits			
	Xi’an Jiaotong Liverpool	Duke Kunshan	NYU Shanghai
Monthly housing subsidy	¥ 4,000 (take-home)	¥ 6,000+ (reimbursement)	¥ 2,600 – 3,300 (take-home)
Sample monthly rent (one-room apartment)	¥ 2,000	¥ 3,000	¥ 5,000
Monthly salary - Newly hired CLL (take home)	¥ 16,000	US rate est. ¥ 26,250	¥ 8,000
Monthly salary – Senior CLL (take-home)	¥ 30,000	US rate est. ¥ 28,875	¥ 11,000
Weekly teaching hours	15 hours	12 hours	10 hours

1.2. Since NYU Shanghai’s founding in 2013, faculty housing subsidies have not kept pace with the city’s significant rise in residential rents. The *Nikkei Asian Review* notes in [a 2019 report](#) that “Shanghai’s property rent index jumped 60% over a 10-year period” ending in 2017. Though rents have stabilized in the last two years, they “do not seem headed down from their current nosebleed levels.” Finally, it is common in the Shanghai market for landlords to raise the rent with the signing of each rental contract renewal. Of the 76 faculty surveyed who receive a flat

rate as housing subsidy, 70 of them (92%) report not having their rates adjusted to keep up with rising market prices (See [Appendix A-3](#) and [Appendix A-6](#)).

1.3. There are other issues raised in the survey pertaining to the housing benefit and market prices, including additional fees required to obtain a *fapiao*, and various issues pertaining to families and married faculty (who often have children), who receive almost half the housing benefit they would receive if they were two single individuals and who require space adequate for a family. (See [Appendix A-7](#))

2. NYUSH Corporate Housing

2.1. Distance between NYUSH corporate housing and affordable schools for children of faculty is a major concern for some faculty given that the options for affordable schools are extremely limited, requiring faculty to have to choose to either greatly compromise with regard to the commute time for children to get to school by choosing NYUSH corporate housing or to compromise living standards (choosing to rent on their own) near affordable schools. (See [Appendix A-8](#))

2.2. Options for families with more than one child are limited, and in some cases they need to win a lottery to get to corporate housing. Corporate housing options often do not provide (and will not exchange) the correct furniture set up for families with children. (See [Appendix A-9](#))

2.3. The lack of adequate kitchen facilities in some of the corporate housing units makes it difficult to cook regularly and to therefore eat out more than would be preferred and more easily budgetable, but this kind of apartment is the only option within the housing subsidy affordable range for those faculty. (See [Appendix A-12](#))

3. Additional Housing Issues (see Appendix A-8 through A-17)

In the survey, faculty also reported the following issues:

- Language barriers with rental agents
- Rental agents manipulating market information or access to properties
- Lack of contextual information for housing decisions that must be made rapidly and/or from long distance
- Delays in rental reimbursement

A-4: Survey responses on the challenges of a housing subsidy based on a percentage of salary rather than a flat rate

1. Too little housing support from the university and the differences in the form of housing support are my major problems now. The 40% of the salary makes no sense when the salary is only 10,000 RMB a month, and as Chinese citizen also need to hold 12% to the national Provident Fund, that makes the housing support for Chinese language faculty only around 3,000 RMB per month, but we're facing the same housing market like everyone living in Shanghai. I'd like a flat rate that is comparable to the market price and to faculty from other departments here at NYUSH.
2. Our housing allowance is based on our salary but not a specific amount of money. As the basic salary of a language lecturer is not much, the housing allowance can only cover nearly half of the renting fee, which means I also need to spare a lot of money on accommodation. In addition, compared to the workload and payment of language lecturers in other international schools, such as Duke Kunshan University, the financial support from NYU Shanghai needs improving.
3. The housing allowance difference, nearly 45%, generated by different nationalities, especially for Chinese passport holders after tax and housing allowance deduction affected by 住房公积金 even though it's not in use.
4. For me, the main problem is housing in Shanghai. There are two possible solutions: 1) Receiving a flat rate housing benefit which can help me afford a decent place to live 2) the university can provide apartments for faculty with reasonable rent around our new campus.

Appendix B: Affordability Narratives and Case Studies for CLL Housing in Shanghai

*These narratives are from Chinese faculty who live in **rented apartments** in Shanghai.*

Person 1 Title: Chinese Lecturer

Living conditions

1. *What is your current living condition? (such as apartment location, rent, facility, age of building, apartment size, other cost)*
I currently live at the community nearby Weifang Road and Laoshan Road. The building in that complex was built in 1992. It takes me 15-20 minutes walk to school. The size of the apartment is 38 m² , one bedroom, a small kitchen and a small bathroom with necessary furniture and facility. The rents is ¥ 5000/month. I need to pay utilities, Internet fee by myself, which is around 250 rmb, 300 rmb in winter.
2. *How do you think of your current living condition?*
My current apt is better than my previous 2 apartments in commute time and in house condition. Even so, it still has many problems happened unexpectedly. I only live there for 10 month.
 - a) During the 10 month, it had 2 times water leaking problem in the kitchen.
 - b) One time that the pipe blocked at my bathroom so that I can not use the bathroom at all for 3 days. I called the professional to fix it and they told me that the problem might happen again in the future because the pipe was not installed properly at first.
 - c) Multiple times that the upstairs resident's air conditioner leaked the water and dropped heavily on my balcony roof. It kept me from sleeping for almost one month. The problem didn't solve at all, but just because the weather is getting warmer, the upstairs resident stopped using heater. The house agency couldn't solve the problem for me. They said, "we cannot require other resident not doing anything", which made

me frustrated a lot.

- d) My furniture LOOKS okay, but it already had some crackles and broken pieces, even though I am really cared about using them.

Overall, I appreciated that I could find this apartment considered its location, but it still keeps having troubles for me that I would never think of, which makes me feel upset all the time. I don't know what problems will happen and who I can turn for help.

3. *What is your ideal living condition?*

- a) At least I don't need to keep worried about what part of the house will goes wrong and who I need to ask to help me fix it.
- b) The location is nearby campus with 15-30 minutes walk. My previous apartment is only 10 minutes driving, but in rush hour it took me 1 hour and 30 minutes to take the public transportation to school. Therefore I moved to the current apartment.
- c) 3) The rent is affordable. My current rents costs almost half of my monthly pay. Considered the fact that living in shanghai is expensive, it would get more difficult for me to live in Shanghai.

Housing searching process

1. *What are the available resources you have?*

House agency such as Lianjia

2. *What are the barriers that you would like to share during your search of a housing option?*
The rent. The rent of the house nearby the campus is really high. Most of them are beyond my affordability. So I have to limit my search among the old complex. I also have to accept the fact that most of the house's condition is far less satisfying.

Decision making

1. *What made you decide to rent the current apartment?*
The location helped me make the decision. Compared to spend 90 minutes one way to school everyday, it only takes me 20 minutes now. But the cost is that I have to pay a high rent and the house condition is not very satisfying too.
2. *What are your concerns?*
 - a) Bad house condition and poor maintenance
 - b) The high rent that keeps going every year
 - c) With my affordability in rents, I don't have much choices if I would like to rent a house nearby school.

Document involved

1. *What are the document involved in your experience of renting apartments in Shanghai?*
I have a Shanghai hukou, so regarding this part, I don't have much trouble.

Potential influence

2. *What are the potential risk of keeping living in the current apartment?*
The house maintenance man doesn't work after 6:00pm or at weekends, which means I have to deal with all the house condition issues in my working hour. I definitely don't want to cause any influence to my work, but sometimes I just don't know how to solve the problem.

Person 2 Title: Chinese Lecturer

Living condition

1. *What is your current living condition? (such as apartment location, rent, facility, age of building, apartment size, other cost)*
My current apartment, located in a 6-floor residential complex, was built in 1982 and is about 25-minute walk from campus. It is a 2-bedroom apartment, with one shared bathroom, one shared kitchen and most necessary furniture. The total monthly rent for the whole apartment (around 45m²) is 5500 RMB and I pay 3000 RMB in rent for my own room, which is around 12 m². In addition to that, the utility fee per month per person is about 250 RMB. So in total, the apartment costs me 3250 RMB per month.
2. *How do you think of your current living condition?*
It's livable but definitely not a satisfactory living condition. I have been living in this apartment for 2 years and before this one, I lived in two similar apartments near Century Avenue and for all the time, I have to co-rent with strangers since it will take up almost half of my salary to rent a decent apartment on my own. I spend most of my time in the university and my home is just a place where I can take shower and get some sleep. It's not meant to have a life in my apartment, considering the congested common space and little privacy. I have never invited my family or friends to come over. Also, since the building is very old and

lacks maintenance, the sewer pipes are often clogged and the wall of the apartment is too thin to be effectively soundproof. The air conditioner in my bedroom is not functioning and I couldn't use it for the past winter. What's even worse, my landlord seldom responds to our requests and we basically did or asked professionals to do repairs at our own expenses.

3. *What is your ideal living condition?*

Ideally, I want to live by myself, in a safe, clean, livable apartment where I can comfortably have a normal adult life.

Housing searching process

1. *What are the available resources you have?*

Real estate agencies, and several Chinese websites.

2. *What are the barriers that you would like to share during your search of a housing option?*

The biggest barrier is my limited budget and the high rent.

Decision making

1. *What made you decide to rent the current apartment?*

It's close to the campus and the rent is affordable.

2. *What are your concerns?*

Document involved

1. *What are the document involved in your experience of renting apartments in Shanghai?*

网签租房合同 : Online House Lease contract

租赁备案 : House Lease Record

2. *How difficult to get those document?*

It's not very difficult to get the Online House Lease contract as long as you have set a deal with the landlord. The problem is with the House Lease Record because many landlords refuse to provide the House Lease Record. They are afraid that once the renting process is documented by the government, they might be charged with tax in the future.

Potential influence

1. *What are the potential risk of keeping living in the current apartment?*

- a. Roommate. Because I cannot afford the apartment on my own, I have spent a lot of time and efforts to find a roommate. However these days people move frequently, and over the past four years, I've had five roommates and you just never know what kind of people you will be living with next.
- b. Landlord. Honestly speaking, I don't like most of the landlords. They are very difficult to speak to and barely show respect to tenants. In China, tenants usually are at an inferior position and the landlord can raise the rent whenever he/she feels to. Actually my landlord just raised the rent by 100 RMB per month for the next year and there is no room for me to negotiate.
- c. Hukou. I am not a native Shanghainese but I settled my Hukou in Shanghai after I came back from the United States. Since my Hukou, which is called 'public household registration in the community 社区公共户', belongs to the community where I am living now, if I move to other communities, I will need to make a transfer, which can be a very time consuming process. So basically I am stuck to my current

living area. However on the other hand, my landlord can terminate the lease contract whenever he wants to.

Person 3 Title: Chinese lecturer

Living condition

1. *What is your current living condition? (such as apartment location, rent, facility, age of building, apartment size, other cost)*

My current apartment is in an old residential complex which is about three blocks from the university. The building was built in 1989. It's a 2 bedroom apartment which is 59 m² . The rent per month is 5800 RMB. I have a roommate to share the apartment and the rent. So I pay 2900 RMB for the rent every month. The utility fee per month per person is about 200 RMB. In total, the apartment costs me 3000 RMB per month. The apartment comes with most necessary furnitures but no electrical equipment, so I bought those devices when I moved in.



2. *How do you think of your current living condition?*

One thing bothers me is the age of the building. It is very old and lack of maintenance. I live on the 6th floor which is the top of the building. The ceiling leaks when there is heavy rain (which is very often in Shanghai). The wall of old building is pretty thin so it is very cold inside in winter. Another concern is that I have to live with a roommate because I can't afford a decent one-bedroom apartment. It usually takes me a lot of efforts to find a roommate. People tend to move a lot so it is my third roommate right now. I don't have enough private space because I need to share the small living room, bathroom and kitchen with my roommate.

3. *What is your ideal living condition?*

I would like to have a one-bedroom apartment near campus. I don't expect it very big or luxury. I want my apartment clean, safe, have enough space and in good condition. I would like to walk about 10-20 minutes to school from my apartment.

Housing searching process

1. *What are the available resources you have?*
 - a) Real estate agency
 - b) Two or three websites which provide apartment renting information
2. *What are the barriers that you would like to share during your search of a housing option?*
 - a) There are a lot of fake information and advertisement online and even from the real estate agencies. It took me time and efforts to find useful and real information. At the same time, resources that I can trust are very limited.
 - b) It's difficult for me to find an apartment in acceptable condition and with acceptable price. Actually there are not plenty options considering the rent. The rent of most one-bedroom apartment near campus is around 4000-6000 RMB/month, which is half of my monthly salary.
 - c) Although I have Shanghai Hukou, I still need to provide many document to rent an apartment legally in Shanghai. It's difficult to find landlords who are willing to help with those document and paperwork.
 - d) The commission of real estate agency is 50% of the rent now.
 - e) As the tenant, I need to pay all the extra cost in the renting process.
 - f) The government policies regarding apartment renting keep changing. I don't have access to get to know the policies.

Decision making

1. *What made you decide to rent the current apartment?*

Mainly the price made my decision.

Financial Support

1. *What kind of financial support you are getting from the university? (a certain percentage of the salary, Housing Provident Fund 住房公积金, Supplementary Housing Provident Fund 补充住房公积金, a flat rate, etc.)*

I received 2941 RMB, a 28% of my basic salary from the university as my housing subsidies, which can't afford a decent place to live. While other faculty who are not from Chinese Language Program receive a flat rate which is around 10,000 RMB each month. The university counts the other 12% of the employer contribution to the Housing Provident Fund and Supplementary Fund into the housing subsidies. However, this part of money can only be taken out from my account when I am going to purchase an apartment.
2. *What kind of expenses do you have when renting an apartment?*

The rent, utility fee, apartment maintenance fee

Document involved

1. *What are the document involved in your experience of renting apartments in Shanghai?*

网签租房合同 : Online House Lease contract
租赁备案 : House Lease Record
2. *How difficult to get those document?*

To get the Online House Lease contract, first I need to get approval from the landlord. That is the prerequisite for everything. Then I have to be at the government office with the landlord and his/her Property Ownership Certificate and ID card. It usually takes half a day to get the

process done and wait for another week to get the contract. After having the contract, I need to get “Certificate for permanent residence” which usually takes one week to get. Then I need to go to another government office to get House Lease Record. With all the document, I will have my “Hukou Card” to prove I live in Shanghai legally. The whole process is very time consuming and frustrating.

Potential influence

1. *What are the potential risk of keeping living in the current apartment?*
 - a) I am not Shanghainese and I haven't bought any house property in Shanghai. Therefore, the Hukou I possess is: “public household registration in the community (社区公共户)”. In this case, I need a “Hukou card” to get my health insurance card, renew my passport, get visa for traveling, basically everything in my life. However, the “Hukou card” need to be updated every three year. To update my “Hukou card”, I need to provide a House Lease Record (租赁备案) and “Online House Lease Contract (网签合同)” which I cannot get without cooperation with landlords. Many landlords refused to help with these document because they may be charged more tax in the future. Landlords who agree with the document usually increase the rent. For me, the potential risk is either continuously being charged more money or being kicked out of the apartment because the landlord doesn't want to help with the document anymore.
 - b) Since I can't afford a one-bedroom apartment, I need to keep looking for roommates to share a two-bedroom apartment, which takes me great efforts and a lot of time. I also feel my life does not have privacy because I have to live with someone else. It is not safe neither.

Person 4 Title: Chinese Language Lecturer

Living condition

1. *What is your current living condition? (such as apartment location, rent, facility, age of building, apartment size, other cost)*

My current living apartment is located at Weifang 2 cun which is near NYU SH campus. Weifang community was built around the year of 1979 which called 老公 (old public room or the old governmental housing. My apartment is 32.25 sq.m, one bedroom, one bathroom and an open kitchen. The original facilities contain one old bed, one old refrigerator, one air conditioner, and one closet. The rent is ¥3500 monthly. The other utilities fee including water, electricity, gas supplies and internet are additional payment paid by myself. The other cost contains one month deposit and agency fee(35% of the monthly rent).
2. *How do you think of your current living condition?*

The community is near our campus and the surrounding reaches the basic livelihood needs. Since it is an old community, yet it is not quiet and not very safe. The percentage of the rent is around 36.8% of the my monthly total income(including the 40% housing subsidy from school). So the rent pressure for me is high.
3. *What is your ideal living condition?*

My ideal living condition would be near our campus, safe and quiet, leave more space for personal privacy.

The rent could not influence my basic necessities of life so much.

Housing searching process

1. *What are the available resources you have?*
 - a) Online Websites such as Lianjia wang, Taipingyang, Anjuke;
 - b) Housing agency around the living communities.
2. *What are the barriers that you would like to share during your search of a housing option?*
 - a. The online websites mostly shared fake information which wasted me a lot of time to figure out what's true;
 - b. My budget is not enough to pay the rent which are valued at the average housing prices(¥ 4000-6000/ month), so I have to choose an apartment with poor conditions but lower rent
 - c. I didn't receive any governmental documents about housing so I could not have any information about Public Rental Housing(公租房) or Low-rent Housing (廉租房) which should provided by my employer(NYU SH);

Decision making

1. *What made you decide to rent the current apartment?*

My budget limitation, location(near campus).
2. *What are your concerns?*

The rent is my first consideration because the housing pay is the largest percentage of my income.

Document involved

1. *What are the document involved in your experience of renting apartments in Shanghai?*

网签租房合同 : Online House Lease contract
租赁备案 : House Lease Record
2. *How difficult to get those document?*

The landlord didn't want to help because s/he wanted to avoid any troublesome and the extra costs arising in the process. My landlord accepted to go through the documents with me but, as a condition, I had to cover all the expense and tax fee involved even in the future.

Potential influence

1. *What are the potential risk of keeping living in the current apartment?*
 - a) The old house repair cost;
 - b) 网签租房合同(Online House Lease contract) and 租赁备案(House Lease Record) only cover one year, so I need to renew them every year which give the landlord an excuse to raise my monthly rent.
 - c) The housing rent documents are related to my Hukou(户口 , registered permanent residence) and I have to renew my Hukou every three years. The current housing situation could not guarantee to keep my Hukou.

Person 5 Title: Chinese Language Lecturer

Living condition

1. *What is your current living condition? (such as apartment location, rent, facility, age of building, apartment size, other cost)*

My current apartment is in an old residential complex which is about 20-minute walk from the university. The building was built in 1999. It's a 5-floor building with 4 apartments in one floor. I live in a 2-bedroom apartment, with one small cooking space (can't even call it a kitchen), and one shared bathroom. I have one roommate to share the apartment and the rent, so I pay 3360 RMB for the rent every month, and the space of my own room is 11.5 m². The utility fee per month per person is about 200 RMB. In total, the apartment costs me 3500 RMB per month. The apartment comes with most necessary furnitures.

2. *How do you think of your current living condition?*

One thing bothers me the most is the privacy and low life quality because I have to live with a roommate and share the bathroom and kitchen, otherwise I can't afford the rent for one-bedroom apartment. The house-renting agency finds my roommate, so I don't have to find the roommate by myself, but the problem is the agency won't take gender or other factors into consideration; whoever can pay the rent, who can rent it. Therefore, my first roommate was a male, and I didn't have any choice and right for choosing my roommate. People tend to move a lot so now I have my third roommate, and I don't know what kind of person will live with me next time. Moreover, I have to rent an apartment from the agency because only agency will give me Fapiao for reimbursement. So I have to stick to finding the apartment through the agency. Secondly, it's a very old building, so I can hear baby crying from downstairs, people doing laundry next door; it really influence my sleeping quality. Also, I live on the 5th floor which is the top of the building, so it's super hot during summer. The only good thing is the apartment is near our campus.

3. *What is your ideal living condition?*

I would like to have a one-bedroom apartment near campus. As long as it's clean, safe, have enough space and in good condition.

Housing searching process

1. *What are the available resources you have?*
Only Real estate agency because I need Fapiao
2. *What are the barriers that you would like to share during your search of a housing option?*
The benefit that the school provides is not enough to rent a one-bedroom near campus.

Decision making

1. *What made you decide to rent the current apartment?*
The PRICE! Had no choice.
2. *What are your concerns?*
I cannot choose my roommate.

Document involved

1. *What are the document involved in your experience of renting apartments in Shanghai?*
台胞证 , and I have to bring my contract to 居委会 & 派出所 to register because I am not from China.
2. *How difficult to get those document?*

Getting the documents are not difficult. The difficulty was doing the registration. I had to go 居委会 & 派出所 to get everything done because it's either they needed something that I didn't get informed I needed to provide or the time constraints.

Potential influence

1. What are the potential risk of keeping living in the current apartment?

Low life quality because sharing a room with a stranger. I prefer to stay on campus until very late or come to school on weekends because I don't get much privacy in my apartment. In other words, I can't really take a rest in my apartment.

Person 6 Title: Chinese Lecturer

I used to rent an apartment because my own apartment can't fit my needs: my kid does not have her own bedroom. So I rent out my own apartment so that I can afford the rent of a bigger apartment. But now I have moved back to my own apartment. Because the apartment I rented is too old and not safe for kid. It is also far away from NYU SH and my kid's kindergarten. Now I am still worried about not having enough space at home. This is already a big problem in our family.

Person 7 Title: Chinese Lecturer

Living condition

1. What is your current living condition? (such as apartment location, rent, facility, age of building, apartment size, other cost)

I am renting a one-bedroom apartment near the campus on Weifang Road. I choose to rent this house as the rent fee is comparatively reasonable and safer.

This apartment was built up around 1980s. I spend 5500 RMB per month for this forty-square meter house. The heating system did not work when I just moved in and I tried hard to get my landlord to pay the repairing fee, which was very time-consuming and required a lot energy. As the house was decorated six years ago, all the furniture and domestic appliances are old so that they are comparatively power-consuming. I need to almost 200 RMB per month for the water and electricity fee. My friends have told me that their rented house are of similar housing appliances but it only takes them about 100 RMB per month, as most of the appliances are energy efficient. However, my landlord refused to change anything in my house now.

2. How do you think of your current living condition?

I am trying to get a better living condition as the current apartment is not big enough for me now. I just got married this March. My husband and I now are paying down the house with our salary. Additionally, it takes time to decorate.

Appendix F: Sample NYU Shanghai Faculty Budgets

These are estimated budgets that members of the committee submitted just for reference. The data come from both lived experience and outside cost-of-living calculators, specifically [numbeo.com](#) and [transferwise.com](#). For international faculty budgets, we calculated with the assumption that non-NYU travelling partners would not be working, which we thought was a fair assumption, considering their visa status. For equivalence, the Chinese faculty budget also does not include a partner's salary.

Note: Although not recorded here, Many Chinese families face schooling costs and issues as well.

Estimated Spending for International Family of Four

One NYU Income - NO SCHOOLING BUDGETED

(Monthly)	Amount (RMB)	Notes
Salary	¥27,333.00	Typical beginning lecturer salary
Cost of Living	¥16,000.00	Numbeo.com Transferwise.com (food, transportation, utilities, entertainment, clothing, etc.)
Additional Costs for NYU Faculty	Housing	¥0.00 Housing stipend covers housing expenses
	Insurance	¥3,700.00 Aetna price for family (spouse + kids) (MSH is free, but might have some additional travel insurance, or medical expenses)
	Taxes	¥5,400.00 Low Guess—I don't pay taxes yet, but this is 20% of income (doesn't include taxable employer contribution to insurance, for example)
	Help	¥1,500.00 Conservative estimate for part time, non English speaking Ayl
	Retirement	¥500.00 Additional withholding chosen by employee, between ¥0-1300
Leftover	Remaining	¥233.00
		Lower Cost of Living (percent) 75% of ¥16000 65% of ¥16000 50% of ¥16000 ¥4,233.00 ¥5,833.00 ¥8,233.00
	(USD)	\$32.82 \$692.62 \$816.62 \$1,152.62

Estimated Spending for International Family of Four

Two NYU Incomes - Schooling budgeted for one child

(Monthly)	Amount (RMB)	Notes
Salary	¥54,000.00	1 sr. lecturer, 1 lecturer Numbco.com Transformise.com
Cost of Living	¥15,000.00	(food, transportation, utilities, entertainment, clothing, etc.)
Additional Costs for NYU Faculty	Housing	¥0.00 Our rent is below our housing stipend; FYI: NYU sponsored housing options for 2 bedrooms are ¥13-17,500
	Insurance	¥3,700.00 Aetna price for 1 single employee and 1 employee + children (MSH is free, but might have some additional travel insurance, or medical expenses)
	Taxes	¥16,400.00 Estimate. Our tax burden may actually be higher than this.
	School	¥10,840.00 monthly (130,000/year)
	Help	¥9,300.00 Full-time ayi for baby, very part-time cooking ayi; includes the cost of the 13th month bonus, given to both
	Retirement	¥3,200.00 Two full contributions for the full match.
Leftover	Remaining	¥6,560.00
		Lower Cost of Living (percent)
		75% of ¥15000 65% of ¥15000 50% of ¥15000 ¥10,310.00 ¥11,810.00 ¥14,060.00
	(USD)	\$918.40 \$1,443.40 \$1,653.40 \$1,968.40

Estimated Spending for a Chinese Family of Four

One NYU income

(Monthly)	Amount (RMB)	Notes
Salary	¥11,958.00	typical salary for faculty who worked for 3-6 years at NYU Shanghai
Housing stipend	¥3,200.00	housing stipend = 40% of salary - 12% statutory provident&supplementary provident = 28% of the salary (Mandatory for Chinese citizen)
Cost of Living	¥11,800.00	Estimated
Additional Costs for NYU Faculty	House monthly Loan Payments	2500- 8500(monthly loan payment) - provident&supplementary provident fund from my husband and me, so 2500 is the money I pay from my salary
	Housing Provident&supplementary Provident	¥1,500.00 (Mandatory for Chinese citizen)
	Statutory Social Security	¥1,680.00 Statutory social security (Mandatory for Chinese citizen)
	Taxes	¥457.00
Leftover	Remaining	¥2,779.00
	(USD)	-\$385.06