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 order 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.
1. **New Principal Investigator (PI) Status Policy**

The C-FSC Steering Committee has 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. A copy of the new policy is attached (Attachment A). There is still some work underway to address language on the various websites that address and/or reference this policy. These should be addressed within the next several weeks. We are extremely proud of this accomplishment, which was a big focus for us over the previous academic year.

2. **C-FSC Steering Committee Meeting, October 4, 2019**

The Steering Committee met on Friday, October 4. There were two main topics of discussion. The first relates to an issue that was brought up by council members during the retreat under our overall discussion on “emergency preparedness.” One of the main discussions related to mental health for students, as well as faculty. A main charge of the Student Senators Council (SSC), through their Health and Wellness Committee, is to address mental health issues this academic year. As such, we would like to develop an ad hoc Health and Wellness Task Force within our council for the year. This committee will work closely with the SSC committee, along with relevant administrators, to discuss plans and policies that can address student mental health. This is an excellent opportunity for our council to work hand in hand with the SSC on an important topic. For anyone interested in serving, please let me know as soon as possible. Also, let me know if you would be interested in serving as chair.

The second topic of discussion related to concerns raised from contract faculty in regard to its perceptions of the council in relation to unionization. As such, the Steering Committee is preparing two emails on neutrality to be sent to the full C-FSC as well as to all contract faculty. The purposes of the emails are to assure all contract faculty that the C-FSC will remain neutral in regard to unionization, specifically because we have divergent views among the members of the council, as well as to reiterate that council members (Senators and Alternates) should not be using their positions on the council to advocate for any positions for or against. While all faculty, including Senators and Alternates, 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.

3. **C-FSC Meeting with the President, October 4, 2019**

The Steering Committee had the first of its two meetings this semester with President Hamilton on Friday, October 4. In attendance also was Ellen Schall, Senior Presidential Fellow. The agenda and discussion included the following:

   a) Welcome and Introductions
   b) Review of the C-FSC’s “Big 4” issues for AY 2019-2020
   c) Emergency Preparedness

As brought forth by the C-FSC during the retreat in June, and as one of the “Big 4” issues, the Steering Committee discussed several aspects of emergency preparedness with the President. The first was addressing training and education related to more than just active shooter scenarios. The Steering Committee was provided with a folder on Resilient NYU that we will provide to the full council at our meeting on Thursday, October 10. This is student-focused. The council requested if it was possible to develop a faculty-focused folder. Some other topics of
discussion included: (1) reminder emails at the beginning of each semester to reiterate the need for the development of plans in each classroom in which a faculty member is teaching; (2) additional notifications after a threat (e.g., shooter in the area) has been neutralized so faculty/students know it is safe to continue; (3) addressing the aftermath/continuity (and having a representative from Continuity Planning come present to the Council and answer questions); and (4) putting within all classrooms the contact numbers as provided on the Resilient NYU Folder.

Additionally, addressing students in crisis within the classroom or on campus was also discussed. We expressed our 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.

d) Donor/Gift Policies

The Steering Committee asked if there were any current policies in place at the University related to donors and gifts. The President stated that the Board of Trustees does have policies in place, but they are currently reviewing those policies. We reiterated the importance of all NYU stakeholders being aware that such policies exist, and that the Board of Trustees is reviewing and updating, as necessary, and applying a consistent review process to donors and gifts and their potential impact on the reputation of the University.

e) Report of the President to the Senate

The Steering Committee briefly addressed some key items from the President’s Report to the Senate at the University Senate meeting on Thursday, October 3, that impact contract faculty. These included:

1. Minimum contract faculty salary – The President reported that the average starting salary of graduates is around $65,000. This, along with salaries for graduate student workers and post-docs, is in stark contrast to the minimum salary of $60,000 for contract faculty that was approved a few years ago. The council will work with the Provost, as well as through the Senate Finance Committee, to increase this minimum.

2. Research – As the research mission of the University continues to be a priority, we wanted to reiterate the contributions of contract faculty to the research mission, with the new PI Status Policy assisting us with this.

3. Online Education – In terms of increases in online education, the Council will continue to work with the Office of the Provost to address impact on contract faculty, including workload and administrative/technical support.

4. Global – As NYU Abu Dhabi and NYU Shanghai continue their growth toward planned steady state of enrollment as well as campus growth, the impact on contract faculty should be at the forefront of discussions with the Office of the Provost as well as the respective leadership offices (Chancellor, Vice Provost) at the global campuses.

4. Faculty Salary Survey

The Steering Committee will follow up with the Provost at our first meeting on November 5, 2019. Of note, the Provost sent an email to the chair of the T-FSC, who had requested follow up. She stated that there is an outside firm addressing issues related to equity (gender, race/ethnicity) for the salary study, and that a study of compression and inversion is being done.
by University staff. Progress and results will initially come through the Senate Financial Affairs Committee.

5. Upcoming Meetings for the Semester

If you have any issues you would like to have discussed at any of the meetings, please forward your requests/comments to the Steering Committee at:

c-fsc-steering-committee-group@nyu.edu

a. C-FSC
   i. C-FSC Council Meetings
      1. November 14, 2019, 12:00 pm – 2:00 pm
      2. December 3, 2019, 12:00 pm – 2:00 pm

b. C-FSC Steering Committee
   i. C-FSC Steering Committee Meetings
      1. Additional TBD
   ii. Meetings with the President
      1. December 13, 2019, 9:00 am – 10:00 am
   iii. Meetings with the Provost
      1. November 5, 2019, 2:00 pm – 3:00 pm
      2. December 19, 2019, 1:00 pm – 2:00 pm

c. University Senate
   i. Senate Meetings
      1. November 7, 2019, 9:00 am – 11:00 am
      2. December 5, 23019, 9:00 am – 11:00 am
   ii. Senate Executive Committee Meetings (Chairperson only)
      1. October 23, 2019, 4:00 pm – 5:00 pm
      2. November 26, 11:30 am – 12:30 pm

Attachments

   Document B       New PI Status Policy
Continuing Contract Faculty as Principal Investigators of Sponsored Projects and Programs

Continuing Contract Faculty are a distinct and important part of the University academic community and contribute significantly to the University’s academic missions. The University recognizes the contributions Continuing Contract Faculty make to the University’s commitment to teaching excellence, traditional research, and other forms of scholarly and artistic achievement, as well as University service. As such, Continuing Contract Faculty are deemed eligible to serve as Principal Investigators (PIs)/Project Directors (PDs) on proposals and awards for sponsored programs supporting training; pedagogical and curriculum development; basic, applied and experimental research; and public service and evaluation. Eligibility is also subject to any eligibility requirements of the sponsor in question. Subject to any such sponsor requirements, eligibility should be sought through the Department chair, and with University approval as follows:

1) Continuing Contract Faculty may serve as PI/PD on sponsored project/program proposals and awards for training, pedagogical, and curriculum development with Chair and Dean approval based on affirmation that the faculty member understands and acknowledges responsibility for compliance with applicable laws and regulations and appropriate conduct and fiscal management of sponsored projects and programs in accordance with sponsor and University policies governing the conduct of sponsored programs. No approval from the Vice Provost for Research or designee is necessary. PI status may be conferred upon the faculty member based on the following:

a) the length of the faculty member’s current contract term in effect indicates likelihood that the faculty member will be at NYU long enough to complete the project;
b) a plan is in place for assigning responsibility for the project or program in the event of the faculty member’s departure (voluntary or non-reappointment) from NYU.

2) Continuing Contract Faculty may serve as PI/PD on sponsored project/program proposals and awards for basic, applied, experimental research, public service, and evaluation upon successful completion of the following process:

a) The Department Chair (or Program Director, as applicable) makes a recommendation to the Dean affirming that serving as PI/PD will not impede the faculty member’s ability to fulfill current duties and roles, and is in line with the department's mission.
b) The Department Chair (or Program Director, as applicable) affirms that the faculty member understands and acknowledges responsibility for compliance with applicable laws and regulations and appropriate conduct and fiscal management of sponsored projects and programs in accordance with sponsor and University policies governing the conduct of sponsored programs.
c) The Dean recommends to the Vice Provost for Research in writing (accompanied by the faculty member’s full CV) that PI status be conferred upon the faculty member based on the following:

i. the length of the faculty member’s current contract term in effect indicates
likelihood that the faculty member will be at NYU long enough to complete the project;

ii. a commitment to consult with the faculty member about current duties and roles and, if necessary, to make adjustments that will accommodate effort to conduct the research, public service, or evaluation project in compliance with sponsor regulations;

iii. involvement of undergraduate, graduate, and postdoctoral students and their roles on the project is assessed, with clear guidelines around the faculty member’s responsibilities for them;

iv. the project or program is additive of the research, public service, or evaluation efforts of the department and congruent with the department's interests;

v. a plan for assigning responsibility for the project or program in the event of the faculty member’s departure (voluntary or non-reappointment) from NYU or for the faculty member’s noncompliance with applicable laws, regulations, sponsor and University policies and regulations; and

vi. a commitment to providing specified department and/or school resources, including new and existing personnel, space, or cost sharing as required for completion of the sponsored project/program.

d) The Vice Provost for Research will authorize PI status in consultation with the Office of Sponsored Programs, who will verify any relevant sponsor PI requirements. The Office of Academic Appointments will verify faculty status.

PI status may be approved without limitation, or for a designated sponsored project/program only.

For questions regarding PI status, contact the School, Unit or osp.agency@nyu.edu.
C-FSC Educational Policies and Faculty/Student Relations Committee

Date: October 05, 2019

Members: Scott Illingworth (Chair), Alison Aldrich, John Gershman, Noelle Molé Liston, Iskender Sahin

REPORT
Members of the committee re-elected Scott Illingworth as Chair after the first C-FSC meeting. We will meet for the first time on October 10th, 2019 to begin our work for the academic year.

Per our conversation at the last C-FSC meeting, the university sent out an email with a link to an explainer video regarding “Academic Engagement.” A webpage with further information and the video can be found here:
https://www.nyu.edu/students/student-information-and-resources/registration-records-and-graduation/albert-help/training/faculty/academic-engagement.html

Please feel free to share this with colleagues who might be confused about their role in this process.

We’d also value the guidance of the C-FSC Steering Committee and fellow council members on particular areas of focus for this year and/or the value of continuing our work from last spring regarding the use of course evaluations in faculty review processes.

Respectfully submitted,

Scott Illingworth
Senate Community Standards Committee
Report

Date: October 6, 2019

C-FSC Representative: Scott Illingworth

REPORΤ
Members of the committee met on October 3rd, 2019 along with Craig Jolley and other staff members from the Office of Student Conduct.

We discussed the goals for the year and elected Chairs of the Committee. This year Community Standards will perform the annual review of the Student Conduct Policy, draft updates to the policies regarding Protest, and work to refine the policy on Hazing.

I was elected Co-Chair of the Community Standards Committee along with two student representatives from the SSC.

If you have particular thoughts or concerns about the policies around protest or hazing, please reach out.

Respectfully submitted,

Scott Illingworth
C-FSC Finance & Policy Planning Committee
Report of Meeting Held Oct. 10, 2019
Submitted Oct. 16, 2019

The undersigned chair submits this report of the C-FSC Finance & Policy Planning Committee (FPP) Meeting held on Oct. 10, 2019, at 8:15 am. Members attending in person: Michael Breaux, Leila Jahangiri, Noelle Molé Liston, & Larry Slater. Member attending by phone: Shaline Rao.

The chair summarized the meeting of the Senate Financial Affairs Committee from the previous week, which not all members were able to attend. In reviewing the University budget, FAC members emphasized the need for granularity in how numbers were presented. Further, there was a reminder that the FAC would like to meet with the Trustee investment committee from time to time as was discussed and suggested last year.

The FPP Committee also reviewed the status of the salary compression/inversion study and the Oct. 7 letter from the Provost to Nicholas Economides, chair of the Tenured/Tenure Track Faculty Senators Council. The letter stated that an outside consultant would complete the study of salary equity with respect to gender, race and ethnicity, and that the study of equity regarding salary compression and inversion would be completed internally. There is no timetable for completion of either study. The Committee discussed why there were two studies and concluded that it was a result of conversations over the summer in which a member of the Committee participated as Committee nominee. The Committee further concluded that the Committee’s efforts should be directed, as noted below, toward making sure the study was what the Committee had asked for rather than question why two studies were being done.

The Committee established the following priorities and associated actions for this academic year:

- Emphasize to the University the importance of completing the salary studies referred to above in a timely fashion and ensuring that the data is presented and broken down in a meaningful way – school, faculty title, etc. As part of this priority, remind the University that the request for the compression/inversion study was from the faculty and therefore the University should communicate with us and attempt to address our concerns.

- Continue to request that annual reports of items such as average faculty salary are broken down by tenured/tenure track v. contract faculty and that faculty ranks are broken out as well, to the extent practicable (since ranks are not the same across the schools)

- Continue to highlight that salary increases must be communicated to faculty in a transparent manner. Apparently in some schools, faculty reappointment letters were not clear.
• Request that the University provide the impact on the budget if the minimum salary for contract faculty were raised to $65,000 and $70,000. This is preparation for a request that minimum salaries be raised, that an additional amount(s) be added to the salary of those faculty who had been employed for some period(s) of years, that the University work with the deans to enforce any increase, and that minimum salary increases be considered every three years. (The suggested increases are based on national data from 2017 available from the Chronicle of Higher Education, among other information.)

\[Signature\]

Maria Patterson, Chair
Medical Plan Changes for 2020
Enhancements to the Medical Plans for 1/1/2020:

Change in out-of-network, outpatient mental health care coverage under the UnitedHealthcare (UHC) **Value** and **Advantage** POS Plans:

- 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.
• Provides more generous out-of-network (OON) benefit
• Waives the deductible for mental health OON outpatient services (for Advantage and Value plans only)

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<td>60% after Annual Deductible</td>
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7.0% aggregate increase over 2019: 3% increase to HDHP, 6% increase to Value, 8% increase to Advantage

2020 Payroll Contributions, $ Increase, and % Increase (Monthly)

| Coverage Tier | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP |
|---------------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|
| Employee      | $18   | $60       | $29  | $67   | $117      | $53  | $116  | $175      | $82  | $156  | $217      | $102 | $197  | $258      | $128 | $534  | $715      | $327 | $482  | $647      | $206 |
| Employee + Spouse | $157  | $268      | $124 | $239  | $363      | $169 | $340  | $485      | $227 | $466  | $632      | $296 | $534  | $715      | $327 | $482  | $647      | $206 |
| Employee + Child(ren) | $140  | $244      | $113 | $217  | $329      | $153 | $310  | $443      | $205 | $421  | $573      | $268 | $482  | $647      | $206 |
| Family        | $224  | $381      | $177 | $340  | $521      | $244 | $400  | $693      | $322 | $667  | $902      | $420 | $762  | $1,021    | $467 | $1,021 | $1,021    | $467 |

| Coverage Tier | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP |
|---------------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|
| Employee      | $1    | $4        | $1   | $4    | $9        | $2   | $7    | $13       | $2   | $9    | $16       | $3   | $11   | $19       | $4   |
| Employee + Spouse | $9    | $20       | $4   | $14   | $27       | $5   | $19   | $36       | $7   | $26   | $47       | $9   | $30   | $53       | $10  |
| Employee + Child(ren) | $8    | $18       | $3   | $12   | $24       | $4   | $18   | $33       | $6   | $24   | $42       | $8   | $27   | $48       | $9   |
| Family        | $13   | $28       | $5   | $19   | $39       | $7   | $28   | $51       | $9   | $38   | $67       | $12  | $43   | $76       | $14  |

| Coverage Tier | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP | Value | Advantage | HDHP |
|---------------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|-------|-----------|------|
| Employee      | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   |
| Employee + Spouse | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   |
| Employee + Child(ren) | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   |
| Family        | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   | 6%    | 8%        | 3%   |
Communications
• October 11: Postcards are mailed to faculty and employees’ homes

• Week of October 7th:
  - Email with links to:
    - 2020 Benefits Guide
    - Web pages dedicated to Annual Enrollment and mental health plan enhancements

• Throughout Annual Enrollment:
  - Reminder emails highlighting various benefits
  - Voice mail reminders.
Annual Enrollment pages will be added to the Benefit Guides summarizing all the information and changes.
Special web page added detailing the mental health plan enhancements which will include examples of how the changes can reduce faculty and employees’ out-of-pocket costs.

Mental Health Plan Enhancements for 2020

New for 2020:
Enhancements to Out-of-Network, Outpatient Mental Health Care Coverage Under the UHC Value and Advantage Plans

New York University seeks to provide comprehensive, high-quality health care benefits at a manageable cost. We regularly evaluate the effectiveness of the health care coverage we offer, the competitiveness of our benefit plans, and the marketplace dynamics that affect access to and affordability of care. As part of this effort in 2019, we reviewed how NYU medical plan participants use outpatient mental health care services in the tri-state area.

Our review showed that although UHC and other medical plan administrators continually work to expand their provider networks, the New York City area continues to be a challenging environment for developing networks of psychologists, psychiatrists, and other mental health care providers. Fewer in-network options mean patients often choose to receive care from out-of-network mental health providers.

Beginning January 1, 2020, NYU will increase coverage to 70% and waive the deductible for out-of-network, outpatient mental health care under the UnitedHealthcare (UHC) Value POS and Advantage POS plans.* You will pay less—and NYU will pay more—toward these covered services.

*The UHC High Deductible Health Plan (HDHP) with High Deductible Health Savings Account (HDHSA) already pays 70% for out-of-network, outpatient mental health care. IRS regulations prohibit the waiving of the deductible for these services for plans offering an HSA.
Benefits to Consider
2020 Flexible Spending Accounts (FSAs)

**Health Care FSA** – Maximum pre-tax contribution: $2,700
- $500 Carryover of unused funds into next plan year
- Balances in excess of $500 unclaimed as of 3/31/2020 are forfeited

**Dependent Care FSA** – Maximum pre-tax contribution: $5,000
- Maximum contribution for employees earning above $125,000 is $2,600

Individuals electing the HDHP for the first time in 2020 must have a zero balance in their Health Care FSAs by 12/31/2019 in order to open a Health Savings Account in 2020.
A Health Savings Account (HSA) is a tax-advantaged savings account you can use for eligible healthcare expenses if enrolled in the HDHP Plan. There are many advantages to having an HSA, such as:

You benefit from triple-tax savings:
- Tax-free contributions,
- Tax-free interest and earnings, and
- Tax-free withdrawals for qualified healthcare expenses.

- Money in your account rolls over from year to year, so you can save for the future.
- Your HSA is yours to keep — you can take it with you if you leave NYU or use it during retirement.
- NYU contributes to your Health Savings Account if you earn less than $75,000.
Virtual Visits
Get access to care online. Anywhere. Anytime.

With Virtual Urgent Care, It’s Easier Than Ever to See an NYU Langone Doctor.

Did you know that you can easily receive care and treatment from world-class doctors right from your phone or tablet? NYU Langone’s Virtual Urgent Care offers convenient video visits for a range of non-emergency health issues from the comfort of your own home or office. With the NYU Langone Health app, our emergency medicine doctors are just a few taps away—schedule an appointment whenever you need us.
Working Family Solutions - Bright Horizons

New to NYU effective September 1, 2019, the Bright Horizons benefit intends to reimagine our connection between work and home, providing care solutions for loved ones and offering resources for the way faculty and employees work, live, and learn.

When you have work, family, and personal responsibilities competing for your time, Bright Horizons can help. NYU is pleased to offer full-time faculty,
Benefits Available Any Time of Year

- Retirement Plans
- Tuition Benefits
- Commuter Benefits
- Voluntary Benefits: Identity Theft, Auto, Home/Renters, Pet Insurance
- Health Advocate for Health Care Assistance
- LiveSmart Wellness Program
- Carebridge Employee Assistance Program (EAP)
- Bright Horizons Back-up Child and Elder Care
- Employee Discounts
- Adoption Assistance Program
- Health Screenings
- Mortgage Program (PDF)
Questions?