

3-24-2009

Faculty Senate Summarized Minutes, 3/24/2009

UNM Faculty Senate

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FACULTY SENATE SUMMARIZED MINUTES

**2008-2009 Faculty Senate
March 24, 2009**

The Faculty Senate meeting for March 24, 2009 was called to order at 3:05 p.m. in the Lobo Room of the Student Union Building. Senate President Howard Snell presided.

1. ATTENDANCE

Guests Present: Associate Director Elisha Allen (New Media and Extended Learning), Professor Eleni Bastea (Architecture and Planning), Director Karl Benedict (Earth Data Analysis Center), Fiscal Operations Director Michael Duran (Human Resources), Vice Provost Wynn Goering, Vice President Helen Gonzales (Human Resources), Deputy Provost Richard Holder, Professor Tim Lowrey (Biology), Associate Professor Amy Neel (Speech and Hearing Sciences), Provost Suzanne Ortega, Employee Benefits and Services Director Elaine Phelps (Human Resources), Registrar Kathleen Sena, and Associate Professor Jackie Shane (University Libraries) .

2. APPROVAL OF THE AGENDA

The agenda was approved as written.

3. APPROVAL OF SUMMARIZED MINUTES FOR JANUARY 27, 2009 MEETING

The minutes were approved with as written.

4. APPROVAL OF SUMMARIZED MINUTES FOR FEBRUARY 24, 2009 MEETING

The minutes were approved with as written.

5. PROVOST'S REPORT

The Faculty Senate President reported on the following:

Provost Ortega is meeting with President Schmidly, Curt Porter, Andrew Cullen, and the deans to develop this year's budget. There will be thoughtfulness to minimize the impact on academic budgets.

There will be approximately a five percent hit on the budgets of most special projects.

The overall impact on the Instruction and General (I&G) budget was approximately 2.4%.

The University has the flexibility to one-time move capital budgets to fill in the shortfalls of I&G.

There is a continuing underfunding of utility bills of approximately \$3 million.

Seven hundred thousand dollars has been allocated to new Teaching Assistant and Graduate Assistant lines. There is also a \$500,000 increase in overall college operating budgets.

There were a series of things that were funded with one-time budgets. The challenge will be to transform it into recurring funding.

There are several different tuition models that are being considered in attempt to break even. Presently, academic colleges are in the one percent or less range for reduction.

There will likely be at least one special session of the state legislature, with a possibility of two special sessions. There is also the possibility of mid-year budget rescissions. The pause and hold on hiring will continue. Nobody has been laid off as a result of the pause and hold strategy.

After President Schmidly has had an opportunity to work with the deans, he will update his budget website.

In late April, Provost Ortega will organize a meeting with deans and department chairs to develop a plan and a timeline for better communication between faculty and the administration. The six suggestions from the Faculty Senate will be part of the plan or a foundation for a plan.

Senator Virginia Shipman suggested that deans and department heads communicate with their faculty after meeting with administration. Deans should meet with their faculty to keep them updated. An audience member suggested that a statement or a plan should be developed before the accreditation site visit in April. Provost Ortega replied that meeting before the site visit is not possible.

The Provost stated how would she know if effective communication had taken place? Knowing the answer would aid in facilitating communication between the faculty and on up the chain. Provost Ortega asked what are the key pieces of information missing that faculty need to function effectively.

A senator suggested that the university ask the accreditors for national strategies.

Senator Ed DeSantis suggested that each department chair and in turn each dean, describe how they communicate with members of their department and do they treat everyone equally.

Provost Ortega does not want another 90 minute meeting where the deans, faculty, etc., are told what to do. She wants to find a way to have a constructive meeting that is open, honest, candid, and polite.

Perhaps there should be a website that has questions and suggestions on communication.

A senator commented that chairs often do not communicate in an attempt to keep from overwhelming their faculty. There needs to be an efficient mechanism to communicate. One chair emails his faculty once per week to keep them informed of issues in between their faculty meetings. Another department posts information and news to their intranet, but it is often weeks out of date.

6. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

Please nominate yourself or someone else to run to serve on the 2009-2010 Operations Committee or the 2009-2010 President-Elect.

President Snell met with President Schmidly on the Faculty Senate Six Points. President Schmidly said that President Snell and the senate should work with Provost Ortega on figuring out how to implement the six points.

There are two classes of decisions that need to be made at UNM. The operational decisions have to be made very quickly. Policy decisions can withstand the grinding process of discussion, voting, revising, etc. Policy decisions should be debated by the senate.

President-Elect Doug Fields presented an update on the audit that was called for by the general faculty. The questions are being organized for the audit. The audit is not a financial audit, it is a program audit. In a program audit, the money should be able to be tracked and determined where it went. The time-frame for the program audit should cover fiscal year 2003 through fiscal year 2009.

CONSENT AGENDA

7. FORMS C FROM THE CURRICULA COMMITTEE

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

- Deletion of Concentration in Masters of Counseling, College of Education
- Revision of Concentration in BS of Nuclear Medicine Imaging, School of Medicine
- Revision of Concentration in BS of Nuclear Medicine Imaging, School of Medicine
- Revision of Certificate in Nuclear Medicine Imaging, School of Medicine
- Revision of MRI Emphasis in BS RAD Sciences, Radiography, School of Medicine
- Revision of CT Emphasis in BS RAD Sciences, Radiography, School of Medicine
- New Department of Pharmaceutical Sciences, College of Pharmacy
- New Department of Pharmacy Practice and Administrative Sciences, College of Pharmacy
- New Major, Minor, and Subject Code in BA of International Studies, College of Arts and Sciences
- Name Change of Emphasis in MS of Pharmaceutical Sciences, Economics and Policy Outcomes, College of Pharmacy
- Name Change of Emphasis in MS of Pharmaceutical Sciences, College of Pharmacy
- Name Change of Degree in MS of Architecture, Post Professional Program, School of Architecture Planning
- New Concentration in PhD, MS, and MA of Anthropology, College of Arts and Sciences
- Revision of Major in MS of Geography, College of Arts and Sciences
- Revision of BA in Geography, College of Arts and Sciences
- Revision of Major in BS of Geography, College of Arts and Sciences
- Revision of Minor in Geography, College of Arts and Sciences
- Revision of Nuclear Medicine Imaging Concentration, School of Medicine
- Revision of MRI Emphasis in BS RAD Sciences, Radiography, School of Medicine
- Revision of CT Emphasis in BS RAD Sciences, Radiography, School of Medicine
- Revision of Nuclear Medicine Imaging Certificate, School of Medicine
- Revision of Nuclear Medicine Imaging Concentration, School of Medicine
- Revision of Optics Concentration in BS of Physics, College of Arts and Sciences
- Revision of Optics Concentration in BS of Physics, College of Arts and Sciences
- Revision of Operations Management Concentration in BBA, Anderson School of Management
- Revision of Marketing Management Concentration in BBA, Anderson School of Management
- Revision of Accounting Concentration in MBA, Anderson School of Management
- Revision of Major in BS of Signed Language Interpreting, College of Arts and Sciences
- Revision of Comparative Literature Concentration in MA of Comparative Literature and Cultural Studies, College of Arts and Sciences
- Revision of Major in BS of Computer Engineering, School of Engineering
- Revision of Keyboard Performance Emphasis in BA of Music, College of Fine Arts
- Revision of Minor in Music Education, College of Fine Arts
- Revision of Operations Management Concentration in MBA, Anderson School of Management
- Revision of Conducting Concentration in MA of Music, College of Fine Arts

- Revision of Major in BA of Portuguese, College of Arts and Sciences
- Revision of Clinical Concentration in PhD of Psychology, College of Arts and Sciences
- Revision of Major in BS of Electrical Engineering, School of Engineering
- Revision of Major in MFA of Dance, College of Fine Arts
- Revision of Major in BA of Russian, College of Arts and Sciences
- Revision of Theatre Education Concentration in MA of Theatre and Dance, College of Fine Arts
- Revision of Information Assurance Concentration in MBA, Anderson School of Management
- Revision of Performance Concentration in MA of Music, College of Fine Arts
- Revision of Management Information Systems Concentration in MBA, Anderson School of Management
- Revision of Marketing Concentration in MBA, Anderson School of Management

AGENDA TOPICS

8. APPROVAL OF SUMMER 2009 TO FALL 2011 ACADEMIC CALENDAR AND THE 10-YEAR SEMESTER CALENDAR

Registrar Kathleen Sena presented the Summer 2009 to Fall 2011 Academic Calendar and the 10-year semester calendar for senate approval. The senate passed the calendars by unanimous voice vote.

9. FORM D FROM THE CURRICULA COMMITTEE

Civil Engineering Arup Maji presented the proposed new graduate degree in Civil Engineering. The senate unanimously passed the new graduate degree.

10. FORMS C FROM THE CURRICULA COMMITTEE

The following Forms C for new certificates were unanimously approved by voice vote of the Faculty Senate:

- New Computed Tomography Certificate in Radiology, School of Medicine
- New Positron Emission Tomography Certificate in Radiology, School of Medicine
- New Magnetic Resonance Imaging Certificate in Radiology, School of Medicine

11. ACCREDITATION

Vice Provost Wynn Goering presented an update on the 2009 university accreditation. The North Central Association is now the Higher Learning Commission. The accreditation covers main campus, the Health Sciences Center, and all the branch campuses. The accreditation is the foundation of where UNM gets its credibility. Accreditation enables the university to receive loans, grants, etc. The site visit will be in two weeks and the schedule is not yet finalized. The accreditors will meet with the governance bodies at UNM (AF&T, Committee on Governance, and the Faculty Senate Operations Committee), the deans, associate deans, and the vice presidents.

The accreditation will not result in an up or down vote. It will determine what is required of the university to maintain its accreditation.

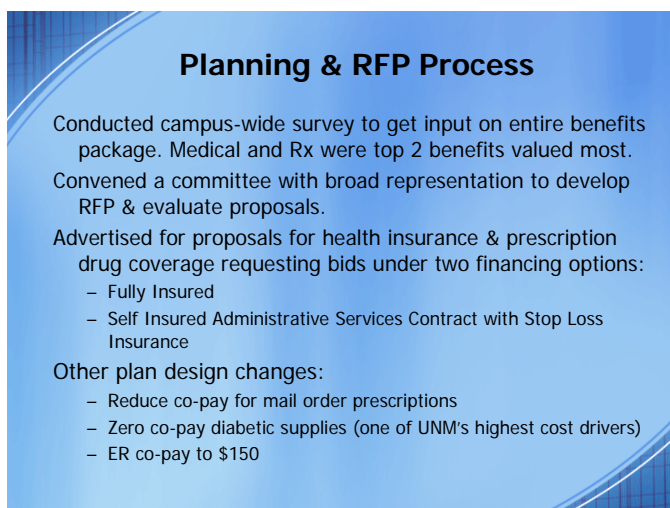
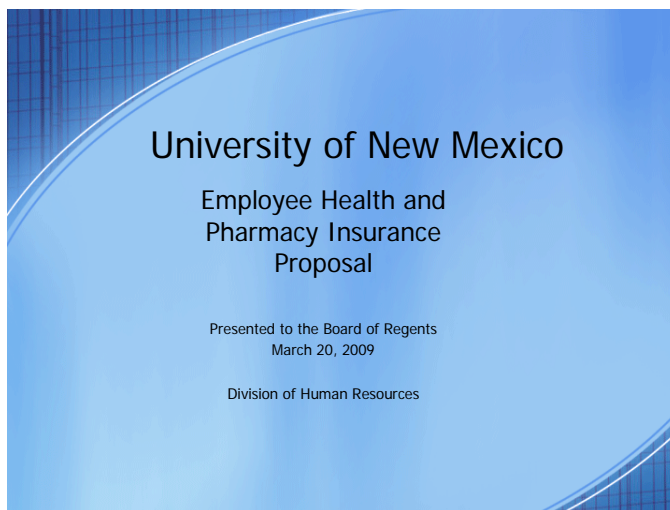
The faculty role is to read the self-study. If interviewed, the faculty should provide full disclosure. The HLC is aware of the issues that are facing UNM.

12. RESEARCH POLICY COMMITTEE REPORT

Research Policy Committee Chair Debra Helitzer provided a brief report on the committee. There are many new members. Currently the committee is reviewing its charge. The current charge is extremely broad and not very feasible. There is overlap between the RPC and the Executive Research Advisory Committee (ERAC). The co-chairs of ERAC spoke to the RPC regarding the ERAC charge. The formation of ERAC did not involve anyone from the RPC. ERAC invited RPC to work with them.

13. 2009-2010 ACADEMIC YEAR HEALTH INSURANCE BENEFITS

Vice President for Human Resources Helen Gonzales presented the following PowerPoint that describes the health insurance benefits for 2009-2010. UNM has moved to self-insurance for healthcare. UNM's dental benefit program went to self-funding last year. Some examples of other entities that are self insured are the State of New Mexico, the City of Albuquerque and Albuquerque Public Schools. The move to self insurance will result in no premium increase for 2009-2010.



Recommendation

Based on Best and Final Offers from Bidders

- Lovelace and Presbyterian self insurance for FY10
- Express Scripts pharmacy carve out for FY10

Advantages

- Self insured bids from Lovelace and Presbyterian will reduce expenses allowing for increased reserve
- Easy transition
 - No change in health insurance carriers
 - One prescription drug carrier for both medical plans

Pharmacy Carve Out Analysis

Comparison of Pharmacy Discount Options

Dual Carrier Pharmacy Claims Costs (Lovelace and Presbyterian)	\$7,845,856
Sole Carrier Pharmacy Claims Costs (Express Scripts)	<u>\$ 7,117,337</u>
Sole Carrier Pharmacy Claims Savings	\$ 728,519

Self Insured Product

Fiscal Year 0910 Proposed

Lovelace Plan ASO Fees	\$ 1,777,083
Presbyterian Plan ASO Fees	\$ 1,219,535
Express Scripts ASO Fees	\$ 490,000
Medical Claims Costs	\$34,482,882**
Pharmacy Claims Costs	\$ 6,627,337**
Stop Loss Insurance	<u>\$ 1,867,329</u>
Total Self Insured Cost	\$46,464,166
Current 0809 Insured Cost	<u>\$47,937,137</u>
Self Insurance Decreased Cost	(\$ 1,472,971)

** Actuarial costs estimates (error factor (+/-) 3%)

Fully Insured Product

Fiscal Year 0910 Proposed	
Lovelace Health Plan	\$29,277,643
Presbyterian Health Plan	\$22,075,990
Total Fully Insured Cost	\$51,353,633
Current 0809 Insured Cost	<u>\$47,937,137</u>
Additional Cost 0910	\$ 3,416,496
Increased Cost to UNM	\$ 2,118,228
Increased Cost to Employees	\$ 1,298,268

Fully Insured Product vs Self Insured Product

Total Fully Insured Cost 0910	\$ 51,353,633
Total Self Insured Cost 0910	\$ 46,464,166
Fully Insured Increased Cost	(\$ 3,416,496)
Self Insured Decreased Cost	<u>(\$ 1,472,971)</u>
Self Insured Savings vs Fully Insured	(\$ 4,889,467)

Historical Increase in Health Premiums



Insurance Reserve Analysis

Beginning Balance July 1, 2009	\$ 7,165,000
<u>Additions</u>	
Medical/Pharmacy Claims Lag	\$ 3,185,000
Self Insured Cost Savings	\$ 1,472,971
Interest Earnings	\$ 153,275
Reserve Balance June 30, 2010	\$11,976,246

Gallagher Benefits Actuarial Reserve Recommendation

\$10,750,000 85% Claims Competence

\$12,650,000 95% Claims Competence

Claims competence is reliability of adequate reserve.

14. NEW BUSINESS AND OPEN DISCUSSION

No new business was raised.

15. ADJOURNMENT

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

Respectfully submitted,

Rick Holmes
Office of the Secretary