We want to hear from you!
Please take a minute to fill out these two important surveys: staff survey and IT survey.
The surveys will close this Friday, May 15.

Hello BAC Community,

One of the privileges of being an independent private college is we have a seat alongside institutions of all sizes. Over the last few days, I have had the privilege of meeting with nearly forty college and university presidents within the Commonwealth of Massachusetts. I have also met with five presidents in the ProArts Consortium as well as Representative Katherine Clark, Senator Ed Markey and Mayor Marty Walsh. So, I can provide our BAC community with a thoughtful and informed outlook for the fall semester and beyond.

As a Nation, we are witnessing the human and financial costs of being ill prepared for a global pandemic. And, as epidemiologists have been weighing in on what may be in store for summer, fall, and winter, we are also seeing credible scenarios pointing to at least three more years of living with coronavirus. These models suggest fluctuations in the ‘curve’ will continue until the creation and distribution of an effective vaccine to our Nation’s population.

If we are having trouble producing enough face masks and tests for our frontline workers, what challenges do we face for vaccinating an entire population? In addition, without adequate testing, it is not possible to contemplate risking the health of our community. Without an approved vaccine, campuses cannot return to full capacity. So, it is slowly and painfully becoming clear this is a chronic condition that may remain for three or more years. It is a crisis that will fundamentally change our society and our higher education world. We are well served to remember Dr. Anthony Fauci’s wise words, “You don’t make the timeline. The virus makes the timeline.”

We must also remember that students and parents are focused on this fall. There is a sense of grief of a lost dream for many of these students, and perhaps for all of us. Many of these young students are conflicted about whether they should attend college or take a gap year. These same students dreaming of a romantic notion of campus life are reluctant to accept the possibility of a low-quality remote education, but student interest in good quality online education is on the rise.

We also face international travel restrictions and domestic hotspots that have made travel difficult or less desirable until there is an effective and widely available vaccine. With most of our students from out of state, these restrictions pose severe limitations on in-person enrollments for our College. Even if students were to arrive, cycles of resurgence or a more severe outbreak in late fall to winter would mean disruptions to life and mobility in many locales. Although we are stable now, declines of 10 to 20
Dr. Mahesh Daas, President

Help us celebrate our 2020 graduates!

Help us congratulate this year’s graduates by recording a quick phone video of yourself sharing brief celebratory words such as “Congrats!” “Great job!” “You did it!”

Stay well, happy, and healthy,

Dr. Mahesh Daas, President

A big shout-out to Ellen Yee, Janice Wilkos-Greenberg, and Michael Daniels! Thank you for all the work you do for the BAC. We appreciate each one of you!

Additional News + Resources:

ACKNOWLEDGING OUR 2020 GRADUATES

May 7 – May 22, 2020
• Digital display highway boards posted Congratulating our BAC graduates.

May 7 – May 22, 2020
• AESAC staff & faculty requested to send a Video of yourself congratulating 2020 Grads to be shared on social media.

May 18 – June 10, 2020
• Graduates sign into the BAC link which will be emailed directly to their BAC email address to order their cap, gown, stole, etc.

May 11 – May 21, 2020
• “Digital Graduation Celebration,” Graduates send their photos to Jada.Kopitske@boston.edu for virtual digital graduation exhibit.

May 11 – May 21, 2020
• Graduates photo option is to be sent to Jada.Kopitske@boston.edu to be shared with the Office of Student Life and Marketing to be posted on Social Media.

May 22, 2020, ACKNOWLEDGING OUR BAC GRADUATES

• “Congratulations Graduates” banner is hung in McComb’s Gallery so that it may be seen from the street. Graduates will be able to take a picture in front of the building and signage.

Help us celebrate our 2020 graduates!
Please film in the vertical orientation and send all videos to communications@the-bac.edu.

Watch out for tomorrow’s HR Newsletter!

In this month’s HR newsletter, we will be sharing important information about the CARES Act. Stay tuned and keep an eye out!

OPEN ENROLLMENT June 1, 2020 – May 31, 2021 Benefit Plan Year

It is once again open enrollment time at the Boston Architectural College! This means that beginning May 4, 2020 and ending May 15, 2020, you will have the opportunity to select the combination of employee benefits offered by Boston Architectural College that best suits your needs and those of your family. Benefit changes will be effective June 1, 2020. Please review the information contained in this email carefully as this is your once in a year opportunity to make changes to your benefits without a qualifying event.

Enrollment for Medical, Dental, Vision and Voluntary Supplemental Life/AD&D is passive for 2020. This means unless you make a change you will maintain your current elections for these plans. For Medical and Dependent Care Flexible Spending (FSA) you must make an election for this plan year. Enrollment will take place electronically through Paycom.

MEDICAL PLAN – Tufts Health Plan:

We are excited to share that for the second year in a row, we are able to continue offering lower than average premium increases (2% versus 8-10% seen for most employers) with no change to the current out-of-pocket maximums, deductibles and co-pays.

VISION INSURANCE – Humana:

Boston Architectural College is pleased to announce we will continue to offer voluntary vision coverage through Humana during the June 1, 2020 – May 31, 2021 plan year. There are no changes to rates or benefits for the third year in a row. With the Humana Vision plan you have access to both the Humana and EyeMed network providers. Employees pay 100% of the premium costs for Voluntary Vision.

DENTAL INSURANCE – Delta Dental:

Continuing with the trend of benefit and rate stability The BAC will continue to offer dental coverage through Delta Dental of Massachusetts during the June 1, 2020 – May 31, 2021, plan year. Again, The BAC is able to provide this benefit for the third year in a row with no changes to benefits or rates.
FLEXIBLE SPENDING ACCOUNTS (MEDICAL AND DEPENDENT CARE FSA) – GROUP DYNAMIC: Flexible Spending Accounts will continue to be administered by Group Dynamic. To participate you must make a new election each plan year. The IRS maximum contribution for Medical FSA in 2020 is $2,750. There is no change to the Dependent Care IRS maximum of $5,000 per household.

SUPPLEMENTAL LIFE INSURANCE – USABLE: Eligible employees have the option to purchase additional Life and AD&D insurance for yourself, spouse and/or children during this open enrollment period. Please see the USAble benefit summary for the Guarantee Issue Limits and review the USAble rate sheet. If you are newly eligible, you can purchase coverage up to the Guaranteed Issue Amount with no evidence of insurability (EOI). If you have previously declined Supplemental Life Insurance an Evidence of Insurability form will be required and coverage is subject to approval by the insurance carrier. If you have previously elected voluntary Life insurance you do not have to re-enroll and are able to increase your election by $10,000 during this enrollment period.

Community Building Project Coming Soon
Be sure to check your mailbox for an exciting community building exercise coming soon!

BE ON THE LOOKOUT! For a special community building project coming to your mailbox soon!

Mark your calendars for BAC Talks!
We have turned our annual Spring Gala into an exciting virtual event, BAC Talks, featuring thought leaders and panelists who will discuss topics of great relevance to the post-pandemic world. We will stream the event live on June 10th. Please stay tuned for more exciting details!

Landscape Architecture is Sponsoring Virtual Watercolor Workshops this Summer
Open to all students, staff and faculty free of charge. Participants will have to provide their own materials and a list will be circulated in advance. While they do not carry any credit, the workshops are intended to be academic (and fun!) events. Each workshop will consist of two 90-minute sessions on June 16 + 23 and July 8 + 15 from 5:30 - 7:00 pm. Please contact Scott Fulford if you’re interested.
**Summer Academy is coming!**

Know somebody who might be interested in attending our VIRTUAL Summer Academy this summer from July 6-July 31? Learn more [here](#) or attend the next Virtual Open House on May 14 from 6-7 PM!

**Employee Assistance Program (EAP) Resources**

Click [here](#) to review some of the resources available to you through our EAP!

**MBTA Passes**

Please note – for those of you who have received your MBTA or Commuter Rail passes through the BAC, you will need to alert HR when you are ready to return to order a new pass. If you currently have a pass in your possession it will no longer be valid. If you need a pass once we return to campus, please [contact HR](#) directly to get a new pass and they will set your payroll deductions.

**Join our BAC Support Group**

If you’re a parent or caretaker, we invite you to join our Parent Support Group every Thursday at 8:30 PM via Zoom! This is open to faculty, staff, and students.

**ACE Engage is currently free to use!**

Check out free webinars by ACE Engage such as [Enrollment Strategies and Tactics for the Global Pandemic](#), [Helping Students Prepare for and Navigate the Transformed Job Market after COVID-19](#), and more!
Climate Ready Story Project
The City of Boston is sharing stories of social resilience and connectedness that are showing up in Boston due to COVID-19. Learn more and share your story here!

Stay updated with the BAC’s COVID-19 Webpage
As always, please visit our COVID-19 page for the latest information. If you have questions, please direct them to emergencymanagement@the-bac.edu. You can also follow us on Twitter @TheBACBoston for up-to-date and relevant information.

The Boston Architectural College
320 Newbury Street
Boston, MA 02115

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