



MINUTES OF THE C-FACULTY SENATORS COUNCIL MEETING OF OCTOBER 10, 2019

The New York University Continuing Contract Faculty Senators Council (C-FSC) met at 9:00 AM on Thursday, October 10, 2019 in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Davis, De Bartolo, Depaola-Cefola, Gershman, Gold-Von Simson, Illingworth, Jahangiri, Kim, Liston, Maynor, McCarty, Patterson, Rao, Renzi, Saravanos, Slater, Tourin, Unnikrishnan, Watkins, White, Williams, and Youngerman; Alternate Senators Barnes, Breaux, Dickey, Femia, Ferguson, Flamini, Hartsfield, Hersh, Kleinert, Lin (for Wang), Owens, and Rochlen.

APPROVAL OF THE AGENDA

Upon a motion duly made and seconded, the meeting agenda was approved unanimously.

APPROVAL OF THE MINUTES OF THE MEETING HELD SEPTEMBER 19, 2019

Upon a motion duly made and seconded, the minutes of the September 19, 2019 meeting were approved unanimously.

SPECIAL PRESENTATION

Presentation/Questions on Benefits: Trish Halley, Assistant Vice President, Global Benefits

See attached Document D.

Trish Halley introduced herself and presented the presentation on 2020 Benefits Annual Enrollment. She noted the Faculty Benefits Committees of the C-FSC and T-FSC involvement in HR's annual benefits review process. She noted HR does a financial review each year, analyzing projected claims costs, benchmarking reviews, and comparing with peer institutions. She reported the projected medical and prescription drug plan costs for calendar year 2020 is \$186 million of which \$139 million covers plans for full-time faculty, full-time administrators, and professional researchers, \$35 million for union employee benefit plans, and \$12 million for retiree medical plan expenses. She noted NYU's annual costs tend to tread a little higher than the national average for two main reasons. One, NYU's population is slightly older on average and two, the majority of care is provided in the New York City area.

She noted as part of the benefits review, the University considers marketplace dynamics that affect access and affordability of care. In 2019 they specifically reviewed how NYU medical plan participants use outpatient mental health care in the Tristate area. The review revealed the New York City area continues to be a challenge with developing networks of psychologists and psychiatrists, which means fewer in-network options and people choosing to go out of network for their mental health care benefits. In order to address issues of access and affordability of mental health care, the following improvements will be made in 2020:

- NYU will increase the out-of-network, outpatient mental health benefit to 70% in all plans and waive the deductible for out-of-network, outpatient mental health services under the UHC Value POS Plan and Advantage POS Plan. Members will pay less, and NYU will pay more toward covered services.
- The UHC High Deductible Health Plan (HDHP) already provides a 70% benefit for out-of-network, outpatient mental health care services. Because of the significant tax benefits available

through the Health Savings Account (HSA) offered with the HDHP, the IRS requires a deductible for non-preventive care services such as outpatient mental health care.

Regarding medical plan contributions, Halley noted the NYU medical plan costs continued to increase, with a projection of a 7% medical plan increase overall for the University. These increases will be applied, as they have in the past, on a differentiated basis by plan. The 7.0% aggregate increase over 2019 is distributed as a 3% increase to HDHP, 6% increase to the Value Plan, and 8% increase to the Advantage Plan.

Regarding communications, on October 11 postcards will be mailed to faculty and employees' homes. She noted they will continue this, recognizing that the decision-maker on benefits might be a spouse or domestic partner. An email will be sent today, October 10, on open enrollment, followed up by reminders throughout the month, including voicemail reminders.

She noted they highlighted plan changes, specifically the mental health enhancements this year.

The Benefits Office also offers reminders on flexible spending accounts, which have to be re-enrolled in every year and the importance of receiving a confirmation number to ensure the enrollment was submitted.

She noted on the website, Annual Enrollment pages will be added to the Benefit Guides summarizing all the information and changes. In addition, there will be a special webpage detailing the mental health plan enhancements, which will include examples of how the changes can reduce faculty and employees' out-of-pocket costs.

She noted the benefits to consider, including the Flexible Spending Accounts (FSAs), which is an opportunity to save pre-tax dollars for your out-of-pocket medical expenses and dependent care expense. The Health Care FSA included medical, dental, vision expenses, any deductibles, and copays. The maximum pre-tax contribution for this account is \$2,700 and \$500 of unused funds may carry over into the next plan year. Employees can use the Wage Works debit card to process expenses at the time of purchase or be reimbursed at a later date.

The Dependent Care FSA is used for child care expenses for children under the age of 13, including daycare, babysitters, after school care, and summer camp while employees work. This also include eldercare expenses. The maximum pre-tax contribution is \$5,000. For employees earning above \$125,000, the maximum contribution is \$2,600. These funds do not carryover.

Halley noted the virtual doctor's visits through United Healthcare available via a tablet, desktop, or phone. In New York State doctors can prescribe over the phone. In additional NYU Langone offers virtual urgent care.

She also noted the new Bright Horizons back-up care, which includes home and center-based options. This provides for 10 days per year, and the cost is \$15/day in a center and \$6/hour for in home care.

She also listed of benefits employees can change and access throughout the year, including retirement plan benefits.

In response to questions on the Bright Horizons back-up care program, Halley noted eldercare is for in home only and can apply to a person out of state. She noted there are accommodations for special needs children. She will follow up on how cases of dementia are handled in the eldercare program.

In response to a question on the virtual doctor visits, she noted there is a United Healthcare app as well as a link on the uhc.com website. She noted employee's will need their healthcare ID information to access.

In response to a question on the Healthcare FSA, she noted the amount of contribution is available January 1, however the dependent care is available only at the monthly contribution rate.

A Senator inquired if those in-network is dependent on how many specialists United healthcare is willing to include in-network in a given geographical area. Halley will check on this.

REPORT FROM THE CHAIRPERSON: LARRY SLATER

See attached Document A.

Discussion/Questions on Chair's Report

Student Wellness

Chairperson Slater noted one of the major action items for the Student Senators Council (SSC) this year is wellness and mental health for students. This is also something the C-FSC discussed at their May 2019 retreat, specifically the concern that faculty feel unprepared to address student mental or physical health crises that may occur, including how to act, who to contact, and how to address other students in the classroom during and after the crisis.

He noted there is a health and wellness committee on the Student Senators Council and suggested the C-FSC create a taskforce on health and wellness to work with the SSC. He is looking for three or four Council members and asked those interested in serving to contact him.

A Senator noted the small number (10) of university counseling sessions offered and recommended asking the University to expand the number. A Senator also noted the delay in getting an appointment. A Senator suggested working with the Wellness Center to offer this feedback and develop solutions to improve efficiency. A Senator noted progress made by the new Wellness Exchange app that offers 24/7 access to counselors.

A Senator noted the issue of how faculty should handle absences related to mental health issues and suggested the taskforce examine this issue.

Center for Data Science

A Senator inquired on the representation of Center for Data Science faculty on the University Senate. It was noted the Center plans to hire a substantial number of contract faculty. While the center is not part of the Faculty of Arts and Science (FAS), many of the faculty are affiliated with FAS.

Neutrality

Slater noted the Steering Committee's statement to the C-FSC about the importance of neutrality in regard to unionization for Council members in their roles as Council members. Council members should not be using their positions on the Council to advocate for any positions, for or against. While all faculty have the right to advocate individually, they should not be using the name of the Council, or their title as Senator or Alternate, to do so.

An FAS Senator expressed concern with a FAS forum being hosted by FAS C-FSC Senators that will address questions concerning the union organizing drive.

An FAS Senator stated the invitation will note the C-FSC is not involved in the unionizing efforts.

Senators discussed how their schools were organizing similar forums. A few schools invited a member of the union effort for a portion of the meeting to answer questions. Senators noted it was not a debate on the issue, but an opportunity for Senators to facilitate a general discussion among constituents. It was noted again that Senators should not use their elected position to express an opinion on the issue.

New Principal Investigator (PI) Status Policy

See attached Document B.

Slater announced the C-FSC Steering Committee worked with the Vice Provost for Research, Stacie Bloom, on a new policy for contract faculty regarding PI status. The policy has been finalized by the Office of the Provost and will now be disseminated to faculty as well as deans and directors.

The Chair's Report was accepted into the minutes.

COMMITTEE REPORTS

See attached Document C.

Discussion/Questions on the following submitted reports:

Educational Policies & Faculty/Student Relations

A Senator inquired on the communication regarding academic engagement. It was noted that an email was sent to all faculty members to provide basic information about academic engagement, which is not an assessment of the quality of student engagement, but an inquiry if a student is currently, actively enrolled. Faculty are asked to respond if a student has attended a class, completed some kind of assignment, etc.

Committee Chair Illingworth noted it is a federal compliance issue. Senators noted the email was not particularly informative and Illingworth will bring this feedback to MJ Knoll-Finn.

Reports at Meeting:

Finance & Policy Planning

Committee Chair Patterson reported on the recent meeting. She stated the Committee priorities for the year include examining the communication of salary increases and transparency in the process, asking the Senate Financial Affairs Committee for a breakdown of salaries between tenured and contract faculty, and reviewing the \$60,000 minimum salary and discussing if it should be raised, particularly based on years at the University.

She noted the Faculty Salary Study, which will examine salary equity with respect to gender, race, and ethnicity, as well as salary compression and inversion of full-time faculty. This study is being done by an outside consulting company. The letter regarding the study sent to the T-FSC Chairperson will be sent to the Council.

A Senator noted the importance of separating faculty that are on a 9-month versus 12-month contract, noting an accurate comparison cannot be made if these categories are grouped together.

Academic Affairs

The Committee will be reviewing honorary degree candidates, the academic calendar, evaluations under academic integrity, and ableism and issues in the classroom that are impacted by invisible disabilities.

Disability, Inclusion, Accessibility

Committee Member Maynor reported at the first meeting the Committee was presented a draft of a new active threat video training.

Maynor also brought up a concern over the new meeting tool, Zoom. She reported General Counsel decided to limit some of the functionality of Zoom due to concerns over recordings. She noted Zoom has a built-in feature with automatic closed captioning and clickable transcripts, which is useful for a number of disabilities. It also provides an exportable transcript. However, General Counsel decided that the recordings will only be retained for 30 days and then automatically deleted. She noted this is problematic if Zoom is being used for a course, and the faculty member wishes to save the content for an entire semester or year. She noted the concern is over non-consensual recording and third-party recording, but she noted Zoom informs all users that the meeting is being recorded. It was suggested this issue be brought the Provost by the Steering Committee.

A Senator noted the need for sufficient input from faculty who are using this technology to inform decision-making on these tools in the classroom.

A Senator expressed concerns over privacy implications, specifically who owns the content in Zoom and if NYU can re-use the content. It was noted you can password protect the meeting to increase security.

It was noted this Committee and the Faculty Committee on the Future of Technology-Enhanced Education at NYU (FTEE) should address these issues with the University.

Public Affairs

Committee Member Ferguson reported the University Commencement will take place on May 20, 2020 at Yankee Stadium.

Senate Committee on Organization and Governance (SCOG)

Committee Co-Chair Jahangiri reported the Committee is examining the size and composition of the University Senate, examining the possibility of creating an orientation manual for new members, and reviewing rules governing meetings and the format and structure of resolutions.

Undergraduate Academic Affairs Committee (UAAC)

Committee Member Youngerman reported the Committee is examining academic integrity issues and gathering data from the Provost's Office on the scope of the issue. They were informed central data does not exist. Even within schools and departments, there are variations on how these incidences are reported.

Superblock Stewardship Advisory Committee

The Committee reviewed the construction of the new building, which so far is on schedule and under budget. The University is working with the Department of Parks and Recreation to address the issues of loitering in the Mercer Street Park. They are also working with the Department of Transportation to address pedestrian crossing issues at Mercer, LaGuardia, West 3rd, and Bleecker Street due to the construction.

No questions on the following distributed reports:

Community Standards

The reports were accepted into the minutes.

ADJOURNMENT

The meeting adjourned at 11:00 AM.