



New York University
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Faculty Senators Council
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October 27, 2009

Dr. Michael C. Alfano
Executive Vice President
New York University
Bobst, 70 Washington Square South
New York, NY 10012

Dear Dr. Alfano:

The Faculty Senators Council has reviewed the Human Resources Policies Assessment Task Force Report, dated 5/27/09. We applaud the effort this Task Force expended studying Human Resource policies at the University and its effort to locate savings that can contribute to the overall financial health of the University and be used to advance its educational and research goals.

With respect to one element of the proposals outlined in the 5/27/09 document, we have a comment and a request. As a result of our Benefits Committee requests for information, it seems as though the actual savings from eliminating Retiree Tuition Remission is quite small, and, more importantly, may have the unintended consequence of delaying the retirement of faculty who are eligible and ready to retire. The vast majority of the funds expended for this benefit are being used to support undergraduate degree tuition, undoubtedly of retirees' dependents (\$560,186 of a total savings of \$608,456). If this benefit were to be withdrawn, it seems likely that those otherwise eligible and interested in retiring, whose children or dependents may be admitted to one of the University's undergraduate programs, would delay their retirement until their dependents had completed their undergraduate work. This delay could be at least four years and perhaps more. It would appear to be counterproductive for the University to adopt a policy that results in a new disincentive to retire, especially in the current economic situation.

Our request, then, is to take Retiree Tuition Remission benefits off the table for reconsideration.

With all best wishes,

Floyd M. Hammack, Faculty Senators Council Chairperson, 2009-2010
on behalf of The Faculty Senators Council