**Mar 4th ,2022 Meeting starts at 11:30am**

In attendance: Abraham Ravid, Edward Zelinsky, Jonathan Dauber, Richard Zweig, Vladimir Kovtun, Jill Katz, Ran Drori, Anna-Lisa Cohen, Elisabeth Mlawski, Selma Botman, Suzanne Stone, Julie Auster, Jonathan Dauber, Susan Mason, Tamar Avnet, Charles Swencionis, Jess Olson

*Avri:* Brings up the issue that nobody has consulted or informed us that a decision on mask policy was changing. Thought we were partners.

*Selma:* Apologizes that we felt this way. There is a Covid committee that have been meeting weekly. They seek guidance from CDC, medical advisors, etc. That’s where the discussion took place. It was not meant to be exclusionary.

*Avri:* Not questioning the decision. Making the point that faculty council should be included in discussions that affect faculty as a whole.

**Provost Report (Selma):**

We are hosting a panel with Ronnie Perelis on Ukraine. Other panels to follow include panels on cybersecurity, democracy/freedom. This is to demonstrate the depth of knowledge we have in these areas. Hopes that faculty connects with this. The library has been a leader in forwarding these events.

Working with Gabe Goldstein (interim director) of the YU museum. Hoping to advance the museum. At 1pm Macs are playing an elimination game in the skyline conference.

*Tamar:* Surprised that faculty have no allocation for tickets. I was barely able to get tickets. Agree that it is a great source of pride for the university. It would be good to get faculty more involved with easier access to tickets.

*Avri:* Who is the audience at the panels?

*Jess:* The audience is wide inside and outside the university. About 300 participants. No restriction for who was targeted. The emails go out university wide.

*Selma:* Hopes that students will connect to the panel. It is also important for faculty and friends of the university to attend. Law, cyber and economics are the three disciplines that are discussed.

*Avri:* Who does the organization/advertising?

*Jess:* So far have done it ourselves.

The University continues to create new programs. Particularly on the graduate side. Does a lot of market research on what is needed. Ferkauf has new degree in marriage and family therapy. Looking into a BS and masters in nursing, family nurse practice. In the very early stages of this. YU wants Einstein to be a partner.

*Tamar:* I have been teaching at Glueck. In the classroom there are only two outlets. This means the students (most of whom that are using laptops) are gathering in corners, etc. Is there a way to consider some renovation to help alleviate this.

*Selma:* Will reach out to Randy and others should reach out to facilities. We can get power-bars as a stop-gap.

President just got a 20m gift. A large portion will be used to fix Furst Hall.

Selma leaves.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Julie Auster**

*Avri:* What is the direction that benefits will take ?. Health benefits seem to be deteriorating. Retirement matching is not improving.

*Julie:* Our benefits are not competitive. It’s an issue of what the school can afford. Our benefits are particularly low compared to other schools. Our retirement match used to be 7% and was cut to 2% with an understanding that it would come back. It has only increased to 4%, which is not competitive. Usually the match 5% is minimum. Top schools get 10%.

We have been able to do some salary increases.

*Ed:* We were told that there was data that there was a 17% increase in claims. Then we met with President Berman and asked if we could see where that 17% increase came from. We were told we could see the data. Then we couldn’t see it. Then we were told Jake Harman would bring the data, but he was a no-show.

*Julie:* I have no idea, but will try to find out. Basic information for why it went up by 17%. We make an estimate about 3-months before the year closes. One of the reasons could be that the data is not yet available. We make a decision on what we will charge in October (for open enrollment in November). In September we have projections based on previous September. We are using projected number based on 12 months back. At that time, our claims increase went to something like 20%. We were trying to figure out what is an appropriate amount to charge and settled on 17%. YU is self-insured. We pay for all the claims.

Our population is very expensive to insure. We have a larger group of older staff. We also have a larger body of child-bearing age. We have very large families. We happen to be located where the most expensive medical care is used.

Did not know that the data from September was promised to us.

*Avri:* All of this was true a year ago. Why is it that our cost have increased so much?

*Julie:* Can’t really explain why, but can only say it’s true.

In 2020 there was some moderation in claims. In 2021 our population went to the doctors in droves.

*Ran:* How is the process of negotiating with insurance companies work? We worked with Empire, not Aetna.

*Julie:* Three years ago we decided to become self-insured rather than fully insured. We are a large group. Our premiums were very high. The cost of insuring us was astronomical. Self-insured means you pay the insurance company to manage the claims (comply). YU now pays Dollar for Dollar. We negotiate how much they charge us to administer their plan. Aetna cost the least based on negotiations with insurers.

*Ran:* With two kids, cannot afford the PPO plan, EPO plan is no good. The high deductible plan is the recommended one. Feels that the high-deductible one is a scam. It is barely cost-affective. It is very hard to go over the deductible, so you are just paying for yourself.

*Julie:* It’s not right for everyone, but seems to work the best for single people who do not have a lot of medical care.

*Ed/Avri:* We need the data to as we have experts on this council to be able to understand what is going on.

*Ran:* What’s the point of offering plans that the faculty cannot afford.

*Tamar:* What is happening for next year?

*Julie:* We will only start looking at this in late summer. Will not know until then. In terms of the retirement plan, the more voices that are asking for increases in this the better.

*Tamar:* If the council finds out in October, then there is no time to make noise. When should we have the benefit committee?

*Julie:* We need the president to give authority to the committee to be present at the decision level. The benefits committee has no decision making ability, only to inform.

*Elisabeth:* If health insurance is so high, and some people don’t take insurance. Is there any push to incentivize not taking insurance.

*Julie:* The plan only leaves the most health-seeking employees. Yeshiva has no history of doing this. Financially it would make no sense for the university to do this since people are already not taking the insurance. There are however consultant, including consultants for Medicare eligible faculty

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Minutes from Jan 28 approved.

A short executive meeting followed and it authorized a follow up letter to administration.

Meeting concludes at 110