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UNM Faculty Senate

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FACULTY SENATE SUMMARIZED MINUTES

**2008-2009 Faculty Senate
November 25, 2008**

Provost Suzanne Ortega addressed the Faculty Senate before the senate meeting was called to order. Provost Ortega provided a summary of the current State of New Mexico budget shortfall and how it may affect the University of New Mexico.

- In mid-October, Governor Bill Richardson directed all state agencies to halt capitol budgets and implement steps to address the budget shortfall. Governor Richardson had expressed a desire to leave higher education untouched.
- President Schmidly suggested that the University of New Mexico begin to think about an approach to the economic situation since it continues to deteriorate.
- The state budget shortfall could be as high as \$800 million.
- UNM is trying to show to the state a good faith effort and how UNM can demonstrate prudence. UNM is saving as much as possible and attempting to bank-roll as much as possible.
- All hiring that is funded on state Instruction and General (I and G) lines will cease.
- Travel will be reduced.
- The university needs a flexible strategy.
- UNM is reducing costs as much as possible.
- There will be pain and the timeline is unknown.
- A five percent, or \$300 million shortfall in state revenues, translates into a \$4.94 million budget rescission for UNM or 3.4% cut in I and G budgets.
- A \$400 million shortfall in state revenues translates into a \$6.61 million budget rescission for UNM or a 4.56% cut in I and G.
- A \$500 million shortfall in state revenues translates into an \$8.19 million budget rescission for UNM or a 5.65% cut in I and G.
- An \$800 million shortfall in state revenues translates into a \$13.22 million budget rescission for UNM or a 9.12% cut in I and G.
- Salary savings from vacant positions in the Provost's Office and the administrative units that report directly to Provost Ortega will recapture about \$328,000.
- There are \$600,000 in unexpended funds in the Provost's Office that will be used to reduce the impact of the budget cuts.
- Of the capital expenditures, there is \$1.7 million in unexpended, stalled or delayed project funds.
- Freezing Building Renewal and Replacement Projects would free close to \$1.8 million.
- The Presidents Office has saved \$600,000, most of it from University Communication and Marketing (UCAM).
- Athletics is contributing with energy savings, less travel, and not filling vacant positions. Very little of the Athletics budget comes from I and G.
- The Health Sciences Center (HSC) is helping too, but much less of their budget is I and G. HSC has set up an account with five percent of I and G. There will probably be an increase in uncompensated indigent care as the economy worsens.
- The President's two main goals are to protect current employees and to keep tuition affordable.

Governmental and Community Relations Director Marc Saavedra addressed the Faculty Senate and provided a briefing of the upcoming legislative session and the current economic situation.

- The NM General Fund is what provides the money for I and G. Revenues for the General Fund come from Personal Income Tax (PIT) and the gross receipts tax.
- There are four funds in the state government. Those funds are the Permanent Fund, the Tobacco Settlement Fund, the Tax Stimulus Fund, and the General Fund.
- The NM State budget is approximately \$6 billion. There is a reserve of roughly 10%.
- Oil and gas royalties were projected in the FY '09 budget based on \$98 per barrel oil. Oil is now trading below \$50 per barrel.
- Governor Richardson's plan is to leave higher education and public schools untouched this fiscal year.
- UNM met with the Legislative Finance Committee (LFC). UNM expressed the desire that if there will be cuts, to let UNM determine where those cuts would be rather than simply having its budget slashed.
- UNM is planning for a budget rescission. The state budget has been growing while the revenues are decreasing. By December 11, 2008, UNM should know better of what to expect and what the budget situation looks like.
- UNM is lobbying against a tuition credit this year and it appears that there will not be one.
- One percent of higher education tuition equals \$2.7 million statewide, a majority of which comes from UNM.
- Any new money will be applied to critical needs in state government, health, public safety, etc.
- There will not be a junior budget bill this year. UNM gets a lot of special project funding from that bill.
- If there is additional money for higher education, a priority list has been sent to Higher Education Secretary Reed Dasenbrock. The first priority is faculty and staff compensation.
- The Council of University Presidents will meet December 10, 2008 to discuss approaches to the legislature and fiscal priorities.

The Faculty Senate meeting for November 25, 2008 was called to order at 4:00 p.m. in the Lobo Room of the Student Union Building. Senate President Howard Snell presided.

1. [ATTENDANCE](#)

Guests Present: Associate Dean Holly Barnet-Sanchez (College of Fine Arts), Chair Robert Berrens (Economics), Staff Council President Loyola Chastain (Anderson School of Management), Lecturer Amy Ellwein (Earth and Planetary Sciences), Honorary Degree Chair John Geissman (Earth and Planetary Sciences), Sari Krosinsky (University Communication and Marketing), Professor Tim Lowrey (Biology), Assistant Professor Pat Payne (Nursing), Karin Retskin (Staff Council), Hunter Riley (Student Publications), and Associate Professor Linney Wix (Education).

2. APPROVAL OF THE AGENDA

The agenda was approved as written.

3. APPROVAL OF SUMMARIZED MINUTES FOR OCTOBER 28, 2008 MEETING

The minutes for the October 28, 2008 meeting were approved as written.

4. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

- The Faculty Senate and Staff Council reception for New Mexico State legislators is Wednesday, December 3, 2008 at 6:00 p.m. in the Faculty/Staff Club. The goal of the reception is to give

faculty and staff an opportunity to interact with legislators. It is also a chance to present UNM faculty and staff to the legislature.

- Albuquerque Public Schools (APS) and UNM spring breaks will align in 2009-2010 academic year. The Staff Council and the Faculty Staff Benefits Committee have worked for many years to achieve this.
- Many Faculty Senate committees that have laid dormant have been resurrected. Faculty Senate President Elect Doug Fields (Physics and Astronomy) and Operations Committee member Pamela Pyle (Music) have worked on getting the committees filled and functioning, specifically the Scholarship Committee. The committee will be chaired by Faculty Senator Mary Power (English). The Computer Use Committee is functioning again under the efforts of Associate Professor Jan Armstrong (Education). The Campus Development Advisory Committee (CDAC) had expressed the desire to no longer be a Faculty Senate Committee. After meetings with the Operations Committee and Provost Ortega, the CDAC has chosen to remain a Faculty Senate Committee. There has been difficulty getting a functioning Library Committee. There are other committees that are poorly staffed. President Snell made an appeal to the senate that shared governance requires functioning committees that the administration can utilize. He encourages senators to recruit their colleagues.
- Some of the regents are dissatisfied with the Honorary Degree policy. There will be a task force with the Dean of Graduate Studies, the Graduate Committee Chair, among others, that will work with the President's Office to review the policy.

CONSENT AGENDA

5. APPROVAL OF THE FALL 2008 DEGREE CANDIDATES

Approval of the Fall 2008 Degree Candidates passed by unanimous voice vote of the Faculty Senate.

6. FORMS C FROM THE CURRICULA COMMITTEE

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

- Revision of Class of 2011 Pharmacy Degree, College of Pharmacy
- Revision of Class of 2012 Pharmacy Degree, College of Pharmacy
- Revision of Class of 2013 Pharmacy Degree, College of Pharmacy
- Revision of MS and PhD in Mechanical Engineering, School of Engineering
- New BS in Construction Management, School of Engineering
- Revision of Post-Masters Certificate in Management, Anderson School of Management
- Revision of Dual Degree MSN and MPA, College of Nursing
- Revision in MA in Counseling, College of Education
- Delete BS in Physical Science Education, College of Education
- Name Change of Department for Anderson School of Management, Anderson School of Management
- New Concentration in BS in Sec Ed Physical Education, College of Education
- New Subject Code in Management for Non-Majors, Anderson School of Management
- Revision of Finance Concentration in BBA, Anderson School of Management
- Revision of Concentration in Community Health Intervention, School of Medicine

AGENDA TOPICS

7. FORM D FROM THE CURRICULA COMMITTEE

Angela Wandinger-Ness requested approval of the Form D for a new Certificate in University Science Teaching in Biomedical Sciences. After no questions or discussion the new certificate was passed by unanimous voice vote.

8. SENATE GRADUATE COMMITTEE CHARGE REVISION

Senate Graduate Committee Chair Ron Andrews (Physical Therapy) presented the following revised charge for the Senate Graduate Committee. The revision reflects the new inclusion of the professional degrees such as Architecture and Pharmacy. The UNM Graduate and Professional Student Association (GPSA) supports the revision. The Office of Graduate Studies may move towards a more professional focus to better support Graduate Assistants (GAs) and Teaching Assistants (TAs). Professional and graduate curricular forms will be reviewed and approved by the Senate Graduate and Professional Committee. The revision was passed by unanimous voice vote of the Faculty Senate.

A61.11

Policy

SENATE GRADUATE AND PROFESSIONAL COMMITTEE

The Senate Graduate and Professional Committee (SGPC), in consultation with College (School or Division) Graduate Committees, the Dean of Graduate Studies and the Executive Vice President for Health Sciences is responsible for maintaining and enhancing the quality of graduate/professional education in the University and its graduate and/or professional centers by (1) making recommendations on proposals for major changes in graduate/professional programs (Forms C and D), including new degrees and certificates, new programs, new majors and minors and concentrations, name changes, substantive changes in existing programs and suspensions or abolition of degrees or programs, and transmitting them to the Faculty Senate; (2) participating, together with members of the Curricula and Undergraduate Committees, in periodic reviews of instructional units and programs; (3) ascertaining the degree to which modifications recommended by the reviews of academic units and programs have been implemented, identifying obstacles to making such modifications, and determining how such obstacles might be surmounted; (4) coordinating and monitoring graduate/professional activities throughout the University; (5) presenting to the Faculty Senate recommendations concerning general policies for graduate/professional education, including the creation, suspension and termination of graduate and/or professional degrees and programs; (6) recommending to the Faculty Senate the granting of graduate, professional and honorary degrees; and (7) hearing and resolving disputes involving policy or quality control issues pertaining to University-wide regulations and standards for graduate and professional students and graduate and professional education following procedures as will be found in appropriate sections of the Faculty Handbook and the UNM Catalog.

(The membership shall consist of fifteen faculty and one student: one faculty member selected by each of the following College/School/Division Graduate Committees from its membership: Architecture and Planning, Education, Engineering, Fine Arts, Law, Management, Medical Sciences, Nursing, Pharmacy, Public Administration; three faculty members selected from its Graduate Committee membership by the College of Arts and Sciences, one representing each of the three divisions within the college [sciences, social sciences, humanities]. one member each from the University Libraries, University College, and the Graduate and Professional Student Association. The Dean, Associate and Assistant Deans of Graduate Studies, the University Registrar, the Vice Provost for Extended University, and the Provost or his/her designee shall be non-voting ex-officio members.)

The selection of faculty members is made in the spring semester of the preceding year and is for a two-year term. The terms are staggered so that Architecture & Planning, Engineering, Law, Management, Nursing, Pharmacy, University College, and one member from Arts & Sciences are chosen in odd-numbered years while Education, Fine Arts, Medical Sciences, Public Administration, University Libraries, and the other two members from Arts & Sciences are chosen in even-numbered years. The GPSA representative is chosen for a one-year term. All representatives will serve no more than three consecutive terms.

Late in the spring semester of each odd-numbered year, the committee membership elects a chair-elect who assumes the chair the fall semester of the next even numbered year. The chair serves a 2-year term, but does not represent his/her College (School or Division). Rather the College (School or Division) Graduate Committee whose representative assumes the chair will choose a new representative to serve out the chair's term or begin a new two-year term, as appropriate.

Charge to College Graduate and/or Professional Committees

1. Within the college/school/or division, the graduate and/or professional committee, in consultation with the dean or director of that unit, supervises and coordinates graduate/professional activity and maintains the University's policies regarding graduate/professional affairs and recommends to the college/school/or division faculty supplementary policies appropriate to the unit in question, as well as recommending to the Senate Graduate and Professional Committee whatever revisions in basic University policy it deems necessary to maintain and improve the quality of graduate/professional education.
2. Within the policies established by the Faculty Senate, the SGPC, and the faculty of the college/school/or division, the committee in consultation with the dean or director of the college/school/or division shall be responsible for: (a) endorsement of new courses and programs at the graduate/professional level; (b) approval of regular full-time graduate faculty for courses receiving graduate credits; (c) endorsement of standards for appointment of graduate, teaching, research and project assistants; (d) receiving and processing petitions on behalf of individual graduate and/or professional students dealing with changes in programs, requirements related to that graduate/professional unit, or any other appeal of an academic nature; and, (e) maintenance of quality control processes including admission of students to graduate/professional programs, endorsement of the membership of examination committees, dissertation committees and program of studies committees. Final approval (except 2b) rests with the SGPC in conjunction with the Dean of Graduate Studies or appropriate Professional Program equivalent as noted above in the charge to the Senate Graduate/ Professional Committee.
3. The graduate and/or professional committee of each college/school/or division in consultation with its dean or director and acting within the general faculty policies of that unit shall recommend to the Senate Graduate and Professional Committee the internal arrangement and procedures deemed most appropriate to the implementation of 1 and 2 above. Approval of the implementation proposals from each college/school/or division rests with the SGPC acting in consultation with the Dean of Graduate Studies or appropriate Professional Program equivalent.

9. RESOLUTION FROM THE FACULTY STAFF BENEFITS COMMITTEE

Due to the urgency of the issue, the Operations Committee has not had an opportunity to review the resolution. Typically, a resolution from a Faculty Senate Committee will be reviewed by the Operations Committee before it is presented to the senate. President Snell suggested that any vote on the resolution be tabled until the next senate meeting to allow time for Human Resources to prepare a statement. Human Resources has expressed the concern that they have not had an opportunity to present on the issue. The Operations Committee is not in disfavor of the resolution. The Operations Committee feels that there is not enough information to proceed with a resolution.

Professor Feroza Jussawalla (English) and Program Manager Jennifer Bayley (Anderson School of Management), co-chairs of the Faculty Staff Benefits (FSB) Committee, presented a resolution on the preservation of the Long Term Care (LTC) benefit provided by the University of New Mexico to the faculty and staff. The resolution is a result of a question by Human Resources to the FSB Committee on the possibility of eliminating the LTC benefit. The FSB Committee passed a motion stating that the benefit should be preserved. The benefit has been provided for the last five years at a cost of \$700,000 per year. Human Resources would like to move the funds to where it would be more productively used. Not many people know of the LTC benefit and thus do not utilize it.

After much discussion the resolution was unanimously passed as follows:

1. WHEREAS, the UNM Faculty Senate, as a representative body of the larger faculty population, values the benefits currently offered by the University, and
2. WHEREAS, according to UBPPM 3600,
 - The benefit of Long Term Care Insurance currently includes the following:
 - a. automatic enrollment of all full-time employees employed for one (1) year (both faculty and staff, no additional paperwork required),
 - b. guaranteed basic coverage (no medical underwriting required),
 - c. coverage of basic plan premiums by UNM, and
3. WHEREAS, according to Long Term Care Insurance information distributed by the UNM Human Resources Department,
 - Long Term Care Insurance provides the covered individual with a choice of how and where care is received, and can be provided in the home, in an assisted living or residential care facility, or in a skilled nursing facility,
 - The national average for long term care is close to \$70,000 per year, and costs are expected to double by the year 2025,
 - Health insurance, Medicare, and Medicaid do not cover most expenses related to long term care, and
4. WHEREAS, according to the Benefits Survey conducted by the UNM Human Resources Department and presented at the October 8, 2008 HR Symposium, medical and health-related benefits repeatedly rank as the most important benefits to UNM faculty and staff members (based on 1,481 responses), and
5. WHEREAS, accessing LTC Insurance coverage at a more advanced age increases the cost dramatically, and
6. WHEREAS, UNM's continuing to automatically enroll all full-time employees employed for 1 year and continuing to cover 100% of the premium for a Long Term Care Insurance basic plan
 - guarantees a large pool of insured, the size of which directly affects premium payments (including basic plan premiums, more comprehensive "buy up" coverage premiums, family member premiums, and retiree premiums),
 - provides an indirect but perhaps even more important benefit, in that premium rates paid by UNM retirees are determined by the age at which they were initially enrolled in coverage, not by the age at which they retire.
 - would continue an existing benefit to UNM employees, and
7. WHEREAS, the UNM Human Resources Department is considering discontinuing UNM's coverage of eligible employees' premiums for basic Long Term Care Insurance, requiring employees to elect coverage for themselves, enroll themselves in the coverage, and pay their basic plan premiums out of pocket, and
8. WHEREAS, discontinuing UNM's coverage of basic plan premium payments and automatic enrollment of eligible employees would set a precedent of reducing faculty and staff benefits already in place, and
9. WHEREAS, the UNM Human Resources Department has no information about the existing Long Term Care Insurance benefit on its web page (<http://hr.unm.edu/>),
10. NOW THEREFORE, be it resolved that the UNM Faculty Senate formally requests that UNM continue the existing benefit to its eligible employees of providing basic Long Term Care Insurance coverage through automatic enrollment, and
11. BE IT FURTHER RESOLVED that any Request for Proposals regarding Long Term Care Insurance include
 - automatic enrollment of eligible employees
 - basic-plan premium coverage by UNM
 - premium rates paid by UNM retirees are determined by the age at which they were initially enrolled in coverage, not by the age at which they retire

- at a minimum, the current level of basic plan benefits (guaranteed coverage, 3 years benefit duration, \$2,000 monthly benefit amount, Long Term Care Facility Coverage, Non Forfeiture, and Professional Home Care), and
12. BE IT FURTHER RESOLVED that the UNM Human Resources Department will promptly post comprehensive information about Long Term Care Insurance coverage on its web site, and
 13. BE IT FURTHER RESOLVED that the UNM Human Resources Department and the UNM Faculty Senate will take concrete steps to address the knowledge gap about Long Term Care Insurance in the UNM employee population.

Copies of this Resolution shall be sent to UNM President David Schmidly, President of the UNM Staff Council Loyola Chastain, Human Resources Vice President Helen Gonzales, and The UNM Board of Regents office.

10. NEW BUSINESS AND OPEN DISCUSSION

The next Faculty Senate meeting is Tuesday, January 27, 2009.

11. ADJOURNMENT

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Rick Holmes
Office of the Secretary