



## Faculty and Staff Benefits Committee

**Final**

### **Minutes**

Tuesday, December 8, 2020

3:30PM to 5:00 PM

Via zoom

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

Fran Wilkinson	FSBC Co-Chair; University Libraries & Learning Sciences
Shawn Berman	Anderson School
Leslie Easom	UNM Retiree Association
Joey Evans	Human Resources
Gene Henley	Public Administration
Scott Sanchez	FSBC Co-Chair; Alumni Relations
Marcia Sletten	Health Science Center
Sidney Mason-Coon	Business and Finance
Dimiter Vassilev	Mathematics/Statistics
Jodi Perry	College of Pharmacy
Elizabeth Elia	School of Law
Trudi Flynn	Payroll
Grace Faustino	Office of the Vice President for Research

### ***Excused:***

N/A

### ***Absent:***

Anil Shetty	Plastic Surgery
Dorothy Anderson	Human Resources
Nancy Shane	Staff Council President

### ***Guests:***

N/A

### ***Minutes:***

Felisha Martinez

Office of University Secretary

**Meeting called to order @ 3:33 PM.**

**Quorum was met**

### **Agenda:**

A motion to approve agenda for December 8, 2020 was made and seconded. The motion was approved by unanimous decision.

### **Minutes:**

A motion to approve October 2020 meeting minutes was made and seconded. Motion was approved by unanimous decision. A motion to approve November 2020 meeting minutes was made and seconded. The motion was approved by unanimous decision.

### **Announce Election of Co-Chairs**

*Dr. Fran Wilkinson*

Dr. Wilkinson reported Mr. Scott Sanchez was officially elected as FSBC staff co-chair with his term beginning in December 2020. Dr. Shawn Berman was officially elected as FSBC faculty co-chair with his



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term beginning in January 2021. A special congratulations was issued to Dr. Berman and Mr. Sanchez as new co-chairs of the FSBC by Dr. Wilkinson and the committee. A special thank you was issued to Dr. Fran Wilkinson for her contributions to FSBC as well as to the university by the committee.

### **Lobo Health Strategy/Future Health Strategy**

*Dr. Fran Wilkinson and Jodi Perry*

Dr. Wilkinson stated the last meeting was December 4<sup>th</sup>. Ms. Jodi Perry reported the group will change meetings from monthly to quarterly and will see how this progress works with possible re-evaluation in July 2021. Mr. Evans stated new initiatives will be rolling out, however people are focused on vaccine distribution. Ms. Perry stated she will be attending additional meetings in order to catch up as she is new to the group. She reported the group was also focused on topics for the January 2021 meeting and discussing the “Quadruple Aim”. Mr. Evans reported this was building on the “Triple Aim”. The original aim was “Right care, right time, and right price”. The fourth aim added is “Right outcome”. Ms. Perry stated major topics are on hold until Dr. Wilkinson’s replacement is up to speed. Dr. Wilkinson reported if there is any interest in acting as her replacement it is welcomed as long as the replacement is faculty and not ex-officio. No other committee members expressed interest. Dr. Shawn Berman will act as replacement for Dr. Wilkinson, which he stated he thought was inherited as new faculty co-chair for FSBC. Mr. Evans said resources are tight due to COVID, which is why the group is moving to less frequent meetings. He stated this gives FSBC the opportunity to finalize any presentations or concerns to the Lobo Health Strategy before quarterly meetings.

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

*Dr. Fran Wilkinson*

There was not an updated report as the group has not met since previous FSBC meeting. Dr. Wilkinson reported someone on the FSBC will be replacing her as VEBA representation.

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

*Gene Henley*

Mr. Henley reported the BLT has had one meeting cancelled and did hold another meeting since FSBC last met. He stated the Student Fee Review Board (SFRB) made their recommendations for the coming year. The SFRB is responsible for allocating student fees, which comes out to about \$13 million a year. Mr. Henley stated funding does not go as far as it used to, especially in the current financial environment. He reported there was an amendment to the current proposal as an amount of \$30,000 was allocated to the Athletics Department from another department(s). Mr. Henley said there was concern from students and the BLT regarding this amendment. He reported this will be a source of ongoing discussion as the Athletics Department will need to further explain their need for resources. Mr. Henley stated the BLT may not have another meeting in 2020.

### **Policy Office**

*Sidney Mason-Coon*

Ms. Mason-Coon reported the Policy Office has recently discussed the inclement weather policy and how it relates to remote operations. She stated the policy will be left as is. Some individuals can work from home and are not impacted by inclement weather; however, this continues to affect individuals who do have to physically report to campus. This also affects non-except employees who benefit from time and a half pay as they are required to work despite inclement weather. Ms. Mason-Coon reported the Policy Office will also work to align faculty and UAP policies. She stated she is working with the new University Secretary Nancy Middlebrook to examine differences and update policies accordingly. Ms. Mason-Coon said the Policy Office will also be working with LQIP at HSC in order to revamp the Policy Office processes. She stated training will take place in December 2020 and February 2020 they will begin working on altering the request process. Currently, there are multiple modes of submitting a request and the Policy Office is looking for a more consistent process.



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### Retiree Association

*Dr. Leslie Easom*

Dr. Easom reported the Retiree Association has been discussing the ERB board composition in their recent meeting. She stated this is what their legislative committee is focusing on at this time.

### Human Resources

*Joey Evans*

Mr. Evans stated the deadline for voluntary separation agreements has passed. He reported 180 individuals expressed interest in the voluntary retirement incentive and 118 agreements have been received (6 lecture track, 15 tenure and 96 staff). He reported there will be a large amount of staff retiring on January 31, 2021 and faculty on December 31, 2020. Mr. Evans said final numbers may change as some individuals can revoke their agreement within the 7-day revocation period. He reported 650 individuals were initially deemed eligible to retire, 80 expressed interest and qualified to move forward with the separation agreement. Mr. Evans said HR is planning for 2021 and offering virtual events for benefits and wellness. A committee member suggested an email reminder be sent out to the university regarding FSA deadlines. Mr. Evans said HR will consider adding this to their newsletter.

### **Next Meeting:**

January 12, 2021

3:30 PM

Via Zoom

**Adjourn: 4:15 PM**