Committee on Faculty Benefits and Housing

On January 24, 2019, the C-FSC, T-FSC, and AMC Benefits Committees met jointly with representatives from Carebridge Life Resources, the University’s employee assistance plan benefit provider. Present for the C-FSC were Joseph Carter, Michael Ferguson, Joe Foudy, Vincent Renzi, Scott Taitel. From Caremark: Mary Dougherty-Hunt, Senior Vice President and Account Manager; Elise Merenda, Vice President for Behavioral Health. For the University: Trish Halley, Assistant Vice President for Global Benefits; Grace Cosachov Protos, Executive Director of the Work-Life Office.

N.B. that the Caremark EAB benefit at NYU-NY is exclusive of the Medical School.

Caremark reported that our utilization rate for the employee assistance plan is 4.5%, roughly some 500+ individuals. This is in line with 4-6% average across the industry. Of those who used the benefit in 2018, 50% had also used it in 2017. Caremark takes this to show that people find the benefit valuable as they turn to it when new needs arise. Stress (emotional, interpersonal-relationship, work-related) is the top concern, self-reported depression is second.

Caremark is working closely with Grace Cosachov Protos on coordinating the work-life component of the services it provides us. Among those who used them, elder care support is their most highly rated work-life service. Caremark can provide support nationwide.

We were asked to provide feedback on how best to communicate the availability of employee assistance/work-life benefit services.

We raised the issue that University policies do not always support faculty wellness, for example, when faculty have to cover class despite personal or family illness or hardship, without a backup system to provide assistance when needed. Although the Caremark services are quite broad, they cannot address the need for new University work-life support mechanisms for faculty.

Respectfully submitted,

Vincent Renzi,
chair