

**FACULTY COUNCIL  
MINUTES  
September 7, 2016**

**Attendees:** Drs. Barbasch, Berin, Butts, Choudhri, Gibbs, H. Gordon, Hausman, Howell, Leibowitz, Poulikkakos, Ragnarsson, Ramaswamy, Shim-Chang, Stone, Teitelbaum, Wang; Ms. Schneier

**Guests:** Ms. Liguiligi, Ms. Maksoud, Ms. Schulmeister, Ms. Tiger

**I. Minutes Approved**

Upon motion duly made and seconded, the minutes of the July 6, 2016 Faculty Council meeting were unanimously approved.

**II. Remarks from the Faculty Council President**

Dr. Choudhri expressed:

- Best wishes to Dean Charney for a speedy recovery.
- Condolences to the family of Mr. John Saunders, who passed away. Mr. Saunders met with the Faculty Council in May for a discussion on enhancing institutional diversity.
- Thanks to Dr. Leibowitz for overseeing the 2016 Faculty Council Awards process. Many excellent applicants were considered, and the ceremony in July was well attended.

**III. Committee Updates**

- Professionalism Committee – No new developments
- Resources Committee -- Dr. Stone, in her new role as Committee Chair, is learning about benefits changes and how they fit within the context of the larger health care environment.
- Disciplinary Tribunal – No new developments. A successor to Dr. Ragnarsson must be appointed by the Dean.

**IV. Benefits 2017**

Ms. Maksoud introduced Barry Schulmeister, a benefits consultant to Mount Sinai for many years. Mr. Schulmeister gave background on benefits development, and with the team described the 2017 plan. Highlights:

- Benefits are developed based on examination of marketplace, Mount Sinai, finances, with focus on population health, taking care of large number of people, and taking advantage of the expertise within Mount Sinai.

- MS has a self-funded plan -- 96-97% of money spent on claims, with small administrative balance
- MS pays 75% of costs, employees pay 25% through payroll contributions. Individuals who earn the most pay the most.
- Creating a unified plan across the MSHS.
- Four plans will be offered in 2017:
  - High Deductible – no changes from last year
  - EPO plan – changes in cost sharing, i.e., deductibles, co-payments. Will be limited to MS providers to be most cost-effective.
  - PPO – changes in cost sharing
  - Enhanced – largest cost increase. Developed in response to employee requests. Driven by out-of-network interests. Not financially favorable for institution.
  - Emergency care can be obtained under any MS plan regardless of where individual is.
- Top Tier = MSHS physicians
- Network = BC market
- Continued expansion of Mount Sinai Network increase the number of physicians participating in Mount Sinai benefits plans.