



Faculty and Staff Benefits Committee

FINAL

Minutes

Tuesday, November 9, 2021

3:30PM to 5:00 PM

Via Zoom Video Conference

Voting Members Present: Shawn Berman, Grace Faustino, Gene Henley, Marcia Sletten, Dimiter Vassilev, Rafael Fierro, Cynthia Pierard, Texanna Martin, Jodi Perry, Elizabeth Elia, Fran Wilkinson

Voting Members Absent-Excused: N/A

Members Absent-Unexcused: N/A

Ex-officio, Guests and Minutes: Joey Evans, Sidney Mason-Coon, Trudi Flynn, Pamela Pyle, Felisha Martinez

Meeting called to order @ 3:32 PM.

Quorum was met.

1. Agenda

Motion to approve the November 9, 2021, agenda was made and seconded. Motion approved unanimously.

2. Minutes

A grammatical change was needed on the second sentence of the “IT Presentation” section. Motion to approve the October meeting minutes, as amended, was made and seconded. Motion approved unanimously.

3. Business Council

Pamela Pyle

Pamela is the chair of the Business Council. She stated she would like to get the committees under the Business Council working together on projects that align with one another. She reported on the faculty led capital outlay proposals. These proposals are faculty driven with a minimum of \$150K and a maximum of \$200K. The deadline for the proposals is November 19th. Submissions will be submitted to Rick Holmes in the Office of the University Secretary and Pamela. These faculty led outlay projects were previously put on hold due to the pandemic.

Fran asked for an update on the Campus Development Advisory Committee (CDAC). Pamela stated it is still on hold.

Pamela went on to discuss the Budget Leadership Team (BLT) representation on the Faculty and Staff Benefits Committee (FSBC). There is value in having an alternate member for the FSBC. Anyone can go to the meeting to get information. They can go



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through Norma Allen in the Budget Office to get an invitation and work with Cenissa Martinez to be added to the BLT listserv.

4. **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

Dr. Shawn Berman

There was not an updated report as the group has not met since the previous FSBC meeting.

5. **Lobo Health Strategy Group**

Jodi Perry and Shawn Berman

There was not an updated report as the group has not met since the previous FSBC meeting.

6. **Budget Leadership Team**

Gene Henley

The new software called Workday is being utilized by the University for budget planning. This tool can be used down to the department level in terms of running budget scenarios. The new hospital tower being built will be the big driver for UNM revenues. UNM will not be able to rely on traditional revenue streams. Cash reserves are below industry standards. They are being driven down each year which will become problematic in the future. Nine percent of revenue comes from state appropriations, tuition and fees, F&A, recovery revenue and investment income. Ninety one percent of revenue comes from patient revenues, contract and grants, external sales, private gifts, and investment income. Personnel costs is 51% of the budget. Most other universities with a hospital are much more than that. This is both good and bad. This means the University is putting more money into other things, but not enough money into its employees. A discussion that was held at the BLT meeting was related to non-cash retiree pension and health benefits costs. The operating strategic initiatives were also discussed. Compensation was addressed as a real need of UNM, recognition of the lack of competitiveness in faculty salary, and a need for Arts & Sciences to get their budget under control. Regarding reserves, one of the targets is what is called the 160-day cash on hand. This represents what the industry standard is. UNM is at half of that number. This is critical for bond costs. Bonds are improving and has been in the last few years, but UNM has a lot of work to do to. Two ways to fix this is to increase revenue or cut costs. UNM needs to look for more diverse revenue streams. It was specified that revenue does not just represent profit, but the money coming into the University. Budget cuts will be discussed in the next month.

A committee member expressed concerns about not having enough computer support in their department. It makes it difficult for faculty to teach and do their research. In the end they are told that there is not enough budget to provide the support that they need. It was advised that the committee member talk to their dean to make them aware of the situation. It was also advised working with the CIO, Duane Arruti.

7. **Policy Office**

Sidney Mason-Coon



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Sidney presented on the inclement weather policy. The current policy continues to tie UNM to APS when calling a delay or closure. The current issue is that APS will not call a closure or delay and that they will shift to remote learning. The draft policy was presented and discussed. Main changes include:

- Wording was changed to include the University will do their best to enact with accordance to APS rather than align with APS.
- When addressing critical areas, instead of “all employees required to work”, it was changed to “those determine to work in critical areas required to work”.
- When addressing work schedules, they added “remote work when applicable”.
- When addressing absence to delays and closures, they added “report to work” rather than “get to work”.
- When addressing having to leave early, they included “cease working”.

It was recommended by a committee member to add a definition for infrastructure (SUB, library) vs. critical areas as public areas as used by the public regardless of closure. Sidney will schedule a meeting with select members to discuss this further.

Sidney provided an update on other Regent’s policies that were approved on October 19th.

- 1.2- Structure of the board: They added a leadership stipend for the student regent, which is effective November 1. Standing committees, such as ad hoc governance committee, will be made as a standard committee. They are taking away the operations committee as they have not been meeting and active. They are changing the Board of Regent’s President be referred to as chair to avoid confusion in the minutes.
- 1.8- Code of Conduct and Conflict of Interest: For the Student Regent, they changed the portion regarding financial interest, so it does not include the leadership stipend.
- 7.4- Purchasing: This policy gives the Regents authority to approve contracts for goods and services in excessive of \$1 million. This was changed to \$5 million.
- The maintenance section was changed to give authority to the policy officer to make corrections and clarifications to title changes, department changes, stylistic changes, etc., without having to go to the full board for a vote.

8. Retiree Association

Dr. Fran Wilkinson

Open enrollment for post 65 ended on November 5th. The Retiree Association benefits committee will want a report on that. Fran is hoping to provide an update next month.

The board of the Retiree Association will finalize their 2021-2022 strategic planning goals soon. Fran will share the goals with FSBC once they are set.

9. Human Resources

Joey Evans

Joey asked for volunteers for the RFP evaluation committee. Dr. Jacobs will participate on the committee from the health system perspective. They are looking for main campus faculty and staff member as well as an HSC staff member. There are 5-8 PBM’s that will



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be submitted. The RFP is 230 pages. That is because there is significant number of questions that the consultant will be evaluating for them as it is technical. It is hard to estimate the time commitment, however it could take a few hours per proposal. Any faculty member is fine. In the past there have been some from Faculty Senate/FSBC. It is preferable to have someone that is familiar with the benefits process.

Grace asked for a staff update for the vaccine mandate. Joey said there were a few staff that went through the separation process. He believes it is around three people but will have to check to be sure.

Next Meeting:

December 14, 2021
3:30 PM
Via Zoom

Adjourn: 4:48 PM