

The University of New Mexico Faculty Senate
Meeting Minutes
January 23, 2018
3:00 P.M.
Scholes Hall Roberts Room

(Draft minutes awaiting approval at the February 27, 2018 Faculty Senate meeting.)

1. Approval of the Agenda

The agenda was approved as written.

2. Acceptance of the December 20, 2017 Minutes

The December 20, 2017 minutes were approved as written.

3. Faculty Senate President's Report

- Faculty Senate President Pamela Pyle opened the meeting with a call for senators to make a better attempt to attend faculty senate meetings.
- She reported on her meeting with UNM president elect Garnett Stokes. Pamela urged the faculty to send emails to President Stokes expressing concerns regarding the university and what the new president should know about UNM.
- Pamela gave an overview of faculty morale, recruitment, and the decrease in grant money coming to UNM.
- Pamela reported on a budget meeting she recently attended and announced that Nicole Dopson, UNM Budget Office, will be presenting at today's meeting.
- Monday January 29, 2018 is UNM Day at the state legislature. Pamela, the Governmental Relations Committee, and members of the Health Sciences Committee will be attending the Monday Legislative Session.
- An update was given on construction projects on campus.
- Pamela gave an update on the issue of Free Speech on campus. A panel will be created to discuss this issue. A meeting will be held at the SUB on February 5, 2018, 5:15pm, in Ballroom A.

4. Provost's Report

- Mike Dougher, former Senior Vice Provost (Retired), made today's presentation for Interim Provost Rickard Wood, who could not attend. He spoke on the idea of re-engineering UNM, which has been put forth by Interim President Abdallah.
 - Re-engineering UNM is NOT a Strategic Plan. It is a plan for UNM to come to grips with how the world around UNM is changing and how UNM can adapt to these changes.
 - Fact: Demographics have changed. There are now fewer high school kids to enroll at UNM.
 - Funding formulas are changing. The state of New Mexico's finances, and revenue, and not going back to the "good 'ol days".
 - The student body has changed. Due to new technologies they see, and function, differently than previous students. And, the way that they learn is changing from past students. UNM needs to adapt new teaching methods being created by Learning Sciences. There are also greater numbers of "non-traditional" students enrolling in colleges who are not looking for a four-year degree as much as a Certificate to enhance their current employment situation.
 - The engagement with local communities is changing and UNM needs to look at how other universities are reaching out to their communities. Both local and state wide.

- Committees/taskforces will be formed to track these changes at UNM and report back to the president. Mike will help coordinate this process. Students will also be involved in this process.
- Mike is hoping to have solid proposals to begin working on by the end of the spring semester or the beginning of summer.

5. 2017-2018 Faculty Senate Committee Appointments

The following appointments to the 2017-2018 Faculty Senate Committees were unanimously approved.

Committee	Appointment Type	First	Last	Title	Department	Start	End
Teaching Enhancement	Faculty	Asal	Naseri	Assistant Professor	Mechanical Engineering	2017	2020
Teaching Enhancement	Faculty	Kathryn	McKnight	Associate Professor	Spanish and Portuguese	2017	2019
University Press	Faculty	Kristina	Jacobsen	Assistant Professor	Music	2017	2020

6. Forms C from the Curricula Committee

The following Forms C were unanimously approved by the Faculty Senate.

Form	Name of New or Existing Program	Action and Category
C2076	MS Clinical Laboratory Sciences (HSC)	Revision of Major
C2080	MPH Public Health concentration: Community Health (HSC)	Revision of Concentration
C2083	MPH Public Health concentration: Epidemiology (HSC)	Revision of Concentration
C2082	MPH Public Health concentration: Health Systems, Services, and Policy (HSC)	Revision of Concentration

7. University Budget and Athletics

Nicole Dopson, Director of Financial Operations, and Norma Allen, University Budget Operations, presented an update on UNM's budget and the Athletic Department.

- Norma reported that the state has new monies that will be distributed. The BFA recommendation is 1% and the LSC is 1.5%.
- Nicole explained the formulas used in constructing the UNM budget and gave an update on the Budget Leadership Team (BLT).
- The Regents may be open to a small increase in tuition.
- Nicole reported that the hiring freeze on faculty may be lifted and the freeze on staff hiring has already become more flexible.
- Athletics: From 2008 till the present the deficit for Athletics is \$1.7 million. Ticket revenues for sporting events are down. Their overall budget is \$35 million. Athletics has hired a new Chief Financial Officer. The Regents will meet in either February, or March, to discuss budget issues within Athletics.

8. Benefits Report

The Benefits Report was presented by Human Resources Vice President Dorothy Anderson, Brenda De La Pena and Joey Evans.

- Vice President Anderson explained that the handout, and today's presentation, were delivered to the Board of Regents Finance & Facilities (F&F) meeting (January 9, 2018), the full Board of Regents (BoR) meeting (January 16, 2018), and, the Budget Leadership Team (January 11, 2018).
- Approval of the final health plan rates, with no plan changes, are scheduled for the February 6, 2018 F&F meeting and the February 13, 2018 BoR meeting.
- Dorothy reported that UNM's benefit plan is operating very well. UNM's average annual cost increase, since FY 2010, has been 2.3%, while the national average, for the same time period, has been 4.7%.
- Enrollment has been relatively flat over the last four years. Currently, UNM administers medical benefits for approximately 6,800 employees and approximately 13,500 pre-65 retirees.

Human Resources Handout:

UNM BENEFITS

Tuesday, January 23, 2018

FY 2019 Preliminary Medical Plan Rate Increases

Background and Context

UNM administers medical benefits for approximately 6,800 employees and pre-65 retirees (approximately 13,500 members).

The Division of HR and Aon presented the FY 2019 preliminary UNM Medical Plan cost increases to the Finance & Facilities Committee (F&F) on January 9, 2018 and to the Board of Regents (BOR) on January 16, 2018. These projections were also presented to the Budget Leadership Team on January 11, 2018. Currently, approval of the final health plan rates, with no plan changes, are scheduled on the February 6th F&F Meeting and the February 13th BOR Meeting.

Executive Summary

- UNM's medical plan average annual cost increase since FY 2010 has been 2.3% while the national average over the same period has been 4.7%.
- Enrollment in the plan has remained relatively flat over the last 4 years.
- UNM has actively managed the plan to contain costs in accordance with the Benefits Strategic Plan.
 - Plan Design Changes (Last modified for FY 2017):
 - Out-of-pocket maximum was increased from \$2,250 to \$3,000 per person; \$4,500 family increased to \$6,000.
 - Coinsurance with per prescription minimums and maximums was added for preferred (formulary) and non-preferred (non-formulary) prescription drugs.
 - Based on feedback from UNM Campus Community, an option to require co-pay for diabetic drugs and supplies was not supported by the Board of Regents.
 - Audits have been performed on third party administrators (TPAs) to ensure correct plan administration.
 - Dependent audits are performed to ensure only eligible dependents are participating on the plan.
- Aon's preliminary conservative projection for FY 2019 cost increase is 2.7%, \$1.9 million in total plan costs.
 - I&G Main Campus impact is approximately \$358k.
 - HSC I&G impact is approximately \$138k.

- Aon's benchmark of UNM's plan shows that the plan design is competitive, but employees pay more toward premiums, particularly when compared to benchmark outside NM.

FY 2019 Preliminary Projection of an Average 2.7% Increase

- Average is based on 12 months of claims through September 30, 2017 with 6.5% annual trend applied.
- Projections include a \$1.2 million claim margin due to known, potential high cost claimants in FY 2018 Q2.
- Most recent claims experience will be evaluated and incorporated into a final projection to be presented for approval to F&F and BOR in February. At this time the expectation is a slight decrease in the projection.
- Preliminary 2.7% is an overall average, actual increases may vary by plan and by tier. The following table provides the estimated monthly premium increase impact for full-time employees based on salary tier and plan.

PLAN	SINGLE \$34,999 AND BELOW	SINGLE \$35,000-\$49,999	SINGLE \$50,000 AND ABOVE	FAMILY \$34,999 AND BELOW	FAMILY \$35,000-\$49,999	FAMILY \$50,000 AND ABOVE
UNM HEALTH	\$2.60	\$3.90	\$5.19	\$7.57	\$11.35	\$15.13
BCBS	\$2.68	\$4.02	\$5.36	\$7.80	\$11.70	\$15.60
PRESBYTERIAN	\$3.40	\$5.09	\$6.79	\$9.90	\$14.85	\$19.80

FISCAL YEAR	TOTAL PREMIUM	UNM SHARE OF PREMIUM	EMPLOYEE / RETIREE SHARE OF PREMIUM	UNM AVERAGE PREMIUM % INCREASE	NAT'L AVERAGE PREMIUM % INCREASE*
FY10 SELF	\$52,507,578	\$32,029,623	\$20,477,955	0.0%	6.2%
FY11 SELF	\$55,092,481	\$33,606,413	\$21,486,068	2.0%	8.5%
FY12 SELF	\$54,528,316	\$33,262,273	\$21,266,043	0.0%	4.9%
FY13 SELF	\$61,133,280	\$37,291,301	\$23,841,979	9.0%	3.3%
FY14 SELF	\$65,914,526	\$40,207,861	\$25,706,665	6.0%	4.4%
FY15 SELF	\$65,820,657	\$40,150,601	\$25,670,056	0.0%	3.2%
FY16 SELF	\$66,428,652	\$41,185,764	\$25,242,888	0.0%	3.1%
FY17 SELF	\$68,618,263	\$42,543,323	\$26,074,940	4.5%	3.9%
FY18 SELF (est.)	\$70,516,790	\$43,720,410	\$26,796,380	5.1%	4.5%

Potential Plan Design Changes to Mitigate Increase (not a recommendation)

- The changes in cost share below are not recommendations but are to demonstrate what cost share changes would be necessary in order to mitigate the preliminary cost increase.
- Increase Deductibles o Individual from \$600 to \$1,000 o Family from \$1,200 to \$2,000 o Projected Savings: 1.4%
- Increase Out-of-Pocket Maximums o Individual from \$3,000 to \$4,000 o Family from \$6,000 to \$8,000 o Projected Savings: 1.8%
- Total Potential Savings from plan changes: 3.2%

9. General Education Core (Gen Ed) Task Force Update

Pamela Cheek, Interim Associate Provost, and Maria Lane, Chair, Faculty Senate General Education Task Force, presented the following update:

- Chair Maria Lane reviewed the four points of the Gen Ed Charge:

- Develop general education goals and a general education plan consistent with the UNM mission;
- Evaluate proposals by the Steering Committee with respect to UNM curriculum and inform the NM Statewide General Education Steering Committee about its assessments on the proposed revisions to the GE curriculum;
- Consult with Provost Abdallah, Associate Provost for Curriculum Heileman, Deans of UNM Colleges and Schools, ASUNM and GPSA leadership, and the Faculty Senate Curriculum Committee about goals and plans for the UNM General Education curriculum;
- Report regularly to the Faculty Senate Operations Committee on the work of the task force, and to the UNM Faculty Senate as appropriate, and provide the Operations Committee with a written report of the task force recommendations by January 2017.
- The January 2017 has passed, but all state deadlines have been extended.
- The last 25 years of the Core Curricula is being reviewed.
- One issue facing the Task Force is that when students finish the Core Curricula they do not see it as a program but as a series of classes they were forced to take.
- The two Phases the Task Force is presenting to the Senate:
 - Phase I: Compliance Phase. The Task Force must comply with the guidelines laid down by the state legislature and to coordinate with the other institutions of higher learning in New Mexico.
 - Phase II: The Integration of Practices Phase, both at UNM and nationally. This is to prepare the student for Citizenship, Life Long Learning and Employability.
- The Gen Ed courses will now be able to be transferred, as a complete program, from one institution to another. Diversity is still an important part of the core courses.
- A recommendation was made to approve both Phase I and Phase II. The recommendation was approved with five abstentions.

10. New Business

No new business was raised.

11. Public Comment

There was no public comment.

12. Adjournment

Meeting adjourned at 5:00pm.