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Faculty Senate Summarized Minutes, 2/28/2012

UNM Faculty Senate

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FACULTY SENATE SUMMARIZED MINUTES

2011-2012 FACULTY SENATE
February 28, 2012

The Faculty Senate meeting for February 28 was called to order at 3:03 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Tim Ross presided.

1. ATTENDANCE

Guests Present: Miriam Blein (Student Publication Intern), Robert Brave (Journalism Student), Chair Ann Brooks (Faculty Senate Budget Committee), Senior Vice Provost Michael Dougher (Office of the Provost), Employee Benefits Services Manager Joey Evans (Human Resources), Vice President Helen Gonzales (Human Resources), Acting Dean Kate Krause (University College), Sunny Liu (Residence Education Program), Assistant Professor Danizete Martinez (UNM Valencia), Employee Services and Benefits Director Elaine Phelps (Human Resources), Research Professor Lee Rickard (Physics and Astronomy), Dean Catalin Roman (School of Engineering), Jessika Williams (Daily Lobo), and Director Irene Vasquez (American Studies).

2. APPROVAL OF THE AGENDA

The agenda was approved as written.

3. APPROVAL OF SUMMARIZED MINUTES FOR JANUARY 24, 2012 MEETING

The minutes were approved as written.

4. MEMORIAL MINUTE FOR PROFESSOR DAVID L CRAVEN

Faculty Senate President Tim Ross presented the request from Art and Art History Chair Kirsten Buick for a Memorial Minute for Distinguished Professor David Craven. After a brief introduction, the Faculty Senate observed a minute of silence for Professor Craven. Faculty Senate President Tim Ross thanked the Senate and guests for their reverence of Professor Craven.

5. FACULTY SENATE PRESIDENT'S REPORT

Faculty Senate President Tim Ross reported the following:

- Honors College update. There are dedicated slots later in the agenda for this item and the Faculty Senate reorganization. More will be presented later in the meeting.
- Faculty Senate Reorganization. More will be presented later in the meeting.
- UNM Foundation Philanthropy Study Group has been working for about three months. This group involves faculty, administrators, and community members. They will help advise the UNM Foundation on where to spend a significant amount of their time over the next five years. The faculty on the group felt that one of the most important needs over the next five years is funding for endowed chairs and professorships and funding for graduate student funds.

The Foundation has almost been completely cut from University support. This has had a negative impact up to this point. The study group also looked at how to enhance the Foundation budget for operating expenses. The plan is to hire more development offices in the next five years.

- Coalition on Intercollegiate Athletics (COIA) Activities for Division I Sports. COIA is a group of faculty senate presidents from around the country who are concerned about the escalating costs of Division I football and basketball and the impact on the academic mission of the schools.

The group has formulated five recommendations that they would like feedback on from 58 universities around the country; UNM is one of them. President Ross will send the link to the senators and request input.

- Honorary Degree Committee change in procedures. There was a bit of a 'hiccup' in the process this year. One of the Board of Regents revealed the names of the winners prior to the University President being able to notify the recipients. The process through the Senate will not change and there are recommendations to change the way the two BOR committees handle the confidentiality of the process at the end.
- HSC Council Charge update. Chair of the HSC Council Nikki Katalanos and Committee on Governance Chair Ursula Shepherd are discussing revisions to the draft charge. The changes are minor and should be ready for Senate consideration at the March meeting.
- Santa Fe Legislation. Instruction and General (I&G) funds will be a little higher than last year by about 7.5%. However, UNM is still substantially under what it was operating under before the last three years of cuts. The 1.75% retirement swap is being restored. The tuition credit is gone for this year. The legislature has put a five percent cap on any tuition increase. The BOR is looking at a small compensation increase for faculty and staff from I&G funds and other sources to see if it is possible. There is pressure from the Governor's Office on the UNM BOR to not grant any compensation increase.
- ERB Rule #3 Proposal. Many Senators wrote to President Ross regarding rule number 3. He has spent a lot of time on this as has many others across campus. The concern is that they may change some of the language about what actually qualifies for salary to contribute to your ERB annuity. It was being replaced by rather vague language. Ensuring that summer salaries for research, summer salaries for teaching, Supplemental Administrative Compensation (SACs), School of Medicine incentive fees, etc., do not change. These changes are internal to the ERB only and it would not go to the legislature. Please contact the ERB through their website if you have an opinion.
- Strategic Budget Leadership Team (SBLT) and the Student Fee Review Board (SFRB) update. The SBLT is meeting on a weekly basis because the University Budget Summit is at the end of March. The SFRB has finished their recommendations, deciding to suggest a modest fee increase of 3.4%.
- Policies Update
 - Lecturer Career Path. The Lecturer Career Path proposal is out for faculty vote now. If approved it will go to the Board of Regents Academic Student Affairs and Research Committee for consideration.
 - Endowed Chair. The Endowed Chair Policy revision drafted by Past President Richard Wood is being reviewed by the Faculty Senate Policy Committee. Both President Schmidly and President-Elect Frank support an Endowed Char Policy. The revision will go to the Operations Committee after the Policy Committee has finished the review and it should come to the Senate for consideration in April.
 - C100 Workload. Policy C100 is also being reviewed by the Policy Committee and may come to the Senate for a vote in April.
- The Operations Committee is meeting with President Elect Robert Frank on March 6 to talk about things important to the faculty. President Ross asks senators to send in any concerns they wish

the Operations Committee to consider in their discussions with Dr. Frank.

- The iPad winner from the Information Technology Department's Faculty Technology Use Survey is Sheri Karmioli.

6. FACULTY SENATE REORGANIZATION UPDATE

The University Constitution, under A51, grants the Faculty Senate the right and responsibility of organizing itself as it deems appropriate. This process has been on-going for the last two years since Doug Fields was Faculty Senate President. On May 3, 2011, there was a special Faculty Senate meeting held to discuss the reorganization plan.

President Ross presented the Faculty Senate Reorganization Plan as an information item. The plan and a place to provide feedback are available on the Faculty Senate website. The proposal was sent to the 21 Faculty Senate Committees for feedback. He has received some feedback from senators, committee members, and committee chairs. The overall response has been positive. President Ross presented the following advantages for restructuring:

- More efficient management: 6 Councils vs. 21 Committees
- Quicker response to Administration and Regents requests
- Allows for self-organization of Councils, with Senate approval
- Some senators will be directly involved in Council activities
- Council Chair can be a "training ground" for future administrators
- Budgets for Council Chair support will be added (SACs and FTE).

President Ross has agreement from Executive Vice President David Harris (Budget and Administration) to provide some money; money for SAC or course releases and 2.0 FTEs for the University Secretary's Office.

President Elect Amy Neel (Speech and Hearing Sciences) supports the position that the council chairs must be voting members of the new Operations Committee. Council Chairs would have no incentive to participate if they do not have a vote and are merely advisors. Without voting rights for the council chairs on the new Operations Committee, the proposal adds another layer of bureaucracy. She supports the proposal going to the full faculty for a vote.

Operations Committee member Vageli Coutsias (Math and Statistics) feels that if the council chairs are voting members, the Operations Committee could be diluted with non-senators. Also the senate would be controlled by the non-senators by having a majority over the new Operations Committee. The proposal changes the governance structure from democratic to technocratic.

Faculty Handbook Sections A51 and A60 provide information on the Faculty Senate. President Ross asks that the Senate review the reorganization plan and the sections from the FHB for the next 30 days and send any feedback to him or the Operations Committee. President Ross hopes to vote on the proposal at the March meeting.

7. HONORS COLLEGE UPDATE

Senior Vice Provost Michael Dougher will be providing an update later in the meeting. The Honors College proposal will be coming to the Faculty Senate at the March meeting. The Honors College will be reorganized per Faculty Handbook Policy A88 for the formation of a new unit.

The approval of the curriculum and the approval of any new degrees and/or certificates will be done after the formation of the college by a separate process. Any graduate programs in the new Honors College would have to be approved by the Board of Regents and subsequently the State of New Mexico. The hope is to have it completed by summer or early fall with the undergraduate curricula.

President Ross asks the Senate to review the Honors College proposal for 30 days and provide feedback to him or to the Operations Committee. He intends to present it to the Senate at the March meeting for a vote.

CONSENT AGENDA

8. FORMS C FROM THE CURRICULA COMMITTEE

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

- Revision of PhD in Nursing, College of Nursing
- Revision of PhD in Nursing, College of Nursing
- Revision of Acute Care Nurse Practitioner Concentration, College of Nursing
- Revision of BS in Electrical Engineering, School of Engineering
- Deletion of MS in Hazardous Waste Management, School of Engineering
- Deletion of Certificate in Systems Engineering, School of Engineering
- Revision of Emphasis in Nanoscience and Microsystems, School of Engineering
- Revision of HMMV Options I, II, III, in the BA/MD Major, College of Arts and Sciences
- Revision of Undergraduate Honors in Chemistry and Chemical Biology, College of Arts and Sciences

9. 2011-2012 FACULTY SENATE COMMITTEE APPOINTMENTS

Additions to the 2011-2012 Faculty Senate Committees were approved by unanimous voice vote of the Faculty Senate.

AGENDA TOPICS

10. DEAN'S EVALUATION UPDATE

Past President Richard Wood explained the Dean's Evaluation instruments. It will be used to evaluate deans and directors. He explained that the Faculty Senate is in charge of the Dean's Evaluations. The Provost approached the Operations Committee to revise the present instrument. Provost Abdallah felt it was too long and that many faculty may not be involved enough to answer all the questions adequately. The Operations Committee felt that an in-depth evaluation was still useful.

The proposal is for a two-tiered system; all faculty will evaluate their deans yearly online, but the first question will determine if the faculty member gets the short version or the longer in-depth version of the evaluation instrument. It is a self-chosen question based on how well the faculty feels they know governance and their dean in their school or college. The brief instrument has about a dozen items quelled from over 30 in the in-depth version. The results will report separately. Policy is being developed regarding the results of the surveys.

Past President Wood asked for feedback. Dean Catalin Roman (School of Engineering) made the following suggestions:

- Re-craft the first question and divide it into three bullet points.
- Have the faculty-member indicate their rank and position when completing evaluation.
- Provide a report with scores and deviations for faculty.
- Have the Provost present the results to each school or college faculty. It could be very productive.


- At the University level, staff input should be considered.

Dr. Wood explained that this is an information item and asked that further feedback be sent to him or the Operations Committee. President Ross added that the Provost will use the results with deans. All faculty and chairs will be allowed to fill out the survey. He also asks the Senators to take this information to their constituents.

11. FISCAL YEAR 2013 BENEFITS INFORMATION

Vice President Helen Gonzales presented the following slideshow regarding the Fiscal Year 2013 Health Benefits.

UNM Medical Plan Update



Varying Perspectives on Health Care Costs

High and rising costs are...

1. Not such a serious problem.
2. A problem, but they are created by factors external to the health care system.
3. Caused by the absence of a free market; the remedy is to give patients more responsibility for costs of care and to encourage competition among health insurers and providers.



Varying Perspectives on Health Care Costs

4. Result from medical technologies creating innovation in the diagnosis and treatment of illness.
5. In part the result of excessive costs of administering the health care system.
6. Explained by the absence of strong cost-containment measures.
7. Are the result of the market power of health care providers.

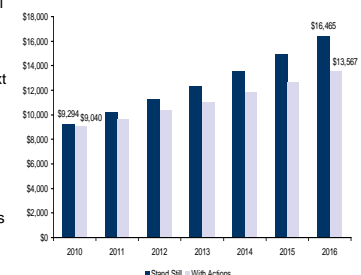
*Annals of Internal Medicine May 2005



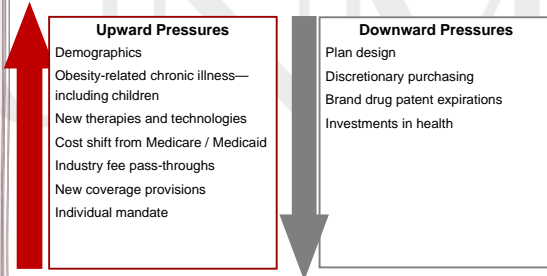
The Realities in the Wake of Health Reform

- This is just the beginning
 - Regulatory guidance and additional legislation will continue
- Without aggressive action, employer health care costs will increase 60% in the next five years
 - The era of the copay is over
 - Employers will be requiring more of their employees
 - Some will move towards defined-contribution approach in health care or stop offering it all together

Annual gross trend of 10% per year; net trend of 7% per year



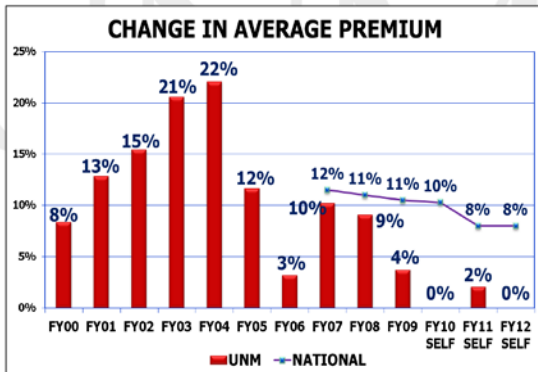
Going Forward - Employer Costs Will Rise 60% on a "Stand Still" Basis



UNM's Challenges

- Average employee age ~ 50
- Under age 65 Retirees in active pool
- Healthcare Reform increased costs by ~ 1.5%
- UNM prescription drugs costs nearly 20%
 - National norm is 15%-18%
- Choice of networks & providers
- Self-funded plan has matured

Bottom Line: Costs Increased 117% from FY 2000-FY 2009



How We've Dealt With Rising Costs: Past Cost Mitigation Strategies

- FY 2010
 - Self-insured
 - Carved out prescription drug coverage
- FY 2011
 - Dependent Eligibility Audit
 - Reserve funds
- FY 2012
 - Plan design changes
 - One-time Early Retiree Reinsurance Program funds
 - Reserve funds
 - Retiree Health Care Task Force



UNM FY 2012 Projected Costs

Medical Claims Costs	\$42,874,000
Pharmacy Claims Costs	\$10,210,000
ASO Fees & Costs	\$ 3,592,000
Stop Loss Insurance	\$ 1,619,000
Total Health Plan Costs	\$58,295,000



UNM FY 2012 Funding

FY12 Premium Base	\$55,000,000
ERRP Funding	\$ 451,440
Pharmacy Rebate	\$ 173,321
Health Reserve	\$ 2,670,239

Total Health Plan Costs \$58,295,000



UNM FY 2013 Projected Costs

Medical Claims Costs	\$45,135,000
Pharmacy Claims Costs	\$10,755,000
ASO Fees & Costs	\$ 3,820,000
Stop Loss Insurance	\$ <u>2,054,000</u>
 Total Health Plan Costs	 \$61,764,000



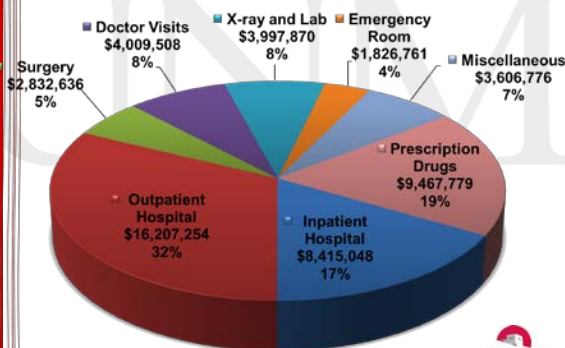
UNM FY 2013 Funding

FY12 Premium Base	\$55,000,000
Interest Earnings	\$ 100,000
ERRP Funding ?	\$ <u>400,000</u>
Total Available Funds	\$55,500,000
 Total Health Plan Costs	 \$61,764,000

Shortfall \$ 6,264,000



UNM Medical Plan Claims Costs



THE FUTURE OF THE UNM HEALTH PLAN

- Promote Health and prevent disease using Personal Health Assessments
- Evaluate High Deductible Health Plans
- Complete medical and prescription drug RFP
- Encourage use of mail order for prescriptions
- Enhance specialty drug management
- Evaluate cost of choice
- Balance cost-sharing strategies: premiums, deductibles, co-pays, co-insurance
- Evaluate contribution tier structure



12. PROVOST'S REPORT

Senior Vice Provost Michael Dougher reported the following:

- Associate Provost Jane Slaughter has been carrying the load of the Faculty Contracts Office reorganization. Kate Krause is the acting Director of University College and has been working hard on the Honors College.
- The Honors College will be completed in two parts; the establishment of the college and then formation of the curricula. The proposal is fairly complete. A positive article about the proposal was in the Albuquerque Journal. The \$79 million cost reported in the paper is the cost of the entire residence hall with all of the academic facilities built-in. It will probably be a General Obligation Bond (G.O. Bond) request with some being raised by the Foundation. The cost to get it up-and-running will be about \$1.5 million. It is expected to generate about \$1.9 million in new revenue so it will be able to pay for itself and be net positive long term. Acting Director Kate Krause added that there is a lot of excitement at area high schools.
- The Promotion and Tenure Committee will be functioning soon. Some faculty will be getting an email from Vice Provost Dougher about serving on the committee. Senator Dennis Davies Wilson (UNM Los Alamos) suggested that there be a branch representative on the committee. Branch processes are quite different. Vice Provost Dougher replied that the branch campuses will have separate P&T committees comprised of branch faculty.
- The Faculty Contracts Office is functioning and is more responsive. The previous director became ill and subsequently retired. A coordinator for the Faculty Contracts process will be

hired. Faculty Contracts will no longer have a director; one is not needed in its renewed function. They are working on automating the process and the forms used.

13. BUDGET PROCESS

President Elect Amy Neel and Faculty Senate Budget Committee Chair Ann Brooks have both served on the Tuition and Fee team. Amy Neel reported that the final report has been finished and submitted to the President and the Board of Regents. The Tuition and Fee Team is a new body this year for this budget cycle. The team focused on aiding the Student Fee Review Board in changing its policy and navigating the change through the budget process. The team also concentrated on the affordability of a degree at UNM. The value of the degree is the difficult part and is something that can be worked on in the future.

Even though UNM's tuition and fees are quite low compared to its peers, if the cost of attending UNM is indexed to the state median income, then UNM is in the middle of the pack. One of the Tuition and Fee Team's recommendations is that if tuition is increased, at least 20% of that be set aside for increased need-based financial aid.

Faculty Senate Budget Committee Chair Ann Brooks added that the Faculty Senate Budget Committee is working hard to ensure they are attending or making the faculty position clear at key budget and task force meetings. Members have attended the BOR Finance and Facilities meetings, Dean's Council meetings, Tuition and Fee Team meetings, and the President's Strategic Advisory Team meetings. They are trying to gather all the information available and voicing the concerns of faculty about the key issues.

President Elect Amy Neel has been working with Associate Vice President for Budget and Planning Andrew Cullen. He has taught her a lot about budgets at UNM. She hopes to use that knowledge next year as Faculty Senate President.

President Ross added that the Provost's Office hopes to use the proposed \$4 million on the following:

- Twenty spots per year for five years for new faculty.
- Funding for Distinguished Professors; presently, they are recognized by title only.
- Funding for promotions.
- Funding to address salary compaction.
- Support staff associated with new faculty hires.
- Addition of four advisors per year.
- Teaching Assistant support.
- Funding for Part Time Instructors (PTI).
- Funding for faculty retention.

The University Budget Summit is Friday, March 23.

14. NEW BUSINESS AND OPEN DISCUSSION

Faculty Senator Howard Snell (Biology) commented that the suggestions made by the Faculty Senate regarding the policy on reimbursement of overpayment to employees, was ignored. The policy was revised as proposed without the Faculty Senate suggestions.

President Ross replied that the Policy Office finally has a new Director, Pamina Deutsch. There was a gap of about two months between the prior director and Pamina's appointment. President Ross will notify her regarding the concerns.

15. ADJOURNMENT

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Rick Holmes
Office of the Secretary