



## University Benefits Assessment Task Force

### UBAT Guiding Principles

The University Benefits Assessment Task Force (“UBAT”) is charged with maximizing the positive impact of NYU’s annual benefits costs on behalf of our full-time administrators and faculty. We have been asked to do this in a manner that is creative, cost-neutral<sup>1</sup> and reflects the best available data about the needs of our diverse community.

We have identified the following **Guiding Principles** for this process. The overall design of NYU’s benefits program should help NYU to achieve the following goals:

- Foster a positive work environment.
- Promote the health and well-being of our employees and their families.
- Further and support the educational and research mission and values of our University, including the recruitment and retention of outstanding faculty and administrative staff within a competitive marketplace.
- Consider equity in the allocation of benefits.
- Offer meaningful choices that reflect our community’s diverse needs across different income levels, family and lifestyle situations, life stages, and educational aspirations.

<sup>1</sup> For the purposes of this task, we are considering only current (FY07) spending and populations levels.