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UNM Faculty Senate

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FACULTY SENATE SUMMARIZED MINUTES

2007-2008 Faculty Senate
February 26, 2008

The Faculty Senate meeting for February 26, 2008 was called to order at 3:03 p.m. in the Lobo Room, Student Union Building (SUB). Senate President Jackie Hood presided.

1. ATTENDANCE

Guests Present: Chief of Staff Breda Bova (Office of the President), Staff Council Liaison Loyola Chastain, Assistant Professor Sharon Cox (Anderson School of Management), Associate Professor Mark Emmons (University Libraries), Provost Viola Florez, Chair Julia Fulghum (Chemical and Nuclear Engineering), Chair Philip Ganderton (Economics), Vice President Helen Gonzales (Human Resources), Deputy Provost Richard Holder, Sari Krosinsky (UNM Today), Faculty Affairs and Services Director Raqui Martinez (Office of the Provost), Karin Retskin (Staff Council), and Faculty Emerita Susan Deese Roberts).

2. APPROVAL OF THE AGENDA

The agenda was approved as written.

3. APPROVAL OF SUMMARIZED MINUTES FOR FEBRUARY 12, 2008 MEETING

The minutes for the February 12, 2008 meeting were approved as written with one abstention.

4. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

- The faculty elections are in process. President Hood asks senators to nominate someone or themselves to run for at-large senator and members of the Academic Freedom and Tenure Committee and the Committee on Governance. She explained that these are great options for university service.
- President provided a brief summary of the February 15, 2008 Board of Regents (BOR) meeting:

The BOR are reviewing the proposed revisions to policies C130 and C140. There were many questions. University President David Schmidly assured that any changes or suggestions that the BOR may make will be sent back to the Faculty Senate. The definition of the work week was a topic of discussion. President Schmidly told President Hood that an outcome of violation may be that the faculty member cannot do outside consulting for three months.

Honorary Degree Committee Chair Lonna Atkinson did a great job. President Hood thanked Professor Atkinson and the Honorary Degree Committee. The BOR wants to revise the honorary degree policy. Chief of Staff Breda Bova is conducting a survey of peer institutions' honorary degree policies, procedures, how many they award, and their honorary degree committee compositions. President Hood urged BOR President Jamie Koch to include the Honorary Degree Committee in that process.

- Vice President for Human Resources Helen Gonzales is working on some of the questions submitted by the Faculty Senate. President-Elect Howard Snell and Faculty Senate Budget Committee member Ann Brooks (Anderson School of Management) are working with Associate Vice President for Business and Finance Andrew Cullen on the remainder of the financial questions.

- President Hood spoke with Associate Vice President of Student Life and director of the Student Union Building (SUB) Walt Miller regarding the renewal of the food services contract with Aramark. There have been many complaints that Aramark provides weak food service, that it is not convenient, not accessible, and does not offer healthy choices. There is a committee that is reviewing the current Aramark contract and soliciting bids from other vendors. The committee was formed in Spring 2007. There were focus groups in the spring and a consultant was used to evaluate the current food service. There are dieticians on the committee, but no faculty. The committee is currently in negotiations with Chartwells. Chartwells currently provides food service to Louisiana State University, the University of Utah, and the University of Nevada at Reno. Senator Ed DeSantis suggests that there be at least one or two faculty in the final decision process and that the senate needs to be aware. Senator DeSantis will follow up with AVP Miller. A member of the audience stated that she is on the committee and the head chef and Chartwells is a vegan.
- Chair of the Provost Search Committee Julia Fulghum (Chemical and Nuclear Engineering) provided an update of the provost search. The search committee is outstanding with broad representation from across main campus and the Health Sciences Center (HSC) on North Campus. There are seventeen people on the committee with more than half that are faculty. The committee has been working with the search firm Greenwood and Associates. Greenwood and Associates is also being utilized for the Vice President of Diversity, the Vice President of Enrollment Management, and the Vice President for Research. As a result of leadership instability at UNM, the committee along with Greenwood and Associates, is looking for long-term candidates.

The search has remained confidential as current deans and vice presidents from other institutions can lose their present positions. To maintain confidentiality, airport interviews are being conducted. An airport interview is an interview of a prospective candidate that is held at a large anonymous airport. There should be three to five candidates put forth. The announcement of on-campus interviews of the candidates may occur the week of March 3, 2008.

- The Budget Summit is Friday, February 29 from 9:00 a.m. to noon in SUB Ballroom C. President Hood asked for any comments and suggestions on the faculty position for the summit. The Operations Committee met with the Staff Council, the Graduate and Professional Students Association (GPSA), and the Associated Students of the University of New Mexico (ASUNM) to discuss what each group's positions would be. President Hood presented the senate's recommendations for the Budget Summit. The senate proposes:

1. A minimum four percent increase for faculty, staff, and administrator salaries. Work towards parity, if possible, by increasing faculty salaries by an additional two percent.

2. Additional support for staff by increasing health insurance tiers:

Current Salary Tiers	UNM/Employee Percentage	Proposed Tiers
0-25 K	80/20	0-30 K
25-35 K	70/30	30-40 K
35+ K	60/40	40+ K

The total cost for this adjustment would be \$734,954.

3. In order to increase the numbers of enrolled graduate students, financial support which is competitive with our peer institutions is necessary.

Increasing the number of GA/TA positions by 100 each year for the next four years.
Increasing the salaries for GA/TA 10-hour positions by \$1500 for the 10-month period.

4. UNM Child Care provides care for the children of faculty, staff, and students during the day. Currently there is a 600 child waiting list.

Planning for the addition of a child care facility on the West side campus when constructed.
Opening a satellite child care center on main campus to provide additional child care to lower current demand.

5. The University of New Mexico is the only Carnegie Very High Research University (VHRU) that is a Hispanic-serving institution with over 30% of minority students.

To strategically increase the percentage of minority faculty members on our campus and to retain current minority faculty, allocate \$200,000 for hiring and retention of minority faculty.

President Hood asks for any input and comments that faculty and senators would like to provide.

5. PROVOST'S REPORT

The Provost reported on the following:

- The Vice President for Enrollment and the Vice President for Inclusion and Equity searches are underway. The search for the Vice President for Research has begun. The search committee is chaired by Associate Dean Michael Dougher (Arts and Sciences) and the committee is working with Greenwood and Associates.
- Marc Nigliazzo has been named as the Vice President for Rio Rancho. He will begin on June 1, 2008. On March 4, the proposed quarter-cent sales tax increase goes to the Rio Rancho voters. The tax will help fund the start of the design and building of a Rio Rancho campus.
- The task force that is evaluating the University College will be presenting a report of their findings at the March 3, 2008 Board of Regents Academic and Student Affairs Committee meeting as an information item. Provost Florez will send a copy to President Hood to share with the Operations Committee. One finding is that sophomore retention needs to be improved.
- The Research Audit Committee will be discussing the audit report on March 3, 2008 before it is made public.
- At the present time, there will not be a dental school at UNM. Dentistry will be a residency program incorporated within the Dental Hygiene Program. There will be stipends available for students for the beginning of their dentistry learning but they will have to go elsewhere to complete the degree.

AGENDA TOPICS

6. APPROVAL OF FORM D FROM THE CURRICULA COMMITTEE

Director Sue Queen (Physical Therapy) presented the Form D for the proposed Clinical Doctorate in Physical Therapy (DPT). The program is not for a Ph.D. It is not a research directed graduate program. It is an entry level program that will replace the current Masters of Physical Therapy program. The program is also to offer graduates of the masters program the opportunity to complete the necessary requirements for a clinical doctorate. The goal is to take the first class in 2009. Those students would graduate at the end of the summer term in 2012. It is a full three year curriculum.

Currently the program is an eight semester program and the proposed DPT will be a nine semester program. The new curriculum meets or exceeds the current accreditation standards for national accreditation. The standards were revised in 2006. More than 85% of programs nationwide are DPT programs rather than masters programs. The proposal will keep UNM competitive. Presently UNM is losing students to other institutions. A bachelor's degree is required for entry

and some prerequisites are changing. The credits are being increased from 104 credits to 120 credits for the three year program. Seven new courses are being added. There will be no curricular overlaps with main campus offerings. The program requires 16 additional credits, 13 will be didactic and 3 will be clinical. Movement to the DPT curriculum will allow UNM Physical Therapy Program to continue to graduate qualified physical therapists to work in New Mexico. Advancement to the DPT will allow UNM to competitively attract the most qualified applicants. Approximately 70% of UNM Physical Therapy program graduates practice in New Mexico.

After discussion the Form D for the Clinical Doctorate in Physical Therapy was unanimously approved by the Faculty Senate.

7. DISCUSSION OF SELF-FUNDED HEALTH INSURANCE AT THE UNIVERSITY OF NEW MEXICO

Vice President Helen Gonzales (Human Resources) gave a presentation on the health benefits for 2009 and the concept of self-funded health insurance. .

- In Fall 2007, the Administration indicated their desire to maintain current medical benefits into FY09. The mandate was no change to our medical benefits. This directive was communicated to the various constituency groups:

Faculty/Staff Benefits committee meetings on:

October 17, 2007

November 28, 2007

January 16, 2008

February 20, 2008

Staff Council

Retiree Association

- 2009 Medical Benefits
In November 2007 UNM advertised for proposals for medical and prescription benefits, requesting bids under three financing options:
Fully Insured (conventional insurance)
Minimum Premium Insurance
Self Funded (ASO/TPA) with Stop Loss
- Current census:
5,942 faculty/staff/early retirees on medical benefits
12,029 covered lives
60% on Lovelace
40% UHC (Presbyterian network)
- Request for proposals (RFP) Responses. Ten responses received: AmeriBen, 1st Care, HCH, Great West, ING, BCBS, Cigna, Lovelace, Presbyterian and UHC
5 finalists: Cigna, BCBS, Presbyterian, Lovelace, UHC
- No one carrier can deliver all 3 networks (UNM, Presbyterian, Lovelace)
- Criteria used to determine finalists:

Purchase price, including long-term cost to UNM

Quality and stability of the offeror, including breadth and stability of offeror's network
 Completeness and responsiveness of proposal in meeting UNM's needs
 Financial strength of the offeror
 Wellness and disease management proposals
 Qualifications/experience of the offeror's administrative team proposing to serve UNM

- Recommendation

Based on the best and final offers, the team recommended the following option: Lovelace and Presbyterian conventional insurance for FY2009. Lovelace rates will remain flat and Presbyterian rates will increase an average of 7.5% over current UHC rates.

Advantages: low-bids will save us money, build reserves during FY2009, eliminate UHC billing problems, and offer a lower-cost alternative.

Disadvantages: Likely second year rate hikes due to under-estimation of claims, administrative difficulties with carrier change.

- Funding Medical Benefits:

Fully Insured:

The insurance company guarantees all benefits and the insurance company retains the reserves (the estimate of claim dollars that have been incurred but not yet paid).

Premium paid includes "retention," which includes premium taxes and profit after the end of the servicing year, if there is a surplus it belongs to the insurance company (e.g., when premiums exceed claims).

The insurance company is liable for any claim deficits (e.g., when claims exceed premiums).

The claims incurred prior to termination of a contract, but paid after termination are the responsibility of the insurance company.

Self-funding:

Self-Funding is a Concept NOT a Product.

For the employer, there are no guarantees except for those offered by stop loss protection (does not affect employee).

The reserves, interest, and surplus are held and maintained by the employer.

The employer or its stop loss provider are liable for any claim deficits.

An agreement with a claims administrator or a network provider is an agreement only to perform administrative services or access to providers and discounts.

ASO providers can bundle services (PPO network, utilization management, and prescription management).

Minimum Premium:

The insurance company sets a predetermined amount per month for the employer to put in a bank account from which benefits are paid. This amount is usually set as 110–120 percent of expected claims.

Benefits paid up to this amount are the responsibility of the employer. Deficits or benefits paid beyond the amount are the responsibility of the insurance company.

The employer pays an additional fee or "risk charge" for the insurance company to pay the deficits.

Annual deficits are typically carried forward to be recouped by the insurance company from future surpluses.

Interest charges may accrue on deficits and can be passed on to the employer

- **Due-diligence:**
Gallagher Benefits Services is UNM's benefits consultant and actuary (bid evaluations, price & reserve projections, GASB valuation).
Stop-loss insurance – transfers catastrophic claim risks to the reinsurer, thereby insulating UNM from extreme financial loss. We asked for Aggregate and Individual stop loss bids.
NM public employers that self-fund include: State of New Mexico, Albuquerque Public Schools, New Mexico State University, New Mexico Public Insurance Authority, UNM Hospital, and the City of Albuquerque.
Other regional public universities include: University of Utah, University of Wyoming, Colorado State, among many others.
- **Trends:**
Over 2/3 of all large employers (>10,000 employees) self-fund.
Dental plan self-funded (expected to save approximately \$250k per year).
State of NM self-funds other types of insurance (property, worker's comp.)
Medical claims increasing at approximately 20% per year.
Early retiree costs far exceed active employee costs.
UHC costs (hospital, surgery, x-ray, and lab) higher than Lovelace.
Government Accounting Standards Board (GASB) 45 unfunded post-retirement liability >\$91m. Annual Required Contribution = \$2.9m a year.
- **Plans for 2009:**
Disease and care management (asthma, diabetes, hypertension, arthritis, pain mgmt, etc.)
Education
Prescription mail order utilization below national benchmarks.
Promote awareness of screening programs.
Promote Nurse Advice Line.
Promote health and wellness.
Encourage use of health assessments.
Gather input and survey employees/retirees on benefits and costs.

Vice President Gonzales stated that the university has approximately \$4 million in a reserve account to be used to establish self funded health insurance. A little more than \$4 million is the recommended amount held in reserve to initiate self funding of health insurance benefits.

8. REPORT FROM THE RESEARCH ALLOCATION COMMITTEE

Research Allocation Committee (RAC) Chair Virginia Shipman (Individual, Family, and Community Education) provided a brief summary of the committee. A survey of faculty on what they would like RAC to do and what changes might be made will be conducted soon. Chairperson Shipman asks faculty to consider RAC when signing up for committee service. The RAC allocates small grants, two types of large grants, discipline specific grants, and interdisciplinary grants. Grants have been allocated to nineteen different departments and five different colleges. Most of the grants are in the social sciences, the natural sciences, and fine arts. The second large grant requests are due March 24, 2008 at 5:00 p.m. in Dr. Shipman's office. Forty to fifty percent of small grants get awarded. Large grants are competitive at the time of submission.

9. REPORT FROM THE TEACHING ENHANCEMENT COMMITTEE

Teaching Enhancement Committee Chair Mark Emmons (University Libraries) provided a brief summary of the committee. Mark Emmons was elected chair in November of 2007. The charge of the committee is to encourage and support quality teaching and its funding. The committee is currently in the process of allocating the teaching awards. The nomination period for the teaching awards ended on February 15, 2008. The nominees are required to fill out a portfolio. There are three opportunities: the Presidential Teaching Fellowship and outstanding teacher of the year

award, the adjunct teacher and lecturer of the year, and the Susan Deese Roberts outstanding teaching assistant. Later in the semester the committee will look at upgrading the process and making the awards more valuable. Faculty that are interested in participating in the committees that are going to review the applicants for the three awards should contact Mark at emmons@unm.edu.

The committee asks for ideas from faculty. Senator DeSantis has suggested improving the quality of student readiness for college. The committee is also working on the experimental faculty teaching evaluation tool that may replace ICES. The committee works closely with Gary Smith and OSET. The Teaching Enhancement Committee has a subcommittee that awards allocations for teaching enhancement.

10. NEW BUSINESS

No new business was raised.

11. ADJOURNMENT

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Rick Holmes
Office of the Secretary