

# FACULTY SENATE SUMMARIZED MINUTES

## 2014-2015 FACULTY SENATE November 25, 2014

The Faculty Senate meeting for November 25 was called to order at 3:00 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Pamela Pyle presided.

### ATTENDANCE

**Guests Present:** Allen Ernst-UNM West and Branch Initiatives; Amy Neel-Speech and Hearing Sciences; Melinda Tinkle-Faculty Senate Honorary Degree; Tomas Aguirre-Dean of Students; Michael Trujillo – Chicana/o Studies Program; John Carr-Geography; Dorothy Anderson-VP of Human Resources.

### APPROVAL OF THE AGENDA

The agenda was approved as written.

#### 1. Approval of summarized minutes for October 28, 2014 meeting

The minutes were approved as written with no abstentions.

The minutes from Special Faculty Senate meeting for November 11, 2014 will be approved at the January 27, 2014 meeting.

#### 2. Memorial Minute for Dr. Flora Clancy

Flora Simmons Clancy, Professor of Art History in the Department of Art and Art History, passed away on October 20th after a six-month battle with cancer. Dr. Clancy received her BFA from Pratt Institute, and both her MFA and PhD degrees from Yale. She initially came to UNM as a full-time Lecturer in the fall of 1979 prior to the completion of her doctoral dissertation; she had previously taught at Colgate University. After rising through the faculty ranks at UNM, Dr. Clancy became chair of the Department of Art and Art History in the fall of 1997, a position she held until 2000. She retired from UNM in 2005.

Dr. Clancy was an expert in PreColumbian art history, with a specific emphasis in Mayan art. In addition to multiple articles and book chapters, she published the book *Maya: Treasures of an Ancient Civilization* in 1985; *Pyramids* in 1994; *Sculpture in the Ancient Maya Plaza: The Early Classical Period* in 1999; and *The Monuments of Piedras Negras, An Ancient Mayan City* in 2009. In 1991 she co-edited, with Peter Harrison, *Vision and Revision in Maya Studies*.

A memorial service will be held at UNM's Alumni Chapel at 3 p.m. on December 4th. In lieu of flowers, donations can be made to Dumbarton Oaks in Washington, DC in Flora's name to benefit the study of PreColumbian art.

A memorial service will be held at UNM's Alumni Chapel at 3:00 p.m. on Thursday, December 4.

#### 3. Faculty Senate President's Report

Faculty Senate President Pyle and Health Science Center (HSC) Chancellor Paul Roth discussed and finalized a plan that HSC Degree Candidates will be approved by the HSC Board and the Main Campus Candidates will be approved by the Academic/Student Affairs Research (ASAR) Committee with both being approved by the Board of Regents (BOR). Regent Quillen and Regent Hosmer stated that degrees from the HSC side are being bogged down in the curriculum workflow at Dean and Registrars level. Faculty Senate President Pyle will work with Associate Vice President of Enrollment Management Terry Babbitt to resolve this issue.

Following the November 11, 2014 Special Faculty Senate meeting discussion on Results Oriented Management, Faculty Senate President Pamela Pyle will be meeting with schools and colleges individually to discuss their comments and concerns. Faculty Senate President Pyle expressed that there are more creative ways to evaluate faculty's work. Faculty Senate Pyle requested for Senators to communicate their thoughts with her before holiday break.

The Faculty Focus is scheduled for Thursday, December 4, 2014 at 5:15 p.m. in George Pearl Hall located in the School of Architecture and Planning building. Faculty around campus will be honored at this event that will be showing their work. The three revolving BOR will be recognized for their service.

The display of political signs throughout campus is allowed.

Dean of Students Tomas A. Aguirre reported on four students who were in a car accident over the weekend. Two of the students are at home and the other two have passed. Briana Hillard was a senior in Business Administration and a sister in Pi Beta Phi. Matthew Grant was a senior in Criminology and Psychology a member of Sigma Alpha Epsilon. Dean Aguirre is working with both of their colleges for them to be awarded Posthumous Degrees. Julia Thompson is at home. She is a junior studying Speech and Hearing and Psychology. Joe Mendoza is at home. He is a junior studying Mass Communications. Dean Aguirre follows the Student Incident Grid which opens communication regarding the incident and what is needed in a timely manner which involved the President, Provost and Deans.

#### 4. Provost's Report

Provost Chaouki Abdallah reported that the budget is uncertain but the University of New Mexico expects a 2% increase with some compensation coming from the State.

The cost for students is around \$1300 a semester that does not include text book fees. There are ways to help students save money. For example, faculty will order their materials that student need early in the previous semester so students are able to purchase used books. This will help students save money, bookstores and publishers to keep their revenue and help students get the materials needed to learn their field.

#### Honorary Degree Nominations

Honorary Degree Committee Chair Melinda Tinkle (College of Nursing) presented the 2015 Honorary Degree Candidates. The 2015 Honorary Candidates have been previously considered and approved by the Honorary Degree Committee and the Faculty Senate Graduate Committee, ballots with the candidate's biography was distributed to senators.

An open discussion of the candidates required a closed session. Confidentiality is maintained until the process is complete. The Faculty Senate voted unanimously to move into closed Executive Session to discuss the limited personnel matter related to the Honorary Degree candidates. All non-senators were asked to leave the room for the discussion. The Senate discussed the candidate and asked questions of Professor Tinkle. After the discussion concluded, the Faculty Senators turned in their ballots. The Faculty Senate unanimously voted to re-open the meeting.

After re-opening the meeting and allowing for non-senators to be reseated, the Faculty Senate unanimously voted to certify that the matter discussed in Executive Session was limited to the Honorary Degree Candidate.

#### 5. 2014-2015 Faculty Senate Committee Appointments

The 2014-2015 Faculty Senate Committees appointments were approved by unanimous voice vote of the Faculty Senate.

Faculty Senate Committee Appointments Needing Senate Approval				
Information Technology Use Committee				
First	Last	Title	Department	Committee
Jonathan	Wheeler	Lecturer	University Libraries	Information Technology Use Committee
Eugene	Koshkin	Clinician Ed-Associate Professor	Anesthesiology Department	Information Technology Use Committee
Scott A	Ness	Professor	Internal Medicine IM	Information Technology Use Committee
Research Allocation Committee				
First	Last	Title	Department	Committee
				Research Allocation

## **Fall 2014 Degree Candidates**

The Fall 2014 Degree Candidates were approved by unanimous voice vote of the Faculty Senate.

### **6. Form D – Graduate Certificate in Law, Environment, and Geography**

Assistant Professor of Geography John Carr presented on Form D Graduate Certificate in Law, Environment, and Geography. The program is for one year. The proposal is part of a broader planning process that the Department of Geography has been working on for the past five years. Within the last 8 years, the Department of Geography increased from a two member department to a 10 member department. When the proposal was first submitted there were three faculty members with Law Degrees which brought a strength to their department by pushing a focus to law environment in Geography that includes an Undergraduate Minor. A shared credit degree program was recently created with Environmental Economics. The idea is to use the faculty and the shared credits to create a product that can offer students into the program.

Form D, Graduate Certificate in Law, Environment, and Geography was approved by unanimous voice vote of the Faculty Senate.

### **7. Faculty Athletics Representative Report to the Faculty Senate**

Faculty Athletics Representative Amy Neel reported to the Faculty Senate. Her representation for the Faculty Athletics is a NCAA mandated position by the Athletic Association. Every NCAA school has to have a Faculty Athletics representative. One of two faculty venues for Academic oversight of the Athletics Department. The other is the Faculty Senate Athletics Council Chaired by Alfred Mathewson from School of Law. The Athletic Council has a Academic Integrity sub-committee Chaired by Marie Lobo from College of Nursing. The Faculty Athletics Representative is a representative of the institution and its faculty while assisting in maintaining the welfare of student athletes. The University of North Carolina underwent a review to obtain results for a comprehensive report of academic integrity issues at their University. A Student Services Manager named Debbie Krager from the African American Studies Program devised independent courses for struggling students. Student Athletes were steered to take these courses. A number of faculty and administrators were aware of these irregularities but took no action. The NCAA did not find irregularities at the time this was occurring but they are now investigating the University. Representative Neel assured the Faculty Senate that these irregularities will not happen at the University of New Mexico. She has put in place the Academic Integrity sub-committee to review all courses who have high enrollment of student athletes. This will be reviewed at the beginning of each semester. If there is a course of concern Representative Neel will meet with the advisor and the faculty. After every semester Representative Neel will receive the athletes grades to monitor any issues. She encouraged all faculty who have questions or concerns to contact her.

### **8. Foundations of Excellence Self-Study Report from the First Year Steering Committee**

Associate Vice Provost Greg Heilman and Associate Professor of Speech and Hearing Amy Neel reported on the Foundations of Excellence Self-Study Report from the First Year Steering Committee.

# Foundations of Excellence

Faculty Senate • Nov. 25, 2014



THE UNIVERSITY *of*  
NEW MEXICO



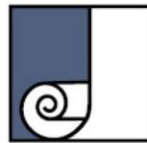
## **FoE: Timeline**

- Self-Study Kick-Off    Sept. 2012
- Dimension Reports    March 2013
- Final Report    June 2013
- Implement    Aug. 2013 - May 2015

**UNM Freshmen!**

Fou

**EVERYONE'S A  
LOBO**



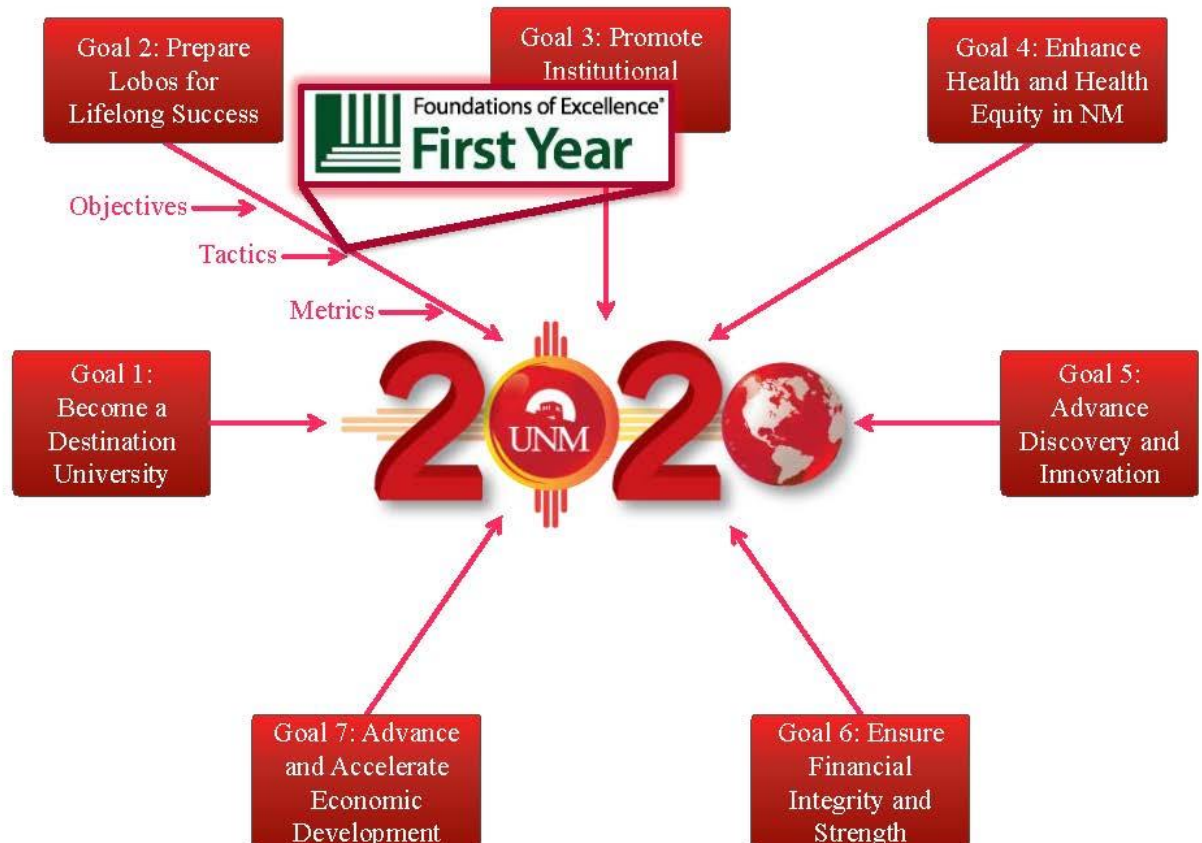
John N. Gardner

**Institute for Excellence**  
in Undergraduate Education



**George Kuh**

• <http://provost.unm.edu/ac>





# F.Y.S.C.

## First Year Steering Committee



Terry Babbitt

*AVP for Enrollment Management*



Tim Gutierrez

*AVP, Student Services*



Tomas Aguirre

*Dean of Students*



Joe Suilmann

*FoE, Program Coordinator*

### Co-Chairs



Kate Krause

*Dean, University College and Honors College*



Greg Heileman

*Associate Provost for Curriculum*



Diane Marshall

*Associate Dean, College of Arts & Sciences*



Amy Neel

*Assoc. Professor, Speech & Hearing Sciences*



Jennifer Gomez-Chavez

*Director, Student Academic Success*



Vanessa Harris

*Dir., University Advisement Center*

### Subcommittees

#### Communication



Carolina Aguirre

*Dir. STEM Up*

#### New Student Orientation



Sonia Rankin

*Assoc. Dean, University College*

#### Data & Assessment

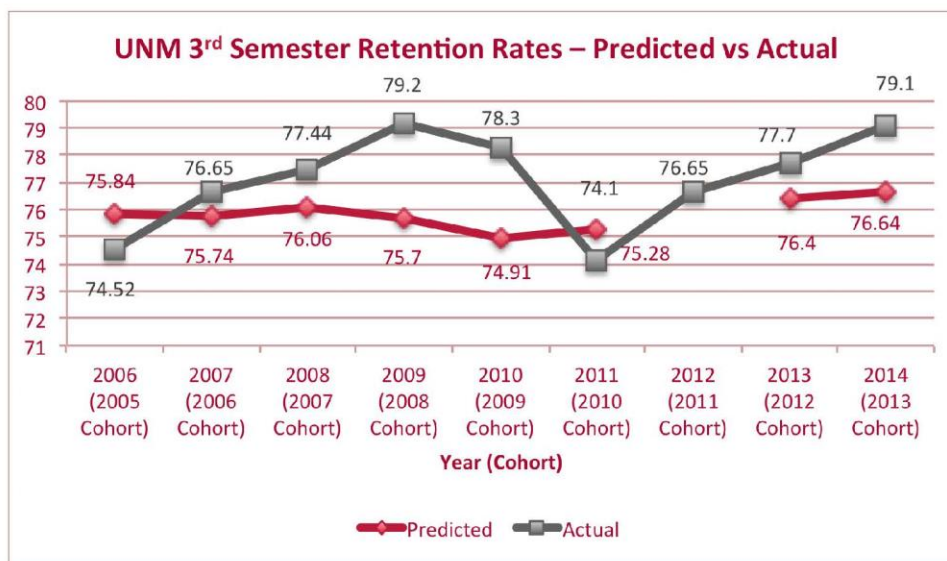


Tim Schroeder

*Dir. STEM Gateway Program*



## Early Results



Source: Office of the President

Note: High School GPA is a key variable in these projections, and that information was not entered into Banner for the 2011 cohort, resulting in a gap in projected retention rates.



# First-Year Mission Statement



*As this state's flagship research university serving a highly diverse student body, the University of New Mexico is committed to offering a high-quality education marked by a challenging and supportive environment that provides all students with the foundation for academic and personal success in the first year and beyond.*



## Transition to College

- First-Year Communication
- Student Placement
- Introductory Studies
  - English Stretch & Studio
  - MaLL
- New Student Orientation





## New Student Orientation Redesign

*Our mission is to welcome students to the UNM community and introduce them to their role in the creation of new knowledge. We will do this by sharing resources and strategies that encourage students to reach ambitious academic goals and exceed their own expectations.*



## Curriculum: Pathways to Success

### Undergraduate Degrees

#### Arts & Culture

Have you been interested in how humans and societies interact with each other from a perspective of race, ethnicity, gender and nationality? Does the intersection of arts, culture and the world stimulate you to think critically? UNM prides itself on its diversity and by majoring in an arts and culture area, you will emerge with a dynamic mindset of inquiry to delve deeper into these topic areas.

[Learn More](#)

#### Explore By Interest:

Exploratory & Interdisciplinary	Technology & Science	Law & Social Justice	Infrastructure, Construction & Design
Policy & Politics	Engineering & Mathematics	Humanities & Languages	Life Sciences, Health & Healthcare
Business, Finance & Economics	Creative Expressions	Computing & Cyberspace	Energy & Environment
Physical Sciences	Social Science & Transformation	<b>Arts &amp; Culture</b>	Teaching & Learning

#### Explore By College:

University College	Honors College
College of Fine Arts	College of Arts & Sciences
Anderson School of Management	College of Education
School of Engineering	School of Architecture and Planning
University Libraries and Learning Sciences	School of Medicine
College of Nursing	

#### Explore By Keyword:

[degrees.unm.edu](https://degrees.unm.edu)





# Undergraduate Degrees

## 2013-14 Degree Plan Computer Engineering, BS

School of Engineering, Department of Electrical & Computer Engineering

Graph View

### 4 Year Plan

Starting Math:150

CNM to UNM Transfer

Term 1	Hours Towards Degree: 17	Crucial course: ①	Hours	Minimum Grade	Notes
ENGL 101: Composition 1: Exposition			3	C	
① MATH 162: Calculus I			4	C	
ECE 101: Introduction to Electrical & Computer Engineering			1	C	
ECE 131: Introduction to Programming			3	C	
① PHYC 160: General Physics I			3	C	
ECON 105: Macroeconomics or ECON 106: Microeconomics			3	C	
Term Hours:			17		

Term 2	Hours Towards Degree: 34	Crucial course: ①	Hours	Minimum Grade	Notes
ENGL 102: Composition II: Analysis and Argument			3	C	
① MATH 163: Calculus II			4	C	
① PHYC 161: General Physics II			3	C	
PHYC 161L: General Physics II Lab			1	C	
ECE 231: Intermediate Programming			3	C	
Humanities			3	C	
Term Hours:			17		



## Curriculum



- Degree Maps ([degrees.unm.edu](http://degrees.unm.edu))
- 120 Credit-Hour Minimum
- FLCs
- Writing-Intensive Courses
- Center for Teaching Excellence
- Diversity Requirement



## Connecting Students with Resources

- Student Success Centers
- [students.unm.edu](http://students.unm.edu)
- Early Alerts & LoboAchieve
- Advising Redesign



## High-Impact Practices

Nationally, 1<sup>st</sup> year students who participate in HIPs

- Are more engaged (as measured by the NSSE),
- Are retained at higher rates,
- Earn higher GPAs,
- Accumulate more credit hours per semester, and
- Graduate at higher rates.

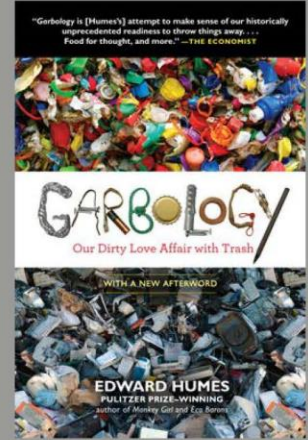
At UNM, they also matriculate to a degree-granting college in fewer semesters.





# High-Impact Practices

- Lobo Reading Experience
- Community Engagement
- Themed Residence Floors
- MyUniversity
- Academic Coaching
- Undergraduate Research
- Supplemental Instruction



## We are UNM

### Student Team

Sound Director **Sean Trauth**  
Editor **Eric Barreras**  
Multimedia Journalist **Bianca Martinez**  
Creative Director **Emily Garrity**  
Videographer **Marshall Broyles**

### Supporting Programs

University Communication and Marketing  
Office of Academic Affairs  
Communication & Journalism Department  
College of Fine Arts, Department of Music  
College of Fine Arts, Department of Cinematic Arts





## 9. UNM Healthcare Benefits

Vice President of Human Resources Dorothy Anderson and Executive Physician-in-Chief of UNM Health System Michael Richards reported on UNM Healthcare Benefits.

### Board of Regents Update – Health Plan Committee

*Michael Richards – Exec Physician-in-Chief  
Dorothy Anderson – VP Human Resources  
November 14, 2014*



### Health Plan Committee – July 2014

- Health Plan Steering Committee - Chancellor Roth, EVP Harris, Ava Lovell, Richards, & Anderson
- Health Plan Committee - 25 Members from Main & HSC – representing all facets of UNM Community including functional experts, actives & retirees
  - Health Technical Committee
  - Consolidation Committee

## Charge of the Committee

- To research and make recommendations for consolidation and integration by Dec. 2014
- To recommend a plan design with the following attributes: affordable, reduced cost, high-quality health care, sustainability, contemporary, and is attractive to former, current, & future employees
- Recommendations should have minimum disruption and still preserve choice
- Recommendations that are cost neutral

## Recommendations - Immediate

- **Immediately** - Increase employee/dependent engagement in disease management and wellness programs through targeted programs and communication.
- **Immediately** – Continue collaborative efforts with UNM School of Pharmacy to identify opportunities to reduce Rx costs with enhanced service. Explore other options to reduce Rx cost while preserving choice.
- **Immediately** - Begin full *evaluation* of the possibility of modifying a current UNM Hospital Clinic or building a new facility dedicated to student, retiree, employee, and dependent only services.
- **Immediately** - All four employers (UNM, UNMMG, SRMC and UNMH) join together to expand collective purchasing opportunities. Each employer will retain autonomy over contracts/agreements, financial responsibilities, and assets/liabilities.



## Recommendations – FY16 & FY17

- **FY16** - Develop plan design structures with additional incentives to increase LoboCare utilization across all TPAs. The estimated cost to UNM is approximately \$900K.
- **FY16** - Begin decreasing the number of TPAs administering UNM's medical plans with a goal of moving to a capitated ACO payment model.
- **FY16** – Defer the planned .25% VEBA contribution increase for VEBA participants.
- **FY16 & FY17** - Continue *evaluation* of implementing a High Deductible Health Plan (HDHP) and Health Savings Account (HSA) for active employees to be offered in addition to other plans.

## Recommendation – Compromise Blending Of Rates

- **FY16** – A blending of pre-65 experience with active employee experience; analysis is based on FY15 rates & resulted in approximately:
  - A 20% reduction to the pre-65 retiree premiums;
  - A 2.5% increase in the premiums for active employee; and
  - An increase to the AAL of 8% (\$94M to \$101.5M).
- Although proposed premiums may differ for pre65 retirees and actives, options are for one integrated pool to be treated as one population with the same plan offerings & inflation trend increases.
- Accept the recommendation from the Health Plan Committee in lieu of a vote from Active Employee Health Participants.
- Evaluate the possibility of adjusting the Pre-65 participant premiums prior to July 1, 2015 with no increase to active rates.
- *Vote from committee members – 11 support; 0 oppose; and 1 abstain*

# Discussion Item without Consensus

- TBD – Discontinue post-retirement benefits for employees hired with an effective date of July 1, 2015 or later.
  - Concern – negative impact to recruitment efforts
  - Concern – uncertainty regarding insurance market changes – pend until after 2016
  - Comment – reflects current trend in industry
  - Comment – eliminates future unfunded liability for those employees
  - Further Clarification – eliminate only pre65 benefits or all post retirement benefits

## Next Steps

- Begin communications campaign to promote total value of current UNM benefit package including retirement (ERB)
- Focus efforts on moving forward on immediate recommendations
- Begin efforts required to implement FY16 recommendations
- Begin efforts to implement recommendation for blending of pre65 retirees & active employees
- Continue to evaluate:
  - Possibility of an employee, retiree, student and dependent only clinic that is centrally located
  - Possibility of offering a HDHP with a HSA as a plan option for active employees
  - Possibility of discontinuing post-retirement benefits for new employees
- Continue collaborative efforts with UNM (Main/HSC) Community - Active Faculty & Staff; Retirees and other partners regarding benefits

**FY16 Health Insurance - Anticipated Monthly Cost Active Employees (BCBS: Single & Family)**

**Scenario 1** - No blending of Pre65 experience and continue with scheduled .25% VEBA Increase

**Scenario 2** - Blending of Pre65 experience with 20% reduction for Pre65s and 2.5% premium increase for actives; and defer .25% scheduled VEBA increase

<b>Annual Salary of \$25,000</b>	<b>Scenario 1</b>		<b>Scenario 2</b>	
<b>Insurance Coverage</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
Current Employee Contribution	84.80	247.20	84.80	247.20
FY16 7% Increase Trending	5.94	17.30	5.94	17.30
Fy16 2.5% Increase Blending	-	-	2.12	6.18
FY16 .25% VEBA Increase	5.21	5.21	-	-
Total Increase From FY15	11.14	22.51	8.06	23.48
FY16 Monthly Cost	95.94	269.71	92.86	270.68
Net Monthly Inc to Employee	11.14	22.51	8.06	23.48
<b>Implementing Scenario 2</b> Single Plan - Employee savings of \$3.09 per month				
<b>Implementing Scenario 2</b> Family Plan - Employee increase of .97 per month				

<b>Annual Salary \$40,000</b>	<b>Scenario 1</b>		<b>Scenario 2</b>	
<b>Insurance Coverage</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
Current Employee Contribution	127.20	370.80	127.20	370.80
FY16 7% Increase Trending	8.90	25.96	8.90	25.96
Fy16 2.5% Increase Blending	-	-	3.18	9.27
FY16 .25% VEBA Increase	8.33	8.33	-	-
Total Increase From FY15	17.24	34.29	12.08	35.23
FY16 Monthly Cost	144.44	405.09	139.28	406.03
Net Monthly Inc to Employee	17.24	34.29	12.08	35.23
<b>Implementing Scenario 2</b> Single Plan - Employee savings of \$5.15 per month				
<b>Implementing Scenario 2</b> Family Plan - Employee increase of .94 per month				

<b>Annual Salary \$70,000</b>	<b>Scenario 1</b>		<b>Scenario 2</b>	
<b>Insurance Coverage</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
Current Employee Contribution	169.60	494.40	169.60	494.40
FY16 7% Increase Trending	11.87	34.61	11.87	34.61
Fy16 2.5% Increase Blending	-	-	4.24	12.36
FY16 .25% VEBA Increase	14.58	14.58	-	-
Total Increase From FY15	26.46	49.19	16.11	46.97
FY16 Monthly Cost	196.06	543.59	185.71	541.37
Net Monthly Inc to Employee	26.46	49.19	16.11	46.97
<b>Implementing Scenario 2</b> Single Plan - Employee savings of \$10.34 per month				
<b>Implementing Scenario 2</b> Family Plan - Employee savings of \$2.22 per month				

**FY16 Health Insurance - Anticipated Monthly Cost Active Employees (Presbyterian: Single & Family)**

**Scenario 1** - No blending of Pre65 experience and continue with scheduled .25% VEBA Increase

**Scenario 2** - Blending of Pre65 experience with 20% reduction for Pre65s and 2.5% premium increase for actives; and defer .25% scheduled VEBA increase

<b>Annual Salary of \$25,000</b>	<b>Scenario 1</b>		<b>Scenario 2</b>	
<b>Insurance Coverage</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
Current Employee Contribution	115.20	335.80	115.20	335.80
FY16 7% Increase Trending	8.06	23.51	8.06	23.51
Fy16 2.5% Increase Blending	-	-	2.88	8.40
FY16 .25% VEBA Increase	5.21	5.21	-	-
Total Increase From FY15	13.27	28.71	10.94	31.90
FY16 Monthly Cost	128.47	364.51	126.14	367.70
Net Monthly Inc to Employee	13.27	28.71	10.94	31.90
<b>Implementing Scenario 2</b> Single Plan - Employee savings of \$2.33 per month				
<b>Implementing Scenario 2</b> Family Plan - Employee increase of \$3.19 per month				

<b>Annual Salary \$40,000</b>	<b>Scenario 1</b>		<b>Scenario 2</b>	
<b>Insurance Coverage</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
Current Employee Contribution	172.80	503.70	172.80	503.70
FY16 7% Increase Trending	12.10	35.26	12.10	35.26
Fy16 2.5% Increase Blending	-	-	4.32	12.59
FY16 .25% VEBA Increase	8.33	8.33	-	-
Total Increase From FY15	20.43	43.59	16.42	47.85
FY16 Monthly Cost	193.23	547.29	189.22	551.55
Net Monthly Inc to Employee	20.43	43.59	16.42	47.85
<b>Implementing Scenario 2</b> Single Plan - Employee savings of \$4.01 per month				
<b>Implementing Scenario 2</b> Family Plan - Employee increase of \$4.26 per month				

<b>Annual Salary \$70,000</b>	<b>Scenario 1</b>		<b>Scenario 2</b>	
<b>Insurance Coverage</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
Current Employee Contribution	230.40	671.60	230.40	671.60
FY16 7% Increase Trending	16.13	47.01	16.13	47.01
Fy16 2.5% Increase Blending	-	-	5.76	16.79
FY16 .25% VEBA Increase	14.58	14.58	-	-
Total Increase From FY15	30.71	61.60	21.89	63.80
FY16 Monthly Cost	261.11	733.20	252.29	735.40
Net Monthly Inc to Employee	30.71	61.60	21.89	63.80
<b>Implementing Scenario 2</b> Single Plan - Employee savings of \$8.82 per month				
<b>Implementing Scenario 2</b> Family Plan - Employee increase of \$2.21 per month				

11.23.14

Meeting adjourned at 5:00 p.m.