

FACULTY SENATE MINUTES

2015-2016 FACULTY SENATE APRIL 26, 2016

(Pending Approved from the August 23, 2016 Faculty Senate meeting)

The Faculty Senate meeting for April 26th was called to order at 3:00 p.m. In the Roberts Room of Scholes Hall. Faculty Senate President Stefan Posse presided.

ATTENDANCE

Guests Present: Tom Long-Anesthesiology, Kym Gauderman-Faculty Senate Policy Committee Co-Chair, Liz Hitchison – Committee on Governance Co-Chair, Lisa Lindquist – Dean of Students Office, Aaron Hilf – Communication & Marketing, Jon Wheeler – Faculty Senate Information Technology Use Committee Chair, Patricia Henning – Physics Astronomy, Michael Gomez – Pediatrics, Jonathan Bolten - Psychology Community Behavioral Health, Christopher Calder – Neurology Adult, Lee Brown – Faculty Senate Health Science Center Chair and Faculty Senate Budget Committee Janie Chermak.

APPROVAL OF THE AGENDA

The agenda was approved as written unanimously.

1. Approval of summarized minutes for March 22, 2016 meeting

The minutes were approved as written unanimously. The meeting minutes from April 12, 2016 will be approved at the August 23, 2016 Faculty Senate meeting.

2. Posthumous Degree for Joshua Duran

Office of Parent & Family Program, Dean of Students Lisa Lindquist,.

Joshua Duran was scheduled to graduate Fall 2015. Unfortunately, he passed away in Spring 2015. Lisa has been in contact with Joshua's parents regarding the progress of the posthumous degree and that it would be a degree in Biology.

Faculty Senate President Posse made a motion to approve the Posthumous Degree, the motion was seconded and passed unanimously.

3. Faculty Senate President's Report

Faculty Senate President Stefan Posse reported on the events that took place during his presidency. Despite the challenges to academia in times of shrinking the Higher Education budgets the faculty proudly serves the institution always putting the students first no matter what the sacrifice.

Faculty Senate President Stefan Posse discussed the role of faculty in shared governance, UNM as an organization, stimulating a conversation between the faculty and the administration to consider aligning a current shared governance model with a changing reality of the academic enterprise in the second decade of this millennium. The objective is to strengthen the faculty's input to set overarching

goals and to increase participation in the decision making process. Many faculty colleagues and administration are open in initiating a conversation.

4. Provost's Report

Provost Abdallah reported on the Lincoln Project, that he is working on, which is related to the American Academy of Arts & Sciences, which looks at public research universities. He suggested that everyone review this document. The document deals with issues of shared government, financial models and how to utilize them to insure the success of UNM students.

Provost Abdallah reported on student activities and meetings on campus including a meeting later this evening on Black Lives Matter.

On Friday Provost Abdallah will attend a march by Native American students, to Scholes Hall, to protest the UNM Seal. He stressed that the Faculty Senate should become involved in this issue and the discussions that will follow. Associate Provost Virginia Scharff will coordinate this effort.

Provost Abdallah reported on the future of UNM Press. He has been working on this issue, at the request of President Frank, for four years, and has hired two consultants. They are: The ex-president of the University of California Press, and, the president of the publishing arm of the American Psychological Association. This cost to run the UNM Press is \$250,000 that is from I&G money. Presently the deficit it has increased to \$750,000. Two reports were generated. One was inconclusive and the other suggested that the UNM Faculty Senate become involved in the issue. The Provost has recently met with UNM Press and informed them that they need to come up with a plan to cut \$25,000 from their budget. Issues dealing with storage and rentals were suggested to the Press for cutting their budget. Even with these budget issues the Provost has no plans for eliminating the UNM Press.

Associate Provost Virginia Scharff reported additional information regarding the UNM Press. She has been in contact with the American Association of University Presses learning about models they suggest to help with the budget problems of the UNM Press. At this time all universities are having budget problems with their university presses. She closed by encouraging the Faculty Senate to become engaged in solving the problems of the UNM Press. This is a topic that will be discussed in greater detail at a future date.

CONSENT AGENDA TOPICS

5. Spring Degree Candidates

The Spring 2016 Degree Candidates were approved by unanimous voice vote of the Faculty Senate.

6. Form C from the Curricula Committee

The following Form C were approved by the Faculty Senate:
BS-Radiologic Sciences concentration: Nuclear Medicine
Family and Child Studies
Ph.D. in Organization, Information, and Learning Sciences
Master of Arts in Organization, Information, and Learning Sciences

BA Art History
Master of Occupational Therapy
Technical and Professional Communication Certificate
BA Art Studio
BA Media Arts
MPH Master of Public Health
Public Health Subject Code
BA in Communication - Critical Studies in Mass Media
BA in Journalism & Mass Communication - Digital Field Multimedia
BFA Interdisciplinary Film & Digital Media - Critical Studies Concentration
BFA Interdisciplinary Film & Digital Media - Production Concentration
Distributed Minor (in College of Fine Arts)
BA Dance
BA Art Education
BA Design for Performance
B.A. Design for Performance
BA Religious Studies
BA Linguistics & Linguistics Minor
Health, Medicine, and Human Values Joint Requirements
Doctor of Medicine
PharmD/MS dual degree in Pharmaceutical Sciences
Family and Child Studies (FCS) Subject Code
Master of Construction Management
Post-Master's Certificate (NURCP) Psychiatric Mental Health Nurse
MSN Psychiatric Mental Health Nurse Practitioner Concentration

AGENDA TOPICS

7. IFDM Core Courses IFDM 105L IFDM Program Core

Distinguished Professor of Communication and Journalism Miguel Gandert reported that this program was originally a four-year program and is now a three-year program. It is being asked the IFDM 105L, the introductory class, be included in UNM's Core Curriculum. This class is a survey of digital media and film, and could be used as a recruiting tool.

Faculty Senate President Posse made a motion to approve the IFDM Core Courses IFDM 105L and IFDM Program Core, the motion was seconded and passed unanimously.

8. Physics 108 & 108L for UNM Core

Professor of Physics and Astronomy Patricia Henning reported that this course is for non-science majors and teaches students to think scientifically. The request is to add this course to the UNM Core.

Faculty Senate President Posse made a motion to approve Physics 108 & 108L for UNM Core, the motion was seconded and passed unanimously.

9. Faculty Handbook Policies

Faculty Senate Policy Committee Co-Chair Kymberly Gauderman presented on the following Faculty Hand book policies. All committees have approved this issue

including Policy and Ops. Three policies have been updated. C60 Visiting Scholars, C220 Holidays and C225 Professional Leave. A new policy has been added, C260 Religious Accommodations which was created to address a more diverse UNM campus.

C60 Visiting Scholars
C220 Holidays
C225 Professional Leave
C260 Religious Accommodations

Faculty Senate President Posse made a motion to approve the policies, the motion was seconded and passed unanimously.

10. Faculty Survey

Faculty Senate President Stefan Posse briefly reported on the history of the survey and how it was requested by Regent Koch. It began to be formulated in the Fall of 2015 and was designed for faculty to give input into the UNM budget process.

Faculty Senate Budget Committee Co-Chair Janie Chermak reported that at this time the survey is still being evaluated. The survey was distributed electronically in the spring of 2016. The survey was issued to 1,954 faculty members. 524 faculty members responded which represents 27%. The majority of respondents have worked at UNM for ten years, or less. Preferred budget fixes: Tuition increases and reduced administrative lines. Schools are doing good, upper administration no so good. And, the regents are not doing as well as the upper administration. 67% of the respondents said they are proud to be a part of UNM.

11. Shared Governance at the University of New Mexico Resolution

Faculty Senate President Stefan Posse reported that a special Faculty Senate meeting was scheduled on April 12, 2016 to discuss shared governance at the University. This was a collaborative process involving the Operations Committee and various faculty members. Faculty Senate President-Elect Pamela Pyle was asked to call for a motion to adopt the resolution on behalf of the Operations Committee. Discussion followed with requested changes to be made.

Faculty Senate President Posse made a motion to approve the resolution, the motion was seconded and passed unanimously.

Whereas the Faculty represent the historic and actual locus of teaching, research, clinical, and creative expertise within universities; and

Whereas the Faculty also represented the original locus of administrative decision making authority within universities, until the rising complexity of university organizations led the Faculty to share that authority with officials specializing in administration and governance; and

Whereas the State of New Mexico vests ultimate authority over the University of New Mexico in a governing board called the UNM Board of Regents; and

Whereas the resulting tripartite structure of Faculty, Central Administration, and Regents emphasizes specialization within each of those three sectors, all within the ultimate authority of the Board of Regents; and

Whereas the resulting long-established practice of governance via three-way dialogue and deliberation regarding major strategic decisions is generally referred to as “shared governance”; and

Whereas the academic mission of universities thrives best when the governing board exercises its ultimate authority within such a “shared governance” model; and

Whereas the role of Faculty within shared governance is distinct from the “stakeholder” role of other important sectors such as Staff, ASUNM, GPSA, Alumni, and Parents of UNM students; and

Whereas continued accreditation of the University of New Mexico under the Higher Learning Commission (HLC) is essential and cannot be compromised; and

Whereas such accreditation depends upon adherence to shared governance standards in its major decisions as reflected by Core Component 5.B of the Higher Learning Commission Resource Guide, which requires that “The institution’s governance and administrative structures promote effective leadership and support collaborative processes that enable the institution to fulfill its mission (available at http://download.hlccommission.org/ResourceGuide_2016-04_INF.pdf); and

Whereas the last HLC accreditation Report of a Comprehensive Evaluation Visit dated April, 2009 quoted the Board President as having “...expressed his understanding for the need to communicate with the faculty and all constituencies to rebuild a harmonious working relationship. The Board President also expressed his desire to work collaboratively and in an environment of transparency and trust.”; and

Whereas decisions adopted by the UNM Board of Regents over the past 4 years unequivocally violated the UNM commitment to the HLC for achieving best practices of shared governance by a series of action, to wit;

(i) Ignoring recommendations from the Faculty Senate Faculty and Staff Benefits committee on how to mitigate an unfunded liability in health care costs for retired faculty younger than age 65,

(ii) Using \$3M from the reserves of the self-funded health insurance plan in order to resolve a university budget shortfall without consultation with faculty,

(iii) Subsequently amending Regents’ Policy Manual – Section 7.14: Risk Management and Insurance to allow for the transfer of funds from the self-insurance General Reserve Fund at any time and for any purpose at the sole discretion of the Board,

(iv) Eliminating retiree health care coverage for faculty hired after June 30, 2015 without consideration of recommendations from the Faculty Senate Faculty and Staff Benefits Committee,

(v) Increasing health care insurance premiums by 4.5% with large increases in deductible costs without any discussion or consultation with the Faculty Senate Faculty and Staff Benefits Committee,

(vi) Adopting changes to the Regents' policy manual at the March 14, 2016 meeting of the Board of Regents without consulting with any Faculty Senate governing body, despite strong objections from more than 50 faculty members, Faculty Senate leaders, students, staff community members, state and county legislators, and Native American leadership calling for, at a minimum, a delay in the action until additional input from stakeholders could be obtained; and

Whereas the loss of important records related to official UNM business appears to have occurred; and

Therefore, be it resolved that the Faculty Senate of the University of New Mexico calls upon the UNM Board of Regents to state publicly, via a formal resolution, its affirmation of shared governance as a process of dialogue and collaboration with Faculty Leadership and other stakeholders prior to taking actions that profoundly affect University activities; and

Be it further resolved that the Faculty Senate of the University of New Mexico calls upon the Board of Regents' to review and adhere to the concepts formulated in the "Statement on Government of Colleges and Universities" as adopted by the American Association of University Professors (available at <http://www.aaup.org/report/statement-government-colleges-and-universities>); and

Be it further resolved that the Faculty Senate of the University of New Mexico calls upon the Board of Regents review and adhere to the recommendations stated in the document "Faculty, Governing Boards, and Institutional Governance," published by the Association of Governing Boards of Universities and Colleges (available at: http://agb.org/sites/default/files/legacy/u16/FacultyGoverning%baordsandInstituti%onalGovernance_final.pdf); and

Be it further resolved that the Faculty Senate of the University of New Mexico calls upon the Board of Regents to formally request that Governor Susana Martinez fill the current vacancy in the Board with an individual possessing a deep understanding of higher education, preferably a current or retired faculty member of UNM or a faculty member currently employed by, or having retired from, a major university in another state; and

Be it further resolved that the Faculty Senate of the University of New Mexico calls upon the Board of Regents to devise a means of recording and archiving their communications about UNM business to comply with the Inspection of Public Records Act (IPRA).

Adopted this day of April 26, 2016 by the Faculty Senate of the University of New Mexico

12. FY17 Changes and Open Enrollment/ VEBA Opt-Out

Manager for Benefits, Employee & Retention Services Brenda De La Pena reported on the FY17 Changes and Open Enrollment/ VEBA Opt-Out.

Open Enrollment, FY17 Changes & VEBA Opt-Out

UNM HR Benefits



Open Enrollment & VEBA Opt-Out Timeline

Wednesday, April 27 – Friday, May 13

- *Annual period to make enrollment add/drop changes to:*
 - Medical, Dental, and Vision coverage
 - Life and Disability insurance coverage
 - Option to Increase Coverage – Certain provisions offered with a guaranteed issue when not previously declined
- *Annual period to opt-out of VEBA*
 - Must be currently participating and in a benefits-eligible position
 - Opting out relinquishes access to UNM's post-retirement health benefits and forfeits applicable grandfathered service credits

**Enrollment changes and VEBA opt-outs
will be effective July 1, 2016**

Fiscal Year 2017 Changes

Open Enrollment Changes Effective July 1, 2016:

○ **Medical/Prescription Drug Plan**

- **In-Network Out-of-Pocket Maximum:**
 - \$3,000 Individual/ \$6,000 Family
- **No changes to Generic, Specialty Drugs or Diabetic Drugs and Diabetic Supplies**
- **25% Coinsurance will apply to:**
 - **Preferred Brand, 30-Day Supply**
 - Min to Max: \$35 to \$70
 - **Non-Preferred Brand, 30-Day Supply**
 - Min to Max: \$55 to \$110

Fiscal Year 2017 Changes Cont'd

Open Enrollment Changes Effective July 1, 2016:

○ Medical/Prescription Drug Plan Cont'd

- For Brand Drugs, 90-Day Supply Retail Pharmacy/Mail Order will change to 2.5x copay (up from 2x)
 - 25% Coinsurance will apply to Retail/Mail Order:
 - **Preferred Brand 31-90 day supply**
 - Min to Max: \$87.50 to \$175
 - **Non-Preferred Brand 31-90 day supply**
 - Min to Max: \$137.50 to \$275
- New! Express Scripts online tool to price your drug costs with the July 1, 2016 changes.

Fiscal Year 2017 Changes Cont'd

Open Enrollment Changes Effective July 1, 2016:

○ Active Employee Medical/Prescription Drug Plan Rates Increase

- Overall average 4.8% premium increase, premiums vary by the three medical coverage options, FTE, and Salary:
 - BCBS of NM
 - Presbyterian
 - UNM Health

Open Enrollment/VEBA Opt-Out Process

- **Medical/Dental/Vision Enrollment (LoboWeb)**
 - Complete enrollment changes
 - Print confirmation and retain for records
- **Life/Disability/AD&D enrollment/changes**
 - The Standard Enrollment Site
- **VEBA Opt-Out (LoboWeb)**
 - Print confirmation and retain for records

Open Enrollment/VEBA Opt-Out Resources

- **Human Resources Website:** <https://hr.unm.edu/>
- **Open Enrollment/VEBA Opt-Out information**
 - List of Onsite Vendor Fair Sessions
 - Detailed plan information
 - Contact information
- **Enrollment Technical Assistance**
 - HR Service Center
 - Technical Assistance Sessions
- **Open Enrollment Checklist Handout**

Additional Fiscal Year 2017 Changes

July 1, 2016 Changes not related to Open Enrollment:

- NEW! Onsite Preventive Health Checkups Incentive Program
 - Requires participation in a UNM Medical plan during the screening period and at the time of premium reduction
 - Participating employees receive a one-time \$200 premium reduction (*may be spread over multiple pay periods depending on an individual's premium amount*)
 - Applies to Active Employees only
 - Employee Health Promotion (EHP) will send out communications with more detail in May/June

Fiscal Year 2017 Changes Cont'd

July 1, 2016 Changes not related to Open Enrollment (cont'd):

- 15-Day Benefit Eligibility Wait Period Elimination
 - As of July 1, those hired into a newly benefits-eligible position may submit enrollment as early as their hire date
 - The 31-day enrollment period will increase to 60 days for New Hires and Qualifying Life Events (*Enrollment period starts on hire or event date*)
 - Applies to enrollment in eligible Health, FSA, Life/Disability benefits
 - Benefit coverage will continue to go into effect the first of the month following receipt of enrollment
 - For those hired June 30, 2016 and prior, the 15-Day Benefit Eligibility Wait Period will apply

Fiscal Year 2017 Changes Cont'd

July 1, 2016 Changes not related to Open Enrollment (cont'd):

○ Long-Term Care

- Employer sponsored benefit is changing to a 100% voluntary benefit
- Currently, UNM provides employees a base benefit of \$2,000 per month for three years to all full-time benefits-eligible employees after one year of employment
- More details on this transition coming soon

○ VEBA contribution increase deferred for FY17

- Contributions will remain at:
 - $\frac{3}{4}\%$ Employee
 - $\frac{3}{4}\%$ UNM

Fiscal Year 2017 Changes Cont'd

Proposed Effective July 1, 2016:

To ensure compliance with federal regulations, the following temporary changes in eligibility for Benefit Plans are effective from July 1, 2016 to June 30, 2017

The Division of Human Resources will determine if the changes will be adopted on a permanent basis.

Benefits-Eligibility Updates to two polices:

- [UAP Policy 3600](#): Eligibility for Employee, Retiree, and Dependent Benefit Plans
- [UAP Policy 3700](#): Education Benefits
 - Temporary staff employees who have an appointment percent of 75% or greater and have a minimum three (3) month appointment
 - Adjunct faculty who have an appointment percent of 75% or greater and have a minimum three (3) month contract
 - Paid Leave of any type is not an included Benefit for these two new employee types

Contact/Questions

UNM HR Benefits

Phone: 505-277-MyHR(6947)

Email: HRBenefits@unm.edu

13. New Mexico General Education Redesign

Associate Provost Greg Heileman reported on the New Mexico General Education Redesign. In 1978 the Post-Secondary Articulation Act required that the University establish a common course naming in numbering system for courses that are identified as low division courses. This law also required the Higher Education Department to set a generalization. The Secretary of Higher Education would like to visit to see if the core is current at the behest of the Provosts and Presidents that they look more at the core that are being adopted in other states primarily based on the Liberal Education Americas Promise (LEAP) Outcomes in the association of colleges and universities. The Secretary of Higher Education initiated a set of committees that are now meeting to discuss these issues. There is a Articulation and Transfer Committee that has the Higher Education Department represented, President's, Provost's, Registrar's and faculty from all 27 Higher Education Department Institutions around the state serving on the Committee. In 2015 the State Legislature passed a new law stating that common course number is required by August 2017. A General Education Core Committee that has representatives from all of the Institutions they have agreed upon what a set of general educations outcomes might look like in this state that are loosely based on the LEAP Outcomes. This is trying to be moved forward for approval so it can be made as the Core. There is a Common Course Numbering Committee that is going to work on getting courses that are substantially equivalent to have the same course numbers. Currently this is done through an articulation metrics. The goals are to get 80% of the outcomes equivalent across these courses. There is a Meta Major Committee, Meta Majors are courses that are a part of a number of Majors not just a specific Major for students who have an idea of what they want to do but aren't sure that

way they don't lose out on courses they have taken when finally deciding on the major they are interested in obtaining their degree in.

14. New Business

15. Adjournment

Meeting adjourned at 5:00 p.m.