

Committee on Faculty Benefits and Housing

A faculty member inquired about the new Child Care Fund for Faculty Program, which began this calendar year, and which is currently restricted to dependent children age 3 and under. It would be helpful to faculty parents—especially those who reside outside New York City, but also for those who do have access to pre-K programs—if the fund could subvent child care costs until children enter kindergarten. I raised this issue with the Benefits Office, and they report that the policy is under review. For the current benefit, see—

<https://www.nyu.edu/content/dam/nyu/hr/documents/LiveSmart/ChildCare-Fund.pdf>

On April 16, 2019, I met with Grace Cosachov Protos, the Executive Director of the Work Life Office. We discussed the Child Care Fund age restriction, how to target mental health/employee assistance programming to faculty, faculty with disabilities, home purchase assistance, retirement planning for faculty, conference travel support for faculty with dependent care responsibilities, and how best to include Work Life programming in faculty recruitment and in event planning.

On April 19, 2019, I attended the quarterly meetings of the University's Retirement Plan Investment Committee. This was the first at which representatives from the C-FSC, T-FSC, and AMC were in attendance. The main business of the meeting was review of recommendations from the University's actuarial consultants, Cammack Retirement Group, about funds to be added to, removed from, or continued on the "watch list," that is, the list of funds receiving special scrutiny of their continued suitability as retirement investment options. In addition, I asked that the University explore additional options for participants in the international retirement plan. I also asked that consideration of the Council's March 8, 2018 resolution concerning the Vanguard Total International Bond Index Fund be added to the agenda.

We are planning a joint meeting with the T-FSC committee and representative from the Benefits Office to discuss mental health/employee assistance programming for faculty. This is now tentatively scheduled for April 30th.

We are also planning for our annual joint meeting with the T-FSC committee, representatives of the Benefits Office, and the University's benefits consultants to discuss proposed changes to benefits for the coming calendar year. This meeting is planned for June.

Respectfully submitted,

Vincent Renzi,
chair