

Committee on Faculty Benefits and Housing
Report to the C-FSC meeting of January 27, 2022

Thom Blaylock, Chris Dickey, Michael Ferguson, Ashley Maynor, Robin Mitnick

Vincent Renzi, chair

The meetings of the Ad Hoc Committee on Full-Time Non-Union Employee Benefits Review and Modeling have now been scheduled for Spring 2022, with the initial meeting to be held January 26, 2022. Our C-FSC representative are Michael Ferguson, Ashley Maynor, and Vincent Renzi. The committee charge follows below.

Charge: This ad hoc committee has been formed to conduct a comprehensive review of all NYU employee benefits for full-time non-union populations (primarily pertaining to full-time faculty, administrators and researchers). This committee would seek to assess all benefit offerings in their current mix to determine whether these meet the needs and priorities of employees. The charge of the committee would also include assessing the value and overall desirability of benefits offerings based on the available funding from the university's fringe pool. These would include evaluating health and welfare benefits, mental health benefits, dental, vision as well as tuition remission. The committee may also consider benefits associated with work/life issues such as child, dependent and elder care, and in support of sustainability (e.g., in support of mass transit). Possible expansions and modifications of benefits must remain within the total funding envelope generated by the university's fringe pool. Modifications to the retirement plan are not within the remit of this charge.

The recommendations of the Committee will be presented to the Provost, Executive Vice President, and President for their consideration and action.

Benefits for employees of NYUSH, NYUAD, or employees of other campuses of the NYU Global Network shall not be a subject of this review.

Committee membership shall consist of the following:

Chair: Vice President for Human Resources

Up to 3 members nominated by the Tenured/Tenure Track Faculty Senators Council*

Up to 3 members nominated by the Full-Time Continuing Contract Faculty Senators Council*

Up to 3 members nominated by the Administrative Management Council*

Up to 3 members of the Deans Council

Up to 3 other individuals at the discretion of the President and Provost

Senior Vice President for Finance / Chief Financial Officer