MINUTES FROM THE AMC GENERAL MEETING
Tuesday, February 2, 2016

In attendance: Albrecht, Barbara; Amico, Rosemary; Atkinson, Mary Lou; Battaglia, Christine; Bhojwani, Sangeeta; Biddle, Daniel C; Biondi, Jonathan; Bonaparte, Melissa; Boneta, Caroline E; Botos, Rachel L.; Brooks, Shanieka; Christodoulou, Maria; Cleveland, John Paul; Colon, Christian; Coombs, Amy; Cureton, Nadia N; Daniels-Maina, Diana; De Leon, Evelyn M; Deacetis, Maria; Denney, Katrina; Depena, Toni; Desantis, John; Devjani, Manish; Digiovanni, Carly Rose; Dismukes, Ryan; Drummond, Katherine T.; DuBois, Rachel; Dufour, Stina Marie; Duke, Elizabeth M; Dylenksi, Rachael M; Estrada, Frances Monica; Fannelli, Andrea; Fertmann, Adam E; Garofalo, Amanda; Gee, Matthew K; Gessner, Nancy Therese; Gonzalez, Hector L; Gore, Heba Nassef; Gu, Hye; Hagan, Rose; Harrell, Zachary W; Haughton, Olive; Hayes, Brianne; Healy, Nanci H; Heaps, Richard; Heller, Nicolas J; Higbie, Molly; Hirsch, Callie; Hollingsworth, Carol Anne; Humphreys, Gisela B; Humphries, Jamila A.; Hurst, Jon; Irving, Lance; James, Christopher; Kalogerou, Maria; Kaplan, Julie H; Karafin, Diana Leilani; Kavalam, Pamela; Kelly-Fierro, Justine M; Kenigsberg, Norma K.S.; Kniffin, Abigail; Kushner, Melissa; Lerner, Justin Evan; Lewis, Scott C; Lockett, Anthony; Lucas-Ludwig, Melissa; Lui, Stephen F; Marino, Michael; Maristany, Alita; Markowitz, Beth A; Martin, Jessica N; Mathew, Briana Rosen; McCaw, Michael; Meconis, Carrie A.; Mendez, Greg; Michels, Stevin Azo; Minguela, Norma; Minteer-Baysal, Krista M.; Misevis, Kim; Monahan, Jennifer; Montalbano, Patricia; Morrison, Leahy, Stephanie; Nadvarni, Alicia; Nicolussi, Christopher L; Niedenthal, David A; Nieto, Carollyn M.; O'Reilly, Hope; Powell, Ann M.; Prendergast, Carrie A.; Ramos, Kristi Schwindt; Rendall, Meredith; Ritter, Carolyn S.; Roc, Nadege B; Santiago, Tamara; Schroeder, Amelia; Shelosky, Matthew; Siegel, Wendy E; Solari, Anne E.; Soo Kim, Tatum D; Soule, Kristen B.; Spangler, Michelle; Spencer, Kelley-Ann; Stedfeld, Eric L; Stockwell, Kyle W; Stubing, Anne M; Tie, Juan H.; Urbano, Toni T; Vergara, Leizel Gaduyon; Vintinner, David P.; Vogelsang, David; Warrington, Patricia A; Wein, Asuncion; Wilk, Emily Ann; Williams, Claudine-Lonje A; Willyard, Sarah; Wu, Nancy

The meeting was called to order at 9:05 am

APPROVAL OF THE MINUTES

The minutes from the last meeting in January 2016 were provided in advance with the agenda. Reading of the minutes was waived, and the minutes were approved unanimously. The final version of the minutes is posted on the AMC website.

David Vintinner, Chair, opened the meeting with an explanation on how to use OpenAMC, especially on mobile devices. He encouraged representatives to participate as University leadership does review these issues, and the highest-rated items are the ones we can discuss during our meetings. We will reset these issues at the beginning of each academic year.

Anthony Jiga, Vice President, Budget and Planning, will be our guest speaker in March.

Kristi Schwindt Ramos, Vice Chair, presented the AMC’s revised letter to the Senate Financial Affairs Committee. The Benefits Committee met on January 11, 2015 and discussed the letter in depth (see her Benefits Committee report appended to these minutes). A motion was approved unanimously to submit the letter at the next SFAC meeting on February 10, 2016.

Kristi also announced that the Committee on Work/Life Balance will have its first meeting this coming Thursday, February 4, 2015 and that President Hamilton will attend to hear our concerns.
REPORTS OF THE OFFICERS

CHAIR'S REPORT
David Vintinner (david.vintinner@nyu.edu)
No report

VICE CHAIR'S REPORT
Kristi Schwindt Ramos (kristi.schwindt.ramos@nyu.edu)
No report

SECRETARY'S REPORT
Andrea Fannelli, (andrea.fannelli@nyu.edu)
No report

TREASURER'S REPORT
Shakera Jones (shakera.jones@nyu.edu)
The new Funds Request form and instructions for use will be distributed to Senior Unit Reps during the week of February 8, 2016. Please contact your SUR to request funds.

SENATOR'S REPORT
Katherine Drummond (katherine.drummond@nyu.edu) on behalf of Ray Lutzky, Senator (rlutzky@nyu.edu)
SCOG submitted a proposal to increase the number of Senate seats and alter the composition of the Senate based on the Faculty of Health (the AMC consented to this when proposed by the Senate Exec Committee in December).

COMMITTEE REPORTS

Benefits, Kristi Schwindt Ramos (kristi.schwindt.ramos@nyu.edu)
Report appended to the minutes

Nominations and Elections, David Vogelsang (david.vogelsang@nyu.edu)
Elections will open shortly for those 14 units’ representatives as well as for the 3 open Senator positions whose current terms are expiring at the end of this year. Please self-nominate to be an AMC representative or Senator, and encourage your colleagues to participate as well.

Special Events, Julie Kaplan (julie.kaplan@nyu.edu)
Report appended to the minutes

New Business

OpenAMC Item: The AMC is anxious to learn more about the creation of a tuition remission committee to review current policy.
Although a committee has not yet been formally established, two AMC reps have volunteered to participate. If you are interested in participating or have questions/suggestions, please email amc.info@nyu.edu.

OpenAMC Item: The AMC should adopt the Health Benefits Working Group recommendation as a resolution: "Benefits salary tiers should be regularly reviewed and adjusted for inflation.”
Salary tiers were last adjusted in 2009. We will wait for Sabrina Ellis to begin her work as the new HR vice president to start that discussion
OpenAMC Item: The AMC should adopt the Health Benefits Working Group recommendation as a resolution: "NYU should take advantage of ACA Wellness incentives, free athletic memberships, reimbursements for participation in wellness programs, and/or a tiered incentivized wellness program like at the University of Missouri."

This is a very complex issue, and we may not see any action from HR in the near future. However, this will be a topic for the Committee on Work/Life balance.

OpenAMC Item: We should work with HR to create greater transparency regarding salary ranges within employment bands.

The lack of transparency is discouraging both internal and external candidates from applying for positions at NYU. We can raise this issue with Sabrina Ellis when she meets with us during our April meeting.

OpenAMC Item: OpenAMC should be available to individual units.

The AMC license is sized to the number of representatives and not sufficient to open to all schools/units. Michael Marino commented that a survey of constituents can also be used to poll for concerns or suggestions. If other schools or units are interested in using BigPulse (OpenAMC vendor), please contact the Secretary (andrea.fannelli@nyu.edu).

Announcements

Justine Kelly-Fierro announced that she and Shakera Jones are chairing AIDE (AMC Diversity & Inclusion Ad Hoc Committee) which will meet during the next two weeks. If you are interested in participating, please contact Justine (justine@nyu.edu) or Shakera (shakera.jones@nyu.edu).

Juan Tie, AMC representative to the Senate Ad Hoc Task Force on Diversity, announced that Task Force will be meeting on the first Fridays of each month from 8:00 am-noon, and that President Hamilton will attend the first meeting. Please email Juan (juan.tie@nyu.edu) with questions or suggestions for the Task Force.

Carrie Meconis (carrie.meconis@nyu.edu) reminded everyone that the AMC Annual Recycling Drive for old cell phones, eyeglasses and cases, front of greeting cards, old sheets, blankets and towels, and sneakers continues until end of February.

Emily Wilk (emily.wilk@nyu.edu), Athletic Director, gave additional details on the CPR course discussed at an earlier AMC meeting. The course meets for 3 to 3-1/2 hours at the Palladium. There is a minimum of 4 people participating to a maximum of 10 with a fee $72 per person which can be paid through a chartfield. The course provides a 2-year certification. Please contact Emily with questions about the course.

The meeting was adjourned at 9:58 am

BENEFITS
Kristi Schwindt Ramos

The AMC Benefits Committee last met on January 11, 2016. We discussed the Senate Financial Affairs letter, taking into account revisions suggested by the Law School AMC reps, our By-Laws Chair Norma Kenigsberg, and other AMC representatives who had comments. We removed the request to add two additional holidays to the calendar after learning the Law School and Stern hold classes on Columbus Day and the day before Thanksgiving. We also strengthened our AMI request using the bargaining unit increase of 3% as an argument that we should not receive less than the staff we manage. The next Senate Financial Affairs Committee will be held on February 10, and we will submit this letter to our Senators who serve on this committee after today’s vote. The letter with attachments was included in today’s meeting announcement.
We finalized our open enrollment suggestion document which was submitted to Trish Halley in HR. She thanked us and agreed to speak with the committee again this summer before Open Enrollment.

We discussed flex time policies and agreed the Senior Unit Reps should be encouraged to formalize policies in their divisions/schools if desired. We have Steinhardt and Stern policies on file.

Another topic on our to-do list is how to strengthen our relationship with Langone and the Child Study Center. President Hamilton has mentioned the “medical corridor” when he spoke to the AMC and in his administrator address, so this may be a good to time start investigating. For example, the Child Study Center has discontinued discounts for services to NYU employees.

The Benefits Committee will next meet on February 8, 2016 at noon in the Puck Building at 295 Lafayette Street, 2nd Floor Rice Conference Room (meeting was cancelled after the 2/2/16 general meeting).

COMMUNITY SERVICE

Julie Kaplan

I hope everyone enjoyed getting a first glimpse of President Hamilton in an intimate setting at our January 5th meeting. You are probably aware that he has scheduled many receptions during his first days and months here at NYU, in an attempt to meet every sector of the NYU population, which is quite a feat. In light of that fact, as I consider scheduling an AMC Town Hall Meeting with him, I propose that a Fall date would be optimal. I think as he becomes more settled, he will be able to engage in meaningful conversation. I envision that we will want to continue such Town Halls as an annual event, thus building upon a relationship we have already begun in this room last month. Any thoughts on the proposal of a Fall 2016 Town Hall with the President?

The next meeting of the AMC Book Club will be on Monday, February 8 at 12:30 in Bobst Library. The group is currently reading *Mr. Penumbra’s 24-Hour Bookstore* by Robin Sloan. Details can be found on the AMC website. Anyone who is interested in the book club should contact either Michael Hanrahan at michael.hanrahan@nyu.edu, or Eric Stedfeld at eric@nyu.edu.

The 19th Annual AMC Art Show will run from May 27 to July 4 in the Kimmel Center’s Stoval Family Gallery. The call for artworks is coming soon! Keep your eyes open for an email, and also check the AMC website for the application in a week or two. As always, if you are interested in finding out more about the Art Show, contact Scott Lewis at scott.lewis@nyu.edu.

The Retiree’s Luncheon date has been set for Tuesday, April 19. Feel free to pass this date along to retired friends and colleagues with whom you may be in touch. Many retirees have been known to reach out for advance notice, and we are happy to share the date at this point.

Keep your calendars marked for the Year-End Luncheon, Thursday, May 5.

I would like to take a moment to thank Michael Marino for his excellent work as Vice Chair of the Events Committee. Michael will be leaving NYU at the end of this month, for a great opportunity at CUNY, where he will be the Director of Research. I am very sad to see him go, as he was a pleasure to work with. I hope many of you know that first-hand and will join me in congratulating Michael, thanking him for his service to the AMC, and wishing him the very best.

As always, if you are interested in joining the Special Events Committee, or in pitching in during events (we can always use extra hands on the “day of”), please contact Julie Kaplan at Julie.kaplan@nyu.edu.