Faculty Senate Meeting Agenda
February 26, 2008, 3:00 P.M.
Lobo Room (3037),
Student Union Building
The University of New Mexico

AGENDA TOPICS

Time | Type of Items/Presenter(s)
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00 | Action
00 | Action
00 | Information
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00 | Discussion
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1. Approval of Agenda
2. Acceptance of the February 12, 2008 Summarized Minutes
3. Faculty Senate President's Report
4. Provost's Report
5. Form D from the Curricula Committee
6. Discussion of Self-Funded Insurance at The University of New Mexico
7. Report from the Research Allocations Committee
8. Report from the Teaching Enhancement Committee
9. New Business and Open Discussion
10. Adjournment

NOTES:
1. All faculty are invited to attend Faculty Senate meetings.
2. Full agenda packets are available at http://www.unm.edu/~facsen/
3. All information pertaining to the Faculty Senate can be found at http://www.unm.edu/~facsen/
4. Questions should be directed to the Office of the Secretary, Scholes 103, 277-4664
5. Information found in agenda packets is in draft form only and may not be used for quotes or dissemination of information until approved by the Faculty Senate.
NEW GRADUATE DEGREE OR GRADUATE CERTIFICATE
FORM D

September 10, 2007

Susan Queen, P.T., Ph.D.

Orthopaedics/Physical Therapy Program

Proposed date to admit new students: Term Fall Year 2008

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The UNIVERSITY OF NEW MEXICO OFFICE OF THE REGISTRAR (Revised 08/2007)
Robert C. Schenck Jr., MD, Chair, Department of Orthopaedics

Date

Dean of Library Services

Date

School of Medicine General Faculty

Date

Please see attached minutes.

School of Medicine Committee of Associate Deans

Date

School of Medicine Committee of Chairs

Date

Dean of Library Services

Date

CIRI

Date

Faculty Senate Curriculum Committee

Date
Program Purpose

The University of New Mexico Physical Therapy Program proposes to offer the professional clinical doctorate (Doctor of Physical Therapy, DPT) as the new entry level degree. The purpose of the proposed degree conversion is to 1) ensure the ongoing top quality of our graduates for the citizens of New Mexico, 2) provide an advanced curriculum to increase the competencies of graduating physical therapists (PTs) beyond that offered in the Master of Physical Therapy (MPT) curriculum and 3) better prepare physical therapists to function as independent practitioners within the scope of PT practice, qualified to adapt to the changing needs of New Mexicans in diverse, future health care environments and 4) to increase health care access in rural areas. The UNM Physical Therapy Program is the only physical therapy educational program in the State of New Mexico. The MPT degree will be phased out after full inception of the DPT curriculum. The target date for inception of the new curriculum is Fall, 2008.

This new program proposal is presented to achieve two goals: 1) to provide a curriculum that leads to an entry-level professional Doctor of Physical Therapy for students who enter the program with a baccalaureate and 2) to provide a modified curriculum that allows those UNM MPT graduates to complete the added requirements for a DPT.

Curricular changes in the DPT reflect new accreditation requirements, effective January 1, 2006, set forth by the Commission on Accreditation in Physical Therapy Education (CAPTE). These new CAPTE accreditation standards indicate the Doctor of Physical Therapy as the preferred entry-level degree.
The overwhelming majority of practicing physical therapists in New Mexico are graduates of our program and over 70% of our graduates stay in the State to practice following graduation. According to CNN.com, physical therapy jobs are expected to grow nationally at a rate of 36.75% over the next ten years. The New Mexico Department of Labor projects a 41.9% growth in physical therapist jobs through 2012. Nationally, physical therapy educational programs have upgraded their entry level degree status to the doctoral degree at a very rapid rate, with 83% of entry level programs currently offering the DPT degree and the remaining 17% in various stages of converting to the DPT degree. The University of New Mexico Physical Therapy program has experienced a dilution in our applicant pool. Each year more of our top candidates decide to leave the state for their physical therapy education in order to receive the doctoral degree. In the current year, 4 out of 65 eligible applicants declined interviews and 10 accepted students declined positions because they had already been accepted at out-of-state DPT programs. The number of queries to our program from NM employers seeking to fill vacant PT positions has dramatically increased over the past three years. UNM PT Program graduates must be viable and competitive in the national and local job market. Further, the Program must continue to provide physical therapists for the State of New Mexico. To continue to offer an entry level masters degree will, with each passing year, continue to handicap us relative to our applicant pool and to the long term viability of our graduates. Further, we need to offer former and current UNM MPT students the opportunity to complete the added requirements for a DPT.

Institutional Commitment to the Program

The University of New Mexico School of Medicine faculty voted unanimous approval of the proposal DPT curriculum. The proposal also has the personal support of Dr. Paul Roth, Executive Vice President of the UNM Health Sciences Center.
February 18, 2008

Request for more information regarding UNM plan to Self-Finance Health Insurance from the Faculty Staff Benefits Committee

Preamble

Since 2004 the University has shown an intention to convert some of its insurance needs to self-funded programs. Apparently UNMH converted to a self-funded health insurance system in August, 2005 and the entire University dental insurance went self-funded some time in 2007.

At some time the University contracted Mercer Human Resource Consulting to conduct a study on Self-Funded health insurance. We do not have a copy of the Mercer Report but data from it has appeared in presentations at the University.

In the 2004 presentation to the Regents it was indicated that the RFP process would answer the question whether Self-Funding was cost-effective as well as answer other questions. The original RFP process was scheduled for Fall of 2004.

In a report to the Regents in Sept. 2005 it was stated that Risk, Safety, Health and Environmental Affairs (RHSEA) Master Plan required the creation of an infrastructure to self-insure medical benefits. This plan required the hiring of a consultant by March 30, 2006 and an RFP for a Third Party Administrator (TPA) be released Jan. 15, 2007 with a program start of July 1, 2007.

RFP no. 770 for Employee Benefits Consulting Services was drafted some time at the end of 2007.

According to Elaine Phelps, Employee Benefits and Services Director with HR at UNM, there is a committee looking into self-funding issues as of January 2008.

The above summarizes what we know about Self-Funded Health Insurance at present.

Some questions to HR Committee regarding Self-Funded Health Insurance plans and processes

1. What analysis, if any, has been made of other University's experience with Self-Funded Health Insurance?
2. Where is the Mercer Report, and can we have a copy of the entire report to review and evaluate?
3. What analysis, if any, has been done of the risk profile of UNM employees currently covered by insurance? If based on historical claims data, what model is used predict future claims and consequently risk?
4. What mechanisms are being considered to control plan costs, and consequently plan premiums?

5. Assuming the University uses a Captive Company or TPA to handle the insurance, what are the estimates for the following costs?
   (i) cost of in-house administration
   (ii) cost of claims processing
   (iii) cost of re-insurance

6. What processes will be used to choose all the sub-contractors, such as TPA, claims processor, re-insurer?

7. What processes will be developed to monitor program performance? Who will be in charge of monitoring, and where will the required resources come from?

Additional questions from the Faculty Staff Benefits Committee

Does UNM have sufficient staff to handle additional caseload?

How will insurance for non-Medicare retirees be handled especially if they live outside Albuquerque?

What is the current status of the $4-4.5 million fund being built up for self-insurance?

What is the expected impact of NM/Governor Richardson's health plan on UNM's self-insurance plans?

Will worker's compensation be affected by a self-funded insurance arrangement?

Why hasn't HR worked more closely with the Faculty Senate, the Staff Council and the FSBC on this policy?