

## Faculty & Staff Benefits Committee Minutes, August13, 2013 Meeting

**Regular Meeting time:** 2<sup>nd</sup> Tuesday of each month, 3:00-4:30 p.m., Latin American Reading Room, Zimmerman Library

**Members present:** Fran Wilkinson, Hans Barsun, Carol Bernhard, Nancy Ridenour, Elaine Phelps, Codruta Soneru, Josie R. Abeyta, Sharon Scaltrito, Lee Brown, Carol Stephens, and Cindy Mason.

**Absent member excused:** Suzanne McConaghy, Shawn Berman (on sabbatical)

**Guests present:** Kathy Meadows (guest from Staff Council)

**Minutes submitted by:** Codruta Soneru, Fran Wilkinson

#	Topic	Notes	Follow-up
1.	Meeting Called to Order at: 3:00 P.M.		
2.	Agenda Approved  Minutes Approved	The agenda & minutes were approved as submitted.	NA
3.	Guest Nancy Ridenour, RWJ Health Policy Fellow, on nurse practitioners and certified nurse-midwives primary care functions	Dean Nancy Ridenour talked about the five day meeting she attended in Beijing on options to minimize costs in health care. The state of New Mexico has good laws for advanced practice nurses. One of 14 states with independent practice. The affordable care act: <ol style="list-style-type: none"> <li>1. Robust primary care</li> <li>2. Coordinated care</li> </ol> There are 400 000 people without health insurance who will become eligible for insurance January 1 <sup>st</sup> 2014. How will primary care system handle this? Need to eliminate unnecessary or repeated hospitalizations. There are going to be	

		<p>dramatic drops in pay by Medicare, no pay for unnecessary hospitalizations, tests. Medication management will be reimbursed; clinical pharmacists will become very important into managing treatment plans.</p> <p>The nursing school will get more funding to increase nurse practitioner training.</p> <p>Each year UNM graduates:</p> <ol style="list-style-type: none"> <li>1. 200 registered nurses</li> <li>2. 30 nurse practitioners</li> <li>3. 15 PA</li> <li>4. 10-15 midwives</li> <li>5. 100 medical students, about 25% graduates stay in NM</li> </ol> <p>There are distribution problems of MD/RN staff in different areas of New Mexico. There are difficulties practicing health care in isolated, rural settings- help from Telemedicine.</p> <p>Centennial Care- New Medicaid plan- the insurance companies are looking for ways to reduce costs by targeted interventions (smoking cessation, exercise programs, intellectual stimulating environment, nutrition education, diabetes prevention). The Wellness program at UNM. Engagement of the whole community in promoting a healthy life style, healthy nutrition.</p>	
4.	Post-Retirement benefits update	<ol style="list-style-type: none"> <li>1. Announcement from Hans Barsun: VEBA trust will have first meeting next week.</li> </ol> <p>Elaine Phelps on retiree enrolment (Pre65 enrolment: Lovelace 444, Presbyterian 307. Post 65 enrolment has potential to increase.)</p> <ol style="list-style-type: none"> <li>2. GAP plan progress-pre 65 could buy individual policies</li> <li>3. High deductible plan has to be established if cost effective. Copies of policies requested and reviewed.</li> </ol> <p>Suggestion: University to use its leverage, only companies that</p>	<p>Hans will provide list with members.</p> <p>Elaine Phelps will email retiree enrolment.</p>

		<p>meet certain requirements can approach university employees.</p> <p>4. RFP is being finalized by health care consultants.</p>	<p>Elaine Phelps will provide it to the committee.</p> <p>Benefits consultants should project premiums by January (high deductible versus regular health care plan).</p>
5.	<b>Dependent Education Scholarship Program</b>	<p>Elaine Phelps posed a question to the FSBC on behalf of EVP David Harris: Would the FSBC support changing the current Dependent Education Scholarship Program, so that when combined with other scholarships, only a total of 12 semesters of assistance would be provided to students?</p> <p>Background: Currently the NM Lottery Scholarship provides a total of 9 semesters of aid (including the first semester "Bridge" Scholarship). The Dependent Education Scholarship Program, administered by UNM Human Resources Benefits, provides 8 semesters of aid. Since the Dependent Education Scholarship Program does not run concurrently with the NM Lottery Scholarship (or other scholarships, such as the Presidential Scholarship) and instead runs consecutively, a student can receive 17 semesters of scholarship aid. On average, UNM students graduate with their bachelor's degree in 6 years/12 semesters.</p> <p>EVP Harris' proposal would change/limit the current 17 semester of scholarship aid to a total of 12 semesters, which is the current average time it takes UNM students to earn their undergraduate degree. For example, this would mean that if a student used 8 semesters of any other scholarship, s/he would only be able to use 4 semesters of the Dependent Education Scholarship instead of 8 semesters.</p> <p>The FSBC considered the proposal as presented and two other suggestions were made by FSBC members for consideration: 1) if only part of the Dependent Education Scholarship was used for the bachelor's degree due to the 12 semester limit, could</p>	<p>Since this agenda item was considered near the end of the FSBC meeting there was only limited time for discussion; therefore, the matter will be fully discussed at the next meeting. Elaine Phelps was asked to bring numbers on how many students this change would impact, how much money it would save UNM, and so forth. She agreed and asked the FSBC to familiarize ourselves with policy 3700, sections 2.2 and 4, prior to our next meeting.</p>

		the remainder of the 8 semesters of Dependent Education Scholarship be used for a graduate degree, and 2) since most scholarships only cover part of the cost – typically tuition, but not fees – could the scholarships run concurrently instead of consecutively to cover most or all of the cost of tuition and fees?	
6.	<b>Retiree Association Report</b>	Carol Stephens reported that a petition was filed on behalf of four retirees to prohibit the NM Educational Retirement Board (ERB) from cutting the COLA (cost of living adjustment) on pensions for current retirees on ERB. This COLA-cutting measure was taken as part of the ERB solvency bill approved by the NM Legislature, effective July 1, 2013. However, pensions are protected by the NM Constitution as a property right; therefore, it is contended, that the COLA cannot be cut for current retirees.	The NM Supreme Court will hear oral arguments on the matter on September 4, 2013.
7.	Meeting Adjourned	Meeting adjourned at 4:38 p.m.	