

FACULTY SENATE SUMMARIZED MINUTES

2012-2013 FACULTY SENATE October 22, 2013

The Faculty Senate meeting for October 22 was called to order at 3:00 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Richard Holder presided.

ATTENDANCE

Guests Present: Bill Walters, College of Fine Arts; Lora Stone, UNM Gallup; James Wallace, Neurosciences; Frank Wilkinson, University Libraries; Jim Sayers, UNM Gallup; Gwen Nutter, Veterans Affairs; Lora Leligdon, University Libraries; Tyler Crawley, ASUNM; Mary Ann Saunders, Global Education; Danielle Guillian, Global Education; Charlie Steen, Faculty Senate Academic Council

1. APPROVAL OF THE AGENDA

The agenda was approved as written.

2. APPROVAL OF SUMMARIZED MINUTES FOR September 24, 2013 MEETING

The minutes were approved as written with one abstention.

3. Posthumous Degree Request for Jessica Pabinquit

Associate Professor, Head of Theatre Bill Walters presented the following request for a Posthumous Bachelor of Arts in Theatre for Jessica Pabinquit. The request was approved by unanimous vote of the Faculty.

4. Faculty and Staff Benefits Committee

Faculty and Staff Benefits Committee Chair Fran Wilkinson and Co-Chair Hans Barsun served on the Retiree Task Force as Co-Chairs. The Faculty and Staff Benefits Committee reviews and advises current and potential University benefits to include but not limited to retirement, insurance plans, healthcare and also to investigate the feasibility of new benefits.

This academic year the committee investigated potential department education scholarship program changes recommended against the new changes, modifications to the Sunshine Portal to make it more user friendly, reviewed the Education Retirement Board for changes that could be coming up at the new legislative session, studied the New Mexico Supreme Court for retirees in regards to Cost of Living Adjustment (COLA), reviewed wellness plans and primarily concentrated on the retiree healthcare for pre-65 retirees.

The Retiree Task Force prepared a report and recommendation that was originally submitted in March 2013 to the Board of Regents, Audit Committee. The Audit Committee at that time informed the task force that their original charge was to reduce the unfunded Accrued Actuarial Liability (AAL) for the University that could save \$162 million dollars by more than 50%. A plan was made, presented to the Audit Committee and accepted. The plan reduced the unfunded AAL by approximately \$80,000 which was over 50% of what was charged. The Task Force created VEBA (Voluntary Employee Beneficiary Association), most have opted in and only 834 people have opted out. There is a plan that will phase in a 5 year period in which the pre-65 retirees and the post 65 retirees premiums will shift the fee's more on to the retiree and less on the University. To meet the mandate the Task Force looked into splitting the pools between pre-65 retirees and active employees. Currently there are 6,000 active employees and 745 pre-65 retirees. When the two were split pre-65 were utilizing about 123% against 100% that the University pays for, whereas active employees were utilizing 88%. The combined pull was at 93% utilization but the split pull enabled rates not to go up as much for the active employees but a disservice to the pre-65 retirees.

Last April 2013 the Board of Regents approved the plan from the Retiree Healthcare Taskforce that suggested steps: VEBA, pre-65, post 65 and the split in the insurance the Board of Regents wanted to continue by possibly adopting a high deductible gap insurance plan. The gap insurance would take the difference between the increased premiums. The concern is that some gap insurance plans do not cover certain services such as mental health and maternity care. In September 2013 the Faculty Staff Benefits Committee worked with UNM Human Resources serving on a RFP (Request for Proposal) Committee. The committee's charge was for brokerage services for medical gap coverage stating that UNM is contemplating and implementing a high deductible plan and an exclusive plan for it's under 65 population effective July 1, 2014. UNM is accepting proposals from qualified brokers to provide medical gap bids as an option to reimburse under 65 retirees for these services. In the meantime some of the Board of Regent's committees particularly the Audit Committee and the Finance and Facilities Committee do not agree and have asked the University to contact the actuaries to look at other options for further reducing our unfunded AAL. Their not only looking at high deductible plans which would be \$1500 or \$2500 individual deductibles but are looking at the gap and possibility of eliminating basic life insurance, dental insurance, visual insurance for pre-65 retirees. Fran Wilkinson was assured by one of the Regents' that this isn't in agreeance with the entire Board of Regents. President Frank and Executive Vice President David Harris met with the Faculty and Staff Benefits Committee on Tuesday, October 8, 2013. During this time a statement was released by Regent Fortner stating, "Regents understand that there is considerable distress among current UNM employees as well as retirees over the speculation yet further change that they be coming to the head on healthcare benefit arrangements. We want to assure all UNM employees, current and retired that no further changes are contemplated until the leadership of the University and the Board of Regents fully understand the implications." No changes will be made until May 1, 2014. President Frank and Executive Vice President David Harris requested the Faculty and Staff Benefits Committee to list questions that they would ask the actuaries about the possibilities on how to reduce this unfunded AAL. The Faculty and Staff Benefits received a large amount of feedback from retirees and members. UNM HR will be submitting these questions along with the Board of Regents questions to the actuaries. The number one question that the retirees have is, "What would it do to the unfunded AAL if the pools were to be recombined?"

The post-65 retiree healthcare which is the Medicare supplement plans, one of them has increased significantly to 623.13% (\$8.00 to \$57.85) the reason is because there has been an increase in the center for Medicare and Medicaid services to the Lovelace premium, the reimbursement has increased and would have increased the insurance to \$120 a month. Instead the payment was compromised and decreased. There is a health insurance tax that will be going into effect on January 1, 2014 that is being levied on insurers by the Affordable Care Act that applies to all lines of business that include Medicare. The remaining plans increased by 20%.

5. Faculty Senate President's Report

The electronic vote for C170 Endowed Chair Policy was positive, the policy has passed. C250 Academic Leave for Principle Lecturers Policy was passed by the Board of Regents. Both have been added to the Faculty Handbook.

Faculty Senate President Richard Holder is working with the Committee on Governance Chair Tim Lowrey to do an evaluation of the Faculty Senate Council structure. It was decided that it be evaluated by the Institute for Social Research Office. The scope of the evaluation has not yet been agreed upon but sometime during Spring 2014 there will be an evaluation done that will include a survey and a focus group.

Faculty Senate President Richard Holder is an ex-officio member of the Institutional Compliance Committee; the committee is working on creating an Institutional Code of Conduct. At the last Faculty Senate meeting September 24, 2014, a conflict of interest policy was discussed. The Office of Equal Opportunity Director Theresa Ramos welcomed the faculty's input on such a policy. Per Compliance Officer Helen Gonzales there are 22 Conflict of Interest policies but may not include everything that concerns the faculty of the University. Faculty Senate President Richard Holder has requested for the Faculty Senate Ethics and Advisory Committee to add two additional members and speak with Compliance Officer Helen Gonzales to review what is already in place.

Faculty Senate President Richard Holder met with President Frank to discuss the faculty's role in the creation of new academic units. The issue that has been brought up is the proposed College of Public Health. The Board of Regents Policy 5.1 (The Faculty's Role in the University's Academic Mission) delegates to the faculty authority to approve creation and dissolution in the academic units. Policy A88 (Policy and Procedures for New Units and Interdisciplinary Reorganization of Academic and Research Units at the University of New Mexico) allows the Faculty Senate Operations Committee to negotiate with the officials that are proposing from the administration to form a new academic unit. President Frank, Provost Abdallah and HSC Chancellor Roth are going to talk to the Faculty Senate Operations Committee on how to proceed in this matter.

The Faculty Senate has been asked to review a proposed draft contract for those faculty that will create MOOC (Massive Open Online Course) courses. Faculty Senator representing the Law School Scott Hughes will assign a faculty to review this contract.

6. Provost's Report

There was an open forum to provide information regarding the College of Public Health where many faculty from both HSC and main campus were present. The Honors College is an example of what the College of Public Health will be in regards to how it was formed.

There has been changes made to the Bridge Scholarship, there were changes made that were not communicated properly and for that there will be a pause in the changes. This year there will be discussion on what needs to be changed and why.

The searches for University Deans and Directors are on track, search committees are put in place and the search for filling those vacancies are in transition.

Special Assistant of Faculty Development Richard Wood is managing the process for the new College of Education. There are three groups; the UNM group has met at least once they divided their efforts learning the process at the University for Curriculum and if anything needs to change. The National group has not yet met and the search committee for the Dean they have met at least once. There will be webinars and open forums regarding the process on improving the College of Education. The goal of the College of Education is not just being a training College for schools and principles but will also make sure to include the research areas for how we education teachers and principles and how we educate students externally.

Faculty Senate President Richard Holder and Provost Abdallah have been discussing a lecturer series steering more towards academics not just policy lecture series. This should be put in place in 2014. On Monday, October 28, 2013 James Burke from Public Broadcasting Service (PBS) will be coming to speak at the University regarding the future of Universities. Claude Stephens of Stanford University who is an expert on unconscious will be coming to speak at the University in May 2014.

At the Deans Retreat that was held Friday, October 18, 2013 there was discussion on the current budget and what is expected during the legislative session coming up in January 2014. In summer there are two potential forming formulas for UNM that is being discussed. 5% of the actual funding that was based on outcomes, 95% was still based on student credit hours. There is supposed to be funding allocated to the Research Institution, it is on hold and may not be allocated. The University received \$180 million last year. The other formula came from New Mexico State and will be used for this year's budget as a base. It will add \$5 per credit hour, then \$1000 for a Bachelors, \$1500 for Masters, \$2500 for a Ph.D. and 1% of research expenditure for the research institutions. For the non-research institutions the formula will weigh the credit hours the same rather than Bachelors and Masters being at risk (Ex: Pale Grant recipients) and will give funding for 30 hours of completion. The problem is it starts with this year's budget and the new formula will be added every year. There will be \$38 million dollars to the Higher of Education and it will be estimated on what will be given to each school or college. The decision has not been made on what formula the University will take on, either way the University is expecting between \$6 and \$12 million as new money. If the University receives this new money, under the Results Oriented Management (ROM) model there will be some money that will go to University wide initiatives and some to performance. The University should receive the funding in May 2014.

7. CONSENT AGENDA TOPICS

2013-2014 Faculty Senate Committee Appointments

The 2013-2014 Faculty Senate Committees appointments were approved by unanimous voice vote of the Faculty Senate.

Faculty Senate Committee Appointments Needing Senate Approval

| First | Last | Title | Department | Committee | Date added |
|-------|-----------|---|---------------------|-----------------------------------|------------|
| Frank | Ralls | Clinician Education Assistant Professor | Internal Medicine | Curricula Committee | 2013-09-26 |
| Ajna | Hamidovic | Assistant Professor | College of Pharmacy | Budget Committee | 2013-10-04 |
| Nikki | Jernigan | Assistant Professor | Cell Biology | Graduate & Professional Committee | 2013-10-09 |
| Wei | Wang | Professor | Chemistry | Graduate & Professional Committee | 2013-10-09 |

AGENDA TOPICS

8. Veteran's Success at UNM

Veteran Success on Campus Counselor Gwen Nutter reported on the Veteran's success at the University. This is a program that originated in 2009 that started as a pilot program by putting a rehabilitation counselor on campus; there were 9 campuses worldwide and as they progressed there were 27 that were added. Among those 27 UNM was selected. As part of that collaboration is the collaboration between UNM and the Veteran Affairs administration. The mission is to provide the University benefit assistance to the veterans on campus, counseling, assist veterans and their families to be successful in terms of education and their career. Some of the key elements is reaching out to the community and working with faculty to assist veterans. The majority of veterans are not aware of the benefits that they qualify for that will be beneficial to them and their families. There is a pilot program offered to veterans at Central New Mexico Community College that have disabilities such as Post Traumatic Stress Disorder (PTSD) and Traumatic Brain Injury (TBI) that assist them in being successful in their education while coping with their disabilities. Counselor Nutter is here to provide assistance to any faculty that has veteran students in their class to make sure they receive necessary accommodations. It was suggested by a faculty member that it state in every syllabi around campus to notify the faculty of any disabilities as a veteran so they can provide assistance.

9. Report of the Provost's Committee Interdisciplinary Units

Senior Vice Provost Michael Dougher reported on the Provost's Committee Interdisciplinary Units report on why it was not mentioned that there is an approval process that includes Faculty Senate for creating new units. The reason was because any faculty group that submits a proposal for Interdisciplinary Studies would have to complete each step in getting the curriculum approved. The approval process for curriculum includes Faculty Senate approval which has always been, therefore was not included. There was no intention of leaving the Faculty Senate out of the procedures. The reason for starting the Interdisciplinary Committee was because there was a lot of interest in interdisciplinary studies across campus and no real structure by which those programs could come into existence. It was presented to the Deans of the University to take over the cost of the program which is \$55,000. The Deans did not agree. As a result it became clear that there needed to be a different structure and set of procedures. What is critical in the Interdisciplinary Units report is the Executive Summary which outlines the process by which these programs can come into existence. Once this was endorsed, Water Resources which is an interdisciplinary program at the Graduate level mostly in Engineering and Arts and Sciences moved to the Office of Graduate Studies. Native American studies was moved to University College. The next program that will be moved under the Office of Graduate Studies is Optical Science and Engineering. The Provost has indicated that financing is available and will be dedicated to Interdisciplinary hires in the next academic year.

The Interdisciplinary Film and Digital Media Program will be moved into the University College. There has been work done by the College of Fine Arts Dean Pinder that is working with the Director of IFDM Miguel Gander in moving the program. The plan will be to work with University College Dean Kraus to find a system that the program can migrate to University College since it is interdisciplinary.

Faculty Senate President Richard Holder and Past Faculty Senate President Amy Neel will add language of Faculty Senate approval to the Interdisciplinary report.

10. Global Initiatives

Special Assistant to the President for Global Initiatives MaryAnne Saunders reported on the update of the Global Education Office.



Preparing Our Students for a Globalized World

Global Education Office Update to the Faculty Senate

Dr. Mary Anne Saunders

Special Assistant to the President on Global Initiatives

October 22, 2013

The UNM Response to Comprehensive Globalization

- UNM's new global initiatives comprise a comprehensive strategy... a strategy that includes the goals of Comprehensive Globalization, defined as:

"A commitment to integrate international, global and comparative perspectives throughout the teaching, research, and service missions of higher education."

Our goal:

By 2020, 100% of UNM students will have some form of international experience, including "internationalization at home."



Why Study Abroad?

- We know from recent studies that students can:
 - Learn a foreign language through immersion
 - Become independent and self-confident and clarify their personal goals
 - Increase their understanding of other cultures
 - Get a different perspective of their own culture
 - Achieve communication skills through interacting with people from different backgrounds
 - Become more nuanced decision makers
 - Create better career opportunities

"The world needs graduates with a global focus, cross-cultural understanding, and linguistic fluency. Studying abroad is a perfect venue for acquiring and enhancing these skills."

Sheila Curran, Executive Director, Duke University Career Center.

Academic Benefits of Study Abroad

University of Georgia System 2010 Study

4YR GRADUATION RATES

| | |
|------------------|-------|
| Study Abroad | 49.6% |
| Non study abroad | 42.1% |

6 YR GRADUATION RATES

| | |
|------------------|-------|
| Study Abroad | 88.7% |
| Non Study Abroad | 83.4% |

GPA-All Students

| | <u>Before</u> | <u>After</u> |
|---|---------------|--------------|
| Study Abroad | 3.2 | 3.30 |
| Non Study Abroad | 3.03 | 3.06 |
| Compared during the same period of time | | |

GPA-Students with low SAT scores

| | <u>GPA</u> |
|------------------|------------|
| Study Abroad | 3.21 |
| Non Study Abroad | 3.14 |

"This suggests that study abroad can actually be an intervention to enhance success for college students who are at-risk. Rather than derailing them, rather than diverting them, it actually focuses them"

(www.usatoday.com/news/education/2010-07-14-IHE-study-abroad-benefits13_ST...)

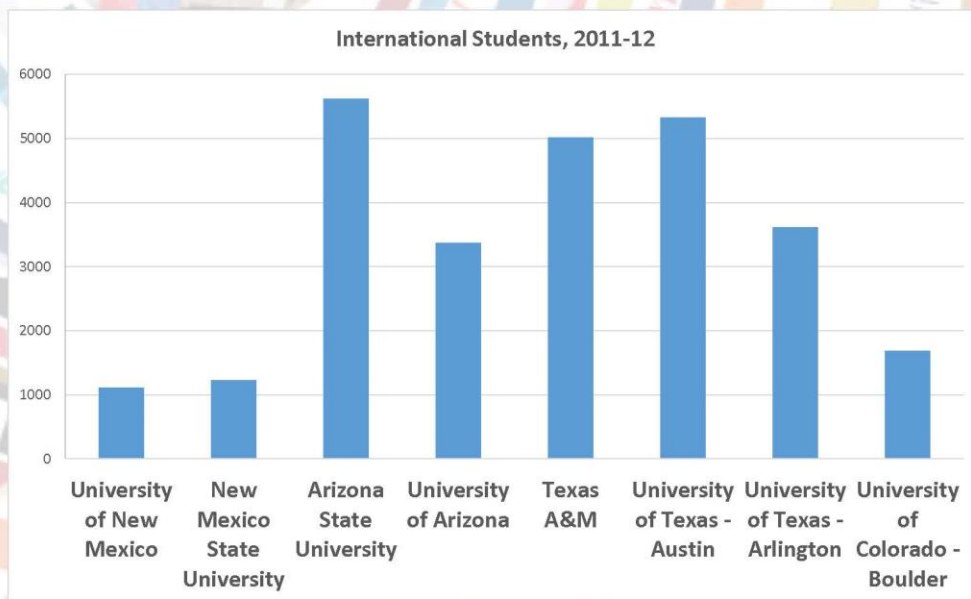
Impact of International Students

- A Duke University study: (Reported in *BusinessWeek* earlier this year) states that being in contact with international students, "not only improves American students' foreign language and cultural skills but also has a positive impact on their cognitive development."

Economic Impact of International Students

- Financial impact—from Institute of International Education's Open Doors report, 2012
 - Financial impact of int'l students in the state of New Mexico was \$72.3 million. With 3,272 international students, we rank only 39th out of the 50 states.
 - California, the #1 state, hosted 102,789 students, with an enormous financial impact of \$3.2 billion dollars.
 - Arizona hosted 12,738 international students for an economic impact of \$321.4 million
 - Texas, with 61,511 students, benefitted economically at the level of nearly \$1.4 billion dollars.
- Long-term financial gain:
 - 76% of patents at the top 10 patent producing universities had at least one foreign born inventor; over 40% of Fortune 500 companies were founded by foreign born entrepreneurs; and a 2007 survey conducted by Inc. Magazine revealed that first-generation immigrants were on the founding teams of roughly 52% of all tech companies in California.
- Clearly, we need to be doing a better job of recruiting int'l students in NM

Comparative Data on Incoming Int'l Students



The UNM Response to Comprehensive Globalization, continued...

- Established the Global Education Office, responsible for:
 - Creating a strategic plan and recruitment plan
 - Opening and operating a recruitment center in Beijing, China
 - Recruiting, admitting, providing immigration expertise for, and advising international students and scholars
 - Increasing study abroad opportunities
 - Supporting semester and faculty-led short term study abroad
 - Increasing and supporting international scholars at UNM
 - Enhancing global partnerships
 - Concentrating on international economic development for UNM, ABQ, and New Mexico

Results in One Year

- Reorganized, staffed and professionalized the Global Education Office (GEO)
- Moved International Admissions to GEO
- Developed Strategic Plan for Recruitment
- 21% increase in new incoming international students, while domestic enrollment increased very slightly
- 40% increase in students in our ESL program, CELAC
- Relationships with overseas governmental funding agencies improved, resulting in the following enrollments:
 - Over 30 Brazilian students in the Scientific Mobility Program
 - 49 students sponsored by the Saudi Arabian Cultural Mission
 - Up to 50 graduate students sponsored by the government of Pakistan coming in 2014
 - First of many projected enrollments from Oman Spring of 2014
- Audited current partnerships undertaken and more strategic approach to development of new partnerships initiated
- Coherent processes developed for agreements

International MOU Process

UNM Sponsor initiates & maintains relationship with partner institution

1. Sponsor ascertains if UNM already has an MOU w/ the target institution & follows UNM guidelines on "goodness of fit" of this relationship.

2. Sponsor creates document's Draft 1 from template (template can be obtained from GEO website).

Types/hierarchies of MOU's:

- >General "friendship" agreements
- >Exchange agreements
- >Blended degree programs, etc.

Document routed by GEO

1. Appropriate check-off routing is created per requirements of relationship.
2. Any changes required by approvers will be communicated to Sponsor & included by GEO representative.
3. Once final draft is prepared & approved, signatures will be obtained from administration as outlined in UNM signatory policy.

Signed document archived by GEO

1. Documents PDF'd & archived electronically. Available via password-protected access.
2. Sanitized templates available on GEO website for entire UNM community.
3. Red flags built into archived documents re expiration date in order to facilitate communication with partner for renewal or not.

Prepared by GEO July 24, 2013

Results in 1 Year, continued...

- Established GEO's Advisory Board comprised of deans, faculty, staff, administration, and community members
- Meetings with each of the deans near completion
- Increase of 13% in UNM students studying abroad
- Close cooperation with LAII, STC, OGS, the ethnic centers, service units and other UNM related entities maintained
- Visits to each of the branch campuses initiated

Results in 1 Year, cont.

- UNM invited to participate in high-level conversations regarding cross-border relationships at the government level (Spain, Mexico, China, etc.)
- Recruiting office opened in Beijing and plans for a potential office in Mexico underway
- High-level visits from international representatives have increased
- GEO has developed an effective protocol for dignitary visits now used by the university. We are beginning to be seen as the “protocol experts.”
- Global education at UNM is beginning to be included in conversations about economic development of Albuquerque

Next Year's Goals

- Continue the increase in int'l enrollments, but in a refined, strategic manner consistent with deans' targets
- Continue the increase in study abroad numbers, especially in faculty-led, short-term programs
 - Provide support for faculty for these programs (work with deans)
- Monitor progress of Globalization Taskforce
- Develop strategic plan via the Advisory Board
- Improve environment for int'l students (International Student Barometer)
- Aggressively pursue opportunities in Latin America
 - Open center in Mexico
 - Submit proposal for 100,000 Strong in the Americas
 - Consider collaboration w/ NMSU on Quito Center
 - Strengthen current collaborations (UNM, IPN, Tec de Monterrey)
 - Develop customized ESL programs through CELAC (esp. On-line)
- Secure funding for study abroad scholarships
- Develop advising sheets for Study Abroad
- Complete risk management and emergency response protocols
- Place all MOU's & agreements in an online storage system
- Improve marketing and websites
- Improve data collection (work with OIA)

11. Faculty Senate Academic Council

Faculty Senate Academic Council Chair Charlie Steen reported diversity initiatives being discussed and worked on by the Faculty Senate committees that report to the Academic Council such as the Faculty Senate Curricula, Undergraduate and Admissions and Registration Committee. The Faculty Senate Academic Council committees are anticipating the discussion regarding the 120 hour plan.

12. New Business and Open Discussion

Meeting adjourned at 5:00 p.m.