

1-24-2006

## Faculty Senate Summarized Minutes, 1/24/2006

UNM Faculty Senate

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# FACULTY SENATE SUMMARIZED MINUTES

**2005-2006 Faculty Senate  
January 24, 2006**

The Faculty Senate meeting for January 24, 2006 was called to order at 3:10 p.m. in the Lobo Room, Student Union Building. Senate President Chris Smith presided.

## **1. ATTENDANCE**

**Guests Present:** Associate Vice President and Human Resources Director Susan Carkeek, Interim Provost Reed Dasenbrock, Professor Gary Harrison (English), Deputy Provost Richard Holder, Associate Vice President for Budget, Planning & Analysis Curtis Porter, and Associate Professor Emerita Beulah Woodfin (Biochemistry and Molecular Biology).

## **2. APPROVAL OF THE AGENDA**

The agenda was approved as written.

## **3. APPROVAL OF SUMMARIZED MINUTES FOR NOVEMBER 22, 2005 MEETING**

The minutes for the November 22, 2005 meeting were approved as written.

## **4. FACULTY SENATE PRESIDENT'S REPORT**

The Faculty Senate President reported on the following:

- Anyone interested in the situation between the Board of Regents and University President Louis Caldera should attend the Board of Regents meeting January 25, 2006 at 1:00 p.m. in the Roberts Room. The agenda will be a discussion of President Caldera's contract. The agenda is available from the President's office.
- President Smith thanked those senators that attended the Leadership Breakfast. Attendance shows that faculty in general as well as faculty senators have an interest in participating in the functioning of the university.

## **CONSENT AGENDA**

## **5. APPROVAL OF FORMS C FROM THE CURRICULA COMMITTEE**

The following Forms C were approved by unanimous voice vote of the Faculty Senate:

- Revision of Undergraduate Minor in Computer Science, *Computer Science*
- Revision of B.A. in Environmental Design, *Architecture and Planning*
- New B.A./B.S. in Geography Honors, *Geography*
- Revision of Undergraduate Minor in Linguistics, *Linguistics*
- Revision of Undergraduate Major in Elementary Education, *Education*
- Revision of B.S. in Computer Science, *Computer Science*
- Revision of Major in B.A. of Biochemistry, *Biochemistry*
- Revision of Emphasis in B.S. of Radiologic Sciences, *Radiology/Radiologic Sciences*
- Deletion of Concentration in Manufacturing Engineering, *Mechanical Engineering*
- Deletion of Concentration in M.A. of Sociology, *Sociology*
- Deletion of Concentration in Ph.D. of Sociology, *Sociology*

- Revision of Concentration in B.A. of Sociology, *Sociology*
- Revision of Concentration in B.A. of Sociology, *Sociology*
- Deletion of Concentration in B.A. of Sociology, *Sociology*
- Deletion of Comparative/Latin American Concentration in B.A. of Sociology, *Sociology*

## **AGENDA TOPICS**

### **6. APPROVAL OF NEW B.A. TO M.D. FORM C**

Professor Gary Harrison (English) presented the B.A. to M.D. Program Form C. The goal of B.A. to M.D. Program is to address the physician shortage and maldistribution of health care and physicians in rural communities. The School of Medicine (SOM) already has several programs to encourage its graduates to practice in rural areas. To complement ongoing efforts, the SOM and the College of Arts and Sciences (A&S) have created a two step, eight year, dual degree B.A. to M.D. Program. The goal is to increase the number of MDs graduating from the SOM from 75 students to 100 students per year. The program is to increase the percentage of incoming medical students who are most likely to practice medicine in underserved rural communities. The program targets, but not exclusively, highly talented and committed New Mexico high school seniors whose demographic and ethnic backgrounds are similar to the communities in need.

The SOM and the College of A&S have developed a pre-medical curriculum called the Health Medicine and Human Values Program and major. The curriculum entails extensive academic and student support systems. Mentoring, tutoring and guidance will be available for the 25 students who enter the program each year. There are three options for the program. The first option is called the Arts and Sciences (A&S) major. Students take a standing A&S major with an enriched minor in pre-medicine. The second option is called the Health Medicine and Human Values major-Health, Humanizes and Society Concentration. The third option is called the Health Medicine and Human Values major-Biomedical Sciences Concentration. The Biomedical Sciences concentration has a much more rigorous science and mathematics requirement. Students will be matriculated into the SOM. Students who drop out of the program will not lose their lottery scholarship. Five alternates will be selected to fill any of those that drop out. All three options provide alternatives to students that choose not to continue. The goal is to get 19 students realistically through the program.

In 2005 the State of New Mexico appropriated nearly \$700,000.00 for the program. It was announced recently that those are now going to be recurring funds. A budget request of \$800,000.00 will be made this year to meet all the operational needs. New faculty and staff will be hired.

After minor discussion, the B.A. to M.D. Program Form C was approved by unanimous voice vote of the Faculty Senate.

### **7. DISCUSSION WITH HUMAN RESOURCES ASSOCIATE VICE PRESIDENT SUSAN CARKEEK**

Associate Vice President of Human Resources Susan Carkeek addressed the Faculty Senate. Vice President Carkeek explained there were some drastic changes to the health care plans on July 1, 2005. The changes were due to five years of double digit rate increases in health insurance premiums. Collectively, the premiums have risen 70% in the last five years. The increases can be dealt with in two ways, either in the premium increases or plan design changes and benefit changes. Last year premiums for Lovelace Health Plan and previous Cimarron Plan decreased. For those that switched from Presbyterian Health Plan to United Health Care, there was a nine percent rate increase last year. There was only a three percent increase in the University of New Mexico's (UNM) budget for health care premiums. In the current plan design, the cost was shifted to the "users". The increases would be felt at the time of service and not in the premiums during the year. The plan designs and premiums are set annually. The cycle for the next plan design changes has begun. Human Resources has started to get quotes from the insurance companies and has begun to look at options. There will be a survey of faculty and staff for feedback to incorporate changes into the plan. It will not be possible to get both controlled costs in the premiums and increases in the benefit plans.

UNM is trying to lower the amount of money paid to the insurance companies. In the past, UNM has purchased traditional insurance, which means UNM takes no risk and pays full premiums to the carriers. The carriers then take the risks in whatever the claims are. This year, UNM would like to go to self-insurance. UNM would carry in the risk of insuring participants. Currently UNM pays \$3 million or seven to eight percent of the premiums. The \$3 million is what the insurance companies call administrative fees, but it is merely a euphemism for profit. Self insurance plans would still use the same providers. Presbyterian and Lovelace Health Plans are both providers and insurance companies. They have been getting UNM's business in both patient visits and the insurance. UNM would like to retain the insurance piece of the business. UNM is large enough to be self insured. The consumer would not notice any changes. Until UNM can self insure, the institution is paying for a minimum premium plan. The premiums are set at a rate and if the claims are less than what is paid to the insurance companies, the University will get that money back in a dividend. If the claims are more than what the premiums are set, UNM will not pay anymore. Any differential will be used to create a contingency fund that would allow UNM to go to self insurance. The fund would then be used to cover years where claims exceeded premiums paid. Once UNM is self insured , only the services and claims portion will be used from the providers. Roughly ten percent of administrative costs could be saved by this method.

The Faculty Staff Benefits Committee advised Associate Vice President Carkeek and the administration on many matters. Last year the plan design concept went through the committee.

Associate Vice President Carkeek took questions from the Faculty Senate.

- Faculty Senate Operations Committee member Nikki Katalanos (Family and Community Medicine) commented that she knows of a UNM employee that has Blue Cross/Blue Shield Insurance. Associate Vice President Carkeek responded that between UNM main campus and the Health Sciences Center (HSC) there are two payroll departments and two personnel systems. The employee was a HSC employee. The HSC personnel department negotiated a different plan. Main campus insures approximately 14,000 people and HSC insures about 4,000 people. The insurance companies were asked to bid main campus and the HSC together and separately. Because of the number of participants on main campus, the quote for Blue Cross/Blue Shield was too expensive to consider. The rate for main campus would have been 20% higher than what HSC received. University Hospital (UH) is self insured but they use Blue Cross/Blue Shield as their claims processor. Main campus has the choice of Lovelace Health Plan or United Health Plan.
- A senator asked if University Hospital would be the sole provider when UNM becomes self-insured. Associate Vice President Carkeek replied that there is currently a provider in the newly established Lobocare Network through UH, and capacity is an issue and UH is at its limit.
- Faculty Senate Operations Committee member Constantine Hadjilambrinos (Public Administration) commented that the current plan offers incentives to go to UNM Lobocare but it is not available to the other campuses. Senator Hadjilambrinos asked if lack of access at the branch locations was taken into consideration. Associate Vice President Carkeek answered that UNM tried to address the immediate need of United Health as a carrier. Some employees stated they travel to Albuquerque anyway for access to better doctors and facilities while other employees desire more services locally.
- Faculty Senate Operations Committee member Howard Snell (Biology) asked if the carriers are guaranteeing a certain level of service. Associate Vice President Carkeek replied there are performance guarantees in the contracts that require them to respond to phone calls in a certain amount of time. The number for Lobocare is 272-8481. There has been next day and same day service at the clinic in the Student Health Center (SHC). The Lobocare hotline can look at a range of clinics and get the patient seen quicker.
- Faculty Senate Operations Committee member Jackie Hood (Anderson Schools of Management) commented that UNM and UH need to take advantage of the Lovelace collapse the same way Presbyterian has.
- Faculty Senate Operations Committee member Nikki Katalanos (Family and Community Medicine) asked about coverage while traveling in the U.S. and abroad. Associate Vice President

Carkeek replied that emergency care is the same in any plan. There is a \$75 flat co-pay for the use of an emergency room anywhere in the world. The new plan design has three tiers. Tier one is UNM's Lobocare. Tier two is either the Lovelace Network or the United Network. Tier three is anything out of network.

- President-Elect Virginia Shipman (Individual, Family, and Community Education) asked how the faculty could get more involved. Associate Vice President Carkeek said the Faculty Staff Benefits Committee is working on the next benefits cycle. There will be a survey of faculty and staff regarding benefits and healthcare. Associate Vice President Carkeek asks for feedback to aid in the negotiations.

## **8. REGENT'S TAX**

Associate Vice President for Budget, Planning & Analysis Curtis Porter explained the Regent's Tax. The Regent's Tax is a reallocation fund. It is a reallocation of money out of the base budget in order to fund new items in the budget. Reallocation of 0.75 percent of the total 1.1 percent has been in effect since the start of the fiscal year July 1, 2005. The Regents approved the reallocation as part of the 2005-2006 budget. At the Budget Summit last year a proposal of a 12% tuition increase was made. The Regents countered by wanting all the programs associated with the 12% tuition increase but with no more than a 9.9 percent tuition increase. The difference was \$3.5-4 million worth of revenue. Funds were found through other avenues and the UNM Foundation. The reallocation helps to preserve all the initiatives proposed at the 12% tuition increase.

The tax was not initiated in July as it should have been. The tax was then to be taken in October, but due to circumstances such as the cancellation of the November Regents Meeting, the tax was collected in December. In December, the tax was also increased from 0.75 percent to 1.1 percent. The delays made it appear like the administration was waiting until winter break to collect the funds so no one would notice.

Mr. Porter met with Interim Provost Reed Dasenbrock and the deans of all the schools and colleges on campus and have renegotiated the way the tax is going to work. The amount remains the same at 1.1 percent, but the money is coming from the Provost and Dean's level rather than individual department accounts. Every Vice President will have the discretion regarding from where the 1.1 percent is to come.

The Regents feel there is a lot of slack in budgets and want to use those funds for new projects. Beginning July 1, 2006 there will be a 1.1 percent permanent reduction in all recurring base budgets.

## **9. NEW BUSINESS**

No new business was raised.

## **10. ADJOURNMENT**

The meeting was adjourned at 5:20 p.m.

Respectfully submitted,

Rick Holmes  
Office of the Secretary