

Goals for the FSC Benefits-Housing Committee, 2013-14 and 2014-15

In the spirit of shared governance between the faculty and the administration, we will work with University Human Resources and Faculty Housing both to understand the basis for their current operations and to establish mechanisms whereby this committee can participate in policy planning. We envision a 1.5 year time horizon to accomplish these goals, which would extend through the 2014-2015 academic year. We intend to issue written reports for the FSC at the end of each year to assess our progress and to provide a reference and guide for future FSC committees. We appreciate that some of this information may be sensitive and have agreed to seek consensus with the Administration about the specific contents of such reports to ensure privacy and confidentiality are not violated.

As a starting point, we believe it is important to understand how policy decisions have been made and implemented by the University in the past. Specifically, what factors have been considered and what rationale have been applied in making final decisions? What are the priorities within benefits and faculty housing provision and what do the various benefits cost? Equipped with this understanding, we aim to participate in submitting recommendations for future policy. As examples, we highlight a non-exhaustive list of issues below.

Health care and prescription drugs

The University offers self-insured medical plans, with ~81% of expense coming from the fringe pool and the remainder from participants' payroll contributions. In offering specific health care plans each year, the University must react to changes in the medical care environment, such as new medical and pharmacological innovations that are effective but costly, medical care inflation that may exceed wage and general price inflation, and changes in the health insurance market place and government policy. We seek to understand how decisions on employee contributions and plan structure are made in light of this ever-changing environment. Importantly, we plan to participate in analysis and make recommendation surrounding the Affordable Care Act's Non-Deductible Excise Tax on High-Cost employer Sponsored Health Coverage ("Cadillac Plan" Tax) that is scheduled to be implemented in 2018.

Pensions

Policy issues here include the choice of plans and investment options, employer match rates, and auto-enrollment defaults.

Tuition remission and portable tuition

We will explore whether current policies could be modified to improve employee satisfaction, at little cost to NYU and how the policies vary from school to school.

Faculty Housing

Housing is an important benefit for attracting and retaining NYU faculty and we would like a better understanding of the financial balance sheet, the existing population of tenants, the allocation of rental units and how rents are determined. We are currently working with the Office of Faculty Housing on programs surrounding the upgrade and maintenance of apartments and facilities.