

Faculty Staff Benefits Committee Minutes

DRAFT 2

Meeting Date and Place: Tuesday, 7/12/16, 3:30 pm, Herzstein Latin American Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Dorothy Anderson, Pamina Deutsch, Shawn Berman, Emily Arzate, Gene Henley and Marcia Sletten.

Members Excused: Elaine Phelps, Jason Wilby, Carol Bernhard, Glen Effertz and Condata Soneru.

Guests Present: Brenda De La Pena, UNM Human Resources (attending for Elaine Phelps) and Pamela Pyle, Faculty Senate President

Members Absent: Theresa Ramos, Cenissa Martinez, Mark Maddaleni and Doleswar Bhandari.

Minutes submitted by: Dennis Dunn, University Secretary's Office.

	Subject	Notes	Follow-Up
1	Call to order (Fran)	Fran Wilkinson called the first meeting of the new fiscal year to order at 3:30 pm.	None needed
2	Review and approve agenda & minutes (Fran)	<p>Review and approval of today's Agenda, and the 6/14/16 Minutes, were postponed until later in the meeting to introduce guest presenter Faculty Senate President Pamela Pyle to the FSBC. President Pyle spoke with the FSBC about goals for FY17 and improving communications between the FSBC and UNM Human Resources to assure that the Committee is not merely informed of proposed benefits changes, but at the table when they are being formulated.</p> <p>Fran said that a first step toward assuring that the FSBC was aware of proposed changes was the addition of a permanent agenda item, under Human Resources Updates, regarding any new information to be shared at the meeting or via email if new information became known between meetings. Another initial step toward ensuring that the FSBC was at the table when benefits/budget proposals are being formed would be the addition of a FSBC member seat on the BLT.</p>	None needed
3	Faculty Senate President Pamela Pyle's Presentation	<p>Points Covered:</p> <ul style="list-style-type: none"> • A review of last year's Faculty Focus event, where select faculty members presented on projects they are working on; • The relationship between the UNM Board of Regents and the committees that make up faculty governance at UNM; • Her working with President Frank to maintain the Salud email addresses for UNM employees on the North Campus; • She suggested that a policy be created for the Regents in which any changes to UNM Benefits be presented to the FSBC first, not for approval, but to consult with to get feedback; • A discussion ensued regarding how the FSBC was passed over for comments last spring when a major change was made to the UNM Benefits Plan, and how communication has now improved; • Further discussion continued on how the FSBC can plan ahead for changes that may be coming to UNM, well ahead of the time when these decisions are made; • Marcia Sletten suggested that Pamela and the FSBC, look into how Benefits Committees at other universities interact with Administration. NMSU was suggested, along with UNM's peer institutions; • Pamela explained how the Government Relations Committee works with the Legislature and stated that she is "looking for ideas" to assist in this process. To accomplish this, she gave the FSBC members her private cell phone number so they can keep in touch with her; • Pamela concluded her presentation at 4:00pm and left for another meeting. <p>4:10pm – No changes to Agenda. Shawn Berman made a motion to accept the Agenda and Marcia Sletten second. All approved. No changes to the 6/14/16 meeting minutes. Marcia made a motion to accept the Minutes, Shawn second. All approved. Fran introduced and welcomed a new staff member of the FSBC: Gene Henley.</p>	Follow-up as needed

4	Human Resources Updates (Dorothy Anderson and Brenda De La Pena)	<p>Points Covered:</p> <ul style="list-style-type: none"> The results of the Blue Cross/Blue Shield audit will be discussed at the August 9, 2016 meeting; Dorothy reported that HR is currently looking at the benefit offering for part time and adjunct employees long-term. A decision should be reached by December 2016; Dorothy also mentioned that the committee needs to publicize the positive things that come out of the Benefits Committee and not always focus on the cuts. As a first step, Pamina stated that for the next meeting she will bring a list of positive things that have happened in the past year and a half to be included in the minutes. Marcia suggested that the committee begin working with UNM's Communications & Marketing Department (UCAM) to publicize these items; And in keeping with promoting positive issues at UNM, Dorothy announced that President Frank, for FY18, has added one additional day to the 2017 Christmas Holiday Break. The 2017 Christmas Break will now be from 12/22/17 – 1/1/18. 	As information on benefits offerings to adjunct and part-time employees becomes available Dorothy will ask that it be added to the meeting agenda
5	Policy Update (Pamina Deutsch)	<p>Points Covered:</p> <ul style="list-style-type: none"> Universal Restroom Initiative – This initiative began two years ago but has been on hold until recently. It will provide for the construction of new single occupancy restrooms regardless of gender, identity or family status. This project will generate new restroom signs that have never appeared at UNM before. It will simply show a toilet icon (no “male” or “female” figures), as well as an “accessible” icon, for people in wheelchairs. This policy will be posted for an all-campus review and comment period in the fall and will apply to new construction. New restrooms will have a needle disposal, sanitary napkin disposal, and baby changing station. Existing single stall restrooms will also be identified on campus and modified as much as possible to comply with this 	
6	VEBA Committee	No update.	
7	Retiree Association	<p>Someone mentions that they thought that Kathy Guimond (UNM's former Police Chief) is now the head of the Retiree Association. ACTION: Fran asked Dennis Dunn to verify that Kathy is the new head of the Retiree Association and then ask her to appoint a Retiree Association representative to the FSBC.</p>	Dennis to contact Kathy Guimond and ask her to appoint a Retiree Associate rep to the FSBC
8	Filling FSBC Vacancies (Fran Wilkinson)	Lee Brown has had to step down from the committee and Jason Wilby may have to step down due to a conflict with the FS Ops Committee he is on. These membership slots will have to be replaced. Gene Henley has now joined the committee and is filling a Staff vacancy. The Retiree Association member is yet to be appointed. Carol Berhard, Fran Wilkinson, Shawn Berman, and Conduta Soneru have all been reappointed. The Co-Chair election will be held in August 2016 and Fran and Carol are willing to run again; however, they welcome others to run as well. Please let Fran or Carol know if you are interested (via email) so that other names can be placed on the election ballot.	None needed
9	Other Business (Dorothy Anderson)	HR will be conducting a faculty and staff survey in the fall. This will be done to obtain information for the accreditation and also leadership issues. Dorothy reported that she recently met with John Trotter and Virginia Scharff regarding who will represent faculty on the survey committee and will include one member of the Benefits Committee. This survey will be sent to a random selection of employees,. Dorothy will keep the Committee informed of the survey's progress and when it is time to appoint a FSBC member to serve.	None needed
10	Next Meeting	Next meeting is scheduled for Tuesday, August 9, 2016 at 3:30 pm. Herzstein Reading Room, Zimmerman Library.	
11	Adjourn	Meeting adjourned at 4:30 pm.	