



## Faculty and Staff Benefits Committee

**Final**

### **Minutes**

Tuesday, October 13, 2020

3:30PM to 5:00 PM

Via zoom

*Attendees: (taken from sign-in sheet – for those who signed in)*

Mark Maddaleni	FSBC Co-Chair; Office of Sponsored Projects
Shawn Berman	Anderson School
Leslie Easom	UNM Retiree Association
Joey Evans	Human Resources
Gene Henley	Public Administration
Scott Sanchez	Alumni Relations
Trudi Flynn	Payroll
Marcia Sletten	Health Science Center
Sidney Mason-Coon	Business and Finance
Dimiter Vassilev	Mathematics/Statistics
Nancy Shane	Staff Council President

### ***Excused:***

Fran Wilkinson	FSBC Co-Chair; University Libraries & Learning Sciences
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### ***Absent:***

Jodi Perry	College of Pharmacy
Theresa Ramos	Faculty Contracts
Anil Shetty	Plastic Surgery
Dorothy Anderson	Human Resources
Elizabeth Elia	School of Law

### ***Guests:***

N/A

### ***Minutes:***

Felisha Martinez	Office of University Secretary
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**Meeting called to order @ 3:31 PM.**

**Quorum was met**

### **Agenda:**

Mr. Maddaleni requested a change to the agenda to include a discussion regarding the diabetes care process. This would be under the Lobo Health Strategy section. Motion to approve agenda for 10/13/20 made and seconded. Approved by unanimous decision.

### **Minutes:**

Motion to approve meeting minutes for 9/8/20 made and seconded. Approved by unanimous decision.

### **UNM Lobo Health Strategy**

*Mark Maddaleni*



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Mr. Maddaleni stated the purpose of the Lobo Health Strategy group is to discuss ways to measure outcomes, improve overall health care programs and help to ensure the LoboHealth initiative is providing service in the manner communicated during original implementation of the new health plan. One goal is to track metrics and information to measure if determined metrics are being met and how to improve Lobo Health procedures. He reported Population Health has done some outreach work and has begun tracking data that is necessary to determine if service level commitments are being met. Mr. Maddaleni said that data is limited at this time. He reported the metrics are meant to track individuals who call the health line and ascertain if they are receiving care within the timeframe identified. There was one circumstance in which 50% of patients received care in the preferred timeline. This was a sample size of two people. There was another circumstance of 100% receiving care within established timelines, however this sample size was one. Mr. Maddaleni said this is believed to be COVID driven as people are not actively going into clinics. The importance of these metrics is that a system is in place to begin capturing the necessary data to assess successes and/or any shortcomings in meeting service level targets. Mr. Evans said that the system has gone through several iterations in order to properly track appointments. He reported the recent metrics provided were obtained from a one-month timeframe. Mr. Evans also stated the metrics are specific to one clinic. Not every clinic is being tracked at this time. Mr. Maddaleni stated as the program expands and more information becomes available, it will be beneficial for a presentation to be made to the committee for discussion.

A committee member reported he did have difficulty with being notified of an upcoming appointment and where to go for said appointment. They stated the appointment was set for August and did not receive a phone the day prior as he had in the past. Another committee member said this could be because of the pandemic. They said they had an appointment which took place by phone followed by an appointment via video. They reported this was also the case for an appointment their child had. Mr. Evans said they can investigate the glitch with appointment reminders.

Mr. Maddaleni went on to discuss Dr. Aaron Jacobs request for participation in the Diabetes Care Process model subcommittee. Dr. Jacobs would like a volunteer from the Faculty and Staff Benefits Committee. Mr. Evans reported on the work being done with this group as below (provided in document by Mr. Maddaleni via email).

The work will be:

1. To document and refine our current standards of care across the defined scope. This is to create a shared view of the spectrum of care we provide as well as to establish a method and timeline for updating this care. Nationally or regionally recognized guidelines may be selected as general references. Our local experience and expertise will be applied.
2. To identify practical ways to make this care easier to provide and to obtain. This could be through automation, electronic order sets, or other Clinical Decision Support methods within Powerchart. From the patient perspective, we will address the ease of obtaining this care with attention to the impact of social and behavioral determinants of health.
3. To document and refine the current tracking and reporting of this care – favoring electronic capture as a byproduct of the work already being done. We have access to a vast amount of discrete data within the EMR. We can use it thoughtfully to better understand our patients and the impact of the care we provide.

Mr. Maddaleni requested a volunteer reach out to him via email.

Updated 10.23: A volunteer was identified and has been introduced to Donna Curran via email. Donna will be leading this effort.

### **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Mark Maddaleni*

Mr. Maddaleni reported on behalf of Dr. Wilkinson. There was not an updated report as the group has not met since previous FSBC meeting.



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### **Budget Leadership Team (BLT) Meeting**

*Gene Henley*

Mr. Henley reported the BLT has met once since the previous FSBC meeting. He stated this meeting was focused on revenue than the costs of the university budget. Mr. Henley said a few articles were sent out focused on how to attract students to the university, retain current students. He said the Provost and EVP for Finance have been working on the costs of the university along with HR, which have presented on incentive programs. Mr. Henley reported enrollment did not decrease as much as originally projected. He said Anderson School of Management fared the best with enrollment. Dr. Berman reported numbers are due to the MBA program. He stated the department admitted everyone who qualified for the program. Dr. Berman stated Anderson had a record number of applications this year. Mr. Henley reported the projected deficit for the university is not as dire as previously thought. He stated both oil and gas revenue are stable and that gross receipts are picking up. He stated the university is starting to look for ways to make meaningful changes. Mr. Henley reported the easier cuts have been made and difficult decisions at the structural level are ahead.

### **Policy Office**

*Sidney Mason-Coon*

Ms. Mason-Coon informed the committee that a question was submitted to the policy office about aligning immediate family member definition across policies as they are not consistent. She reported there has also been a question regarding interpretation on leave with pay with early voting versus election day. Ms. Mason-Coon did clarify leave with pay does cover early voting as well as voting on election day. She stated she is working with the newly appointed University Secretary, Nancy Middlebrook, regarding the alignment of faculty and university policies. Mr. Evans reported on definition of family member. He said he has been examining the varying definition is each policy. He said FMLA is specific due to federal law definition and sick leave is separate from bereavement leave due to an updated state statute from 2019. Mr. Evans said he is working towards further investigation as time allows with current work responsibilities.

### **Retiree Association**

*Leslie Easom*

Dr. Easom reported open enrollment for 65+ begins October 19, 2020. She stated Mr. Evans may have more information on vendor sessions. She asked for an update regarding the TIAA question from previous meeting. Mr. Evans said he will follow up with this. Dr. Easom also reported another individual had questions regarding long term care insurance. She stated she provided them with contact information for Mr. Evans, Mr. Maddaleni, Dorothy Anderson in HR and Dr. Wilkinson. Both Mr. Maddaleni and Mr. Evans reported they would follow up with this letter.

### **Human Resources**

*Joey Evans*

Mr. Maddaleni stated the committee was carrying over a discussion from the previous meeting regarding tuition remission and residency status. He said the question to the committee is if this issue should be investigated by FSBC or Staff Council. "Do we want to provide benefit through policy revision for an international employee working for x period of time and in good standing, given a waiver for tuition rate". It was reported that finding information about this topic was difficult as no one was knowledgeable regarding such a specific situation. Ms. Jodi Perry reported that the Registrar has confirmed that any department in UNM is able to apply in Banner to give someone in-state resident tuition rate. Changes in the tuition charged in banner would not be changing their permanent residence status, legal status, etc. There have been some international graduate students who have received in-state tuition rates. Staff Council President, Nancy Shane, stated Staff Council has fully explored this subject the best they can. Ms. Shane reported they have gone to HR. She said the individual who brought up this issue has been



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trying for years to obtain proper documentation in order to receive in-state tuition. Ms. Shane said it is difficult to consistently track the number of international staff as it is not clear what the timeframe they applied for employment with international status. Ms. Perry stated the recommendation could be to create a benefit for international employees as the residency issue can be a problem. She reported fringe rates goes up as student hours go up. Mr. Henley said it is an inequity and should be addressed regardless of the number of people it affects. He reported it would be helpful to find out the number of staff affected for the sake of research. Mr. Maddaleni recommended this discussion continue pending further investigation of background information.

Mr. Evans discussed the components of the health plan reserve with the committee, as outlined in Regents' Policy Manual- Section 7.14: Risk Management and Insurance (<http://policy.unm.edu/regents-policies/section-7/7-14.html>). A confidential handout was discussed in regard to current status of the reserve.

### **Next Meeting:**

November 10, 2020

3:30 PM

Via Zoom

**Adjourn: 4:49 PM**