MINUTES OF THE T-FACULTY SENATORS COUNCIL MEETING OF OCTOBER 24, 2019

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, October 24, 2019 in in the Global Center for Academic & Spiritual Life at 238 Thompson Street, 5th Floor Colloquium Room.

In attendance were Senators Cappell, De Leon, Duncombe, Economides, Fenton, Frankl, Friedman, Garabedian, Gyorgy, Harvey, Hoffman, Irving, Lapiner, Ling, Merritt, Mincer, Nonken, Pursley, Quinn, Schlick, Smoke, Sternhell, and Taylor; Active Alternates Alter and Gillers; and Alternate Senators Branski (for Makarov), Conte (for Battista), and Hartman.

APPROVAL OF THE MINUTES

Upon a motion duly made and seconded, the minutes of the September 26, 2019 meeting were approved unanimously.

REPORT FROM THE CHAIRPERSON: NICK ECONOMIDES

Senate Executive Committee (SEC) Meeting

Chairperson Economides reported on the SEC meeting, which is attended by the Council Chairs and the President. The President reported the Congress is close to passing a new accreditation procedure for universities. If it is to pass, it would be a significant change in how Universities are reviewed. The second item discussed was the concern over the availability of visas for students remaining in U.S. after graduation. The third issue raised by the President is the federal government’s investigation of major universities, including Cornell University, for receiving money from foreign sources.

Dissemination of University Senate Materials

Economides noted he asked to receive a copy of the President’s presentation following the October Senate meeting. He was informed these materials are not disseminated to the entire Senate due to concerns over presentations becoming public or used in media.

As a solution, Economides suggested a redacted version of materials with less sensitive information be distributed to members of the Senate. He will bring this idea for discussion at a future SEC meeting.

Faculty Salary Study

Economides noted the University has undertaken an analysis of faculty compensation. The gender, race, and ethnicity analysis is being conducted by an outside consultant. Economides noted the Finance Committee recommended the second analysis on salary compression and inversion also be done by the outside consultant, however the University stated it is being conducted by University staff.

SPECIAL PRESENTATION

Presentation/Questions on Benefits annual Enrollment: Trish Halley, Assistant Vice President, Global Benefits
See attached Document B.

Trish Halley introduced herself and presented the presentation on 2020 Benefits Annual Enrollment. She provided background on the benefits review process. She noted HR does a financial review each year, analyzing projected claims costs, benchmarking reviews, and comparing with peer institutions. Then with input from the Faculty Benefits Committees of the C-FSC and T-FSC, they prioritize any changes they are able to make within the budget based on the needs of the NYU community.

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 continue 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.

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

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 includes 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 carry over.

In the high-deductible health plan there is a Health Savings Account, which does roll over year to year.

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. From a suggestion of the Benefits Committees, they re-worked the annual enrollment page to put all benefits in one place.

In response to Senators’ questions, Halley reported the childcare and eldercare benefits are applicable outside of the NYC area.

In addition, she noted the virtual visit through United Healthcare you can do from anywhere, but NYU Langone does have geographical limitation. The state will mandate whether a prescription may be written.

In response to a question from the Benefits Committee, Halley stated the United Healthcare plans do provide coverage outside of the U.S. through reimbursement. The University also offers coverage outside of the United States through a company called Geoblue. It is free to faculty and employees who are traveling abroad to conduct work-related business, and is 100% coverage. It does not cover dependents, but if dependents are traveling with the faculty member or employee, coverage can be purchased.

For anyone assigned abroad for an entire semester, they have access to the Aetna International Plan. This covers medical and dental. United Healthcare and MetLife Dental are put on hold while under the international plan. This also covers dependents.

In response to the Benefit Committee’s question on monthly paychecks, Halley noted the paystub is available online three days before the pay date. This time frame allows for the most up-to-date adjustments to be included in the payroll.

In response to the Benefit Committee’s question on dental benefits, Halley noted only 5% of members hit the annual maximum limit of $2,000. Around the same percentage met the lifetime limit. However, they will still look into having an additional plan for those that exceed the annual and lifetime limit, even if it might not have a large enrollment. This will be added to the Benefits Committee agenda for the year.

A Senator asked if there was consideration in adding higher salary tiers. Halley noted they just added the higher tier of $175,000 and above, therefore in the short term they would not likely add another tier. In response to a question on taking into account different family size, for instance one parent and one child, Halley noted they currently have four tiers: (1) individual, (2) individual plus spouse or domestic partner, (3) individual plus child or children, and then (4) individual. It was noted in the past the University
analyzed the utilization of families with different numbers of children, but it showed that multiple children did not increase utilization significantly. Usage is higher for older individuals.

In response to an inquiry on communication to retirees, Halley noted retirees and household members are invited to designated flu shot clinics in the fall. Periodically throughout the year HR reminds them of their Health Advocate Benefit, and other communications. She reported the Office also hired a Program Planning Manager for retirees, and she held a few workshops this fall. She will also attend a Benefits Committee meeting.

A Senator asked about the NYU’s Child Health Center, which is currently out-of-network. Halley noted the mental health benefits changes will help with these out-of-network expenses and noted the providers continue to seek in-network status.

Halley reported on the move to TIAA as sole record keeper and new provisions that have been added to the plan. There is now a true-up provision that allows employees to always get the maximum amount of possible matching funds even if they contribute less than 5% consistently. Instead it is based a total of 5% contribution throughout the year. They also implemented a 457B rollover option, which allows faculty members coming from another University with a 457 B plan to avoid the tax implications of a withdrawal.

A Senator commented that the positive results of a moving to a single record keeper is better advising. Halley also noted the convenience of being able access the retirement plans through NYU home.

CALL FOR NOMINATIONS

Call for Nominations: Candidates for T-FSC Chairperson, 2020-2021

Committee Chair Mincer, on behalf of the Nominating Committee, called for nominations for the position of T-FSC Chairperson, 2020-2021. He asked Senators to send nominations, including self-nominations to Karyn Ridder. The list of candidates will be announced at the November T-FSC meeting and the election will take place at the December meeting.

T-FSC COMMITTEE REPORTS

See attached Document A.

EP & Faculty/Student Relations

Co-Chair Irving noted the Committee met and discussed student evaluations. They also have a meeting scheduled with Gigi Dopico, Vice Provost for Undergraduate Academic Affairs and a meeting with David Vogelsang on the issue of faculty and student engagement.

Senate Financial Affairs

Committee Member Economides reported the Committee began reviewing the University budget and will continue this review at the next meeting. Members stated it would be useful for the administration to review the University budget as a functional budget rather than an aggregate budget. The second issue discussed is according to the budget, all profits of the University goes to fixed investments. It is important to express that the priority in spending should be on education. This is especially important because the revenue growth of the Washington Square campus and the dental school has diminished. The revenue growth in the past was 5% or more and now the projected revenue growth is 3%.
In response to a question on fundraising numbers, Economides stated it is part of the aggregate revenue in the budget. Based on a Senator's suggestion Economides recommended they ask the University Development to present at the Financial Affairs Committee and the University Senate.

**Senate Committee on Organization and Governance (SCOG)**

A Committee Member noted the major discussion for the year is on rebalancing the University Senate, including the representation of the new Long Island School of Medicine.

A Senator noted the change in Senate size if the C-faculty unionize and are no longer included on the University Senate.

A Senator noted the importance of maintaining the voting power of T-faculty on the University Senate as more members are added.

**NEW BUSINESS**

**President and Provost Visit at Upcoming Meetings**

Chairperson Economides noted the President will attend the November meeting and the Provost the December meeting. He asked Council members to send Karyn Ridder questions and/or discussion points for the President or Provost to address during their visit.

**School of Medicine Emails**

A Senator noted an issue with School of Medicine faculty and nyu.edu email addresses. Economides suggested she should forward the specifics of the issue and he can raise at the next Senate Executive Committee meeting.

**ADJOURNMENT**

The meeting adjourned at 2:00 PM.
Educational Policy and Faculty Student Relations Committee
Members: Andrew Gyorgy, David Irving, Alex Jassen, Allen Mincer
Report submitted by Alex Jassen 10/21

The Education Policies Committee met on September 26. The committee discussed the findings of the committee from the previous year regarding student evaluations. Student evaluations will remain a focus of the committee in the current year. In addition, the committee will explore questions related to faculty and student engagement at NYU. These two issues will be the topic of conversation at a meeting of the committee on December 12 with Gigi Dopico, Vice Provost for Undergraduate Academic Affairs and David Vogelsang, Executive Director Center for Student Life.
University Senate Public Affairs
Submitted by Carol Reiss
October 15, 2019

The Senate Public Affairs committee met on October 3, and Carol Shoshkes Reiss was elected co-chair with Regina Drew (Office of Univ. Events, AMC). Forthcoming announcements will include the Commencement dates/venues for 2020 and 2021 (November Senate meeting), Update on Government Relations & Community Affairs (March), and the annual Campus Security report (April).
2020 Benefits Annual Enrollment

October 21 - November 4

T-FSC Senators Council Meeting
Trish Halley, AVP, Global Benefits
October 24, 2019
Medical Plan
Changes for 2020
• 2020 benefit enhancement provides more generous out-of-network (OON) benefit and waives the deductible for mental health OON outpatient services (for Advantage and Value plans only)
• There is no change to in-network mental health benefits
• 70% Out-of-network benefit based on cost allowed under the plan (190% of Medicare)

<table>
<thead>
<tr>
<th>UHC Choice Plus Advantage</th>
<th>In-Network Ded: $400 Ind/$800 Fam</th>
<th>Current Out-of-Network Ded: $2,600 Ind/$5,200 Fam</th>
<th>2020 Out-of-Network Benefit</th>
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<tbody>
<tr>
<td>Inpatient</td>
<td>90% after Annual Deductible</td>
<td>60% after Annual Deductible</td>
<td>60% after Annual Deductible</td>
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<tr>
<td>Outpatient</td>
<td>$30 Copay per visit</td>
<td>60% after Annual Deductible</td>
<td>70% after Annual Deductible (waive deductible for outpatient MH)</td>
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<th>UHC HDHP</th>
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2020 Medical Plan Contributions
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)

<table>
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<tr>
<th>Coverage Tier</th>
<th>Under $50,000</th>
<th>$50,000 - $74,999</th>
<th>$75,000 - $124,999</th>
<th>$125,000 - $174,999</th>
<th>Over $175,000</th>
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<td>Value</td>
<td>Advantage</td>
<td>HDHP</td>
<td>Value</td>
<td>Advantage</td>
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<td>$18</td>
<td>$60</td>
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<td>HDHP</td>
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<td>Advantage</td>
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<td>$1</td>
<td>$4</td>
<td>$1</td>
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<td>$18</td>
<td>$3</td>
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</tr>
<tr>
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<td>6%</td>
<td>8%</td>
<td>3%</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
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<td>8%</td>
<td>3%</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>Family</td>
<td>6%</td>
<td>8%</td>
<td>3%</td>
<td>6%</td>
<td>8%</td>
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- 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 Health Savings Account (HSA) 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.

<table>
<thead>
<tr>
<th>2020 Contribution Limits</th>
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<tbody>
<tr>
<td>Single</td>
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<tr>
<td>$3,550</td>
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<tr>
<td>Add an additional $1000 if age 55 and over for catch-up</td>
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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

Jump to
- Back-Up Care Program
- Elder Care Program
- Additional Family Supports

Eligibility
- Full-time faculty, administrators, and professional research staff

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 you can change and access throughout the year

<table>
<thead>
<tr>
<th>Benefits Available Any Time of Year</th>
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<tbody>
<tr>
<td>Retirement Plans</td>
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<tr>
<td>Tuition Benefits</td>
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<td>Commuter Benefits</td>
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<tr>
<td>Voluntary Benefits: Identity Theft, Auto, Home/Renters, Pet Insurance</td>
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<td>Health Advocate for Health Care Assistance</td>
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<td>LiveSmart Wellness Program</td>
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<tr>
<td>Carebridge Employee Assistance Program (EAP)</td>
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<tr>
<td>Bright Horizons Back-up Child and Elder Care</td>
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<tr>
<td>Employee Discounts</td>
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<tr>
<td>Adoption Assistance Program</td>
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<tr>
<td>Health Screenings</td>
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<td>Mortgage Program (PDF)</td>
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Questions?