



**Faculty and Staff Benefits Committee**  
**Minutes**

**Minutes**

Tuesday, November 12, 2024

3:30 PM to 5:00 PM

Via Zoom Video Conference

***Voting Members Present:*** Shawn Berman, Mark Fischer, Amber Trujillo-McClure, Angela Beauchamp, Sara Daykin, Dimiter Vassilev, Janet Brierley, Dina Hill, Jessica Serna, Laura Haniford

***Voting Members Absent-Excused:*** Jennifer Kavka, Trudi Flynn

***Ex-officio, Guests, and Minutes:*** Brenda De La Pena, Sidney Mason-Coon, Damion Terrell

**Meeting called to order @ 3:36 PM.**

**Quorum was met.**

**1. Agenda**

A motion was made to approve the November agenda.

**2. Minutes**

A motion was made to approve October minutes.

**3. Updates**

**A. Lobo Health Strategy Group**

*Shawn Berman & Jessica Serna*

- New benefit consultant. We will know more and can report in February.

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

*Shawn Berman*

- No update

**C. Budget Leadership Team**

*Jennifer Kavka*

- Report provided via email:  
The BLT last met on Thursday, October 10 (the planned meeting on November 7, was cancelled). The meeting agenda included (1) discussing the 10-year core financial plan, and (2) providing an update *on* NCHEMS/NM HED Financial Sustainability Study. As a reminder, core funds refer to the institutional “pooled” revenue sources such as, state



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appropriations, tuition, facilities and administration (F&A) and other discretionary I&G revenues that fund the core academic mission of the University. This is the funding source for faculty/staff benefits. A summary of the challenges associated with the Core Fund include: (1) the University has significant needs in compensation, operating expenses, IT and capital improvements; (2) The 25-year state appropriation history will show that our current appropriation has not kept up with inflation which seriously hinders our ability to innovate and accomplish strategic goals; (3) Most recently the state began earmarking I&G state appropriations which hinders our ability to deploy new funds for the critical needs we identify; (4) Strategic investments are needed to create the innovation necessary to move the institution forward; and (4) As most of the strategic initiatives are I&G related, this means we must generate more I&G discretionary income. Big challenges, but I think this is important to keep in mind when thinking and talking about staff/faculty benefits and future initiatives.

### D. Policy Office

*Sidney Mason-Coon*

*Policies for review and comment:*

- UAP 6130 Emergency control
- UAP 7200 Cash Management
- UAP XXXX Foreign Gifts and Contracts
  
- Policy Office is converting to a new platform, Policy Stat. All UAP and Regent policies will be on both platforms for about 30 days and then eventually just Policy Stat platform. Any links pointing to links from the retired platform, the policy office will be publishing a crosswalk for those links.

### E. Retiree Association

*Janet Brierley*

- It is open enrollment for retiree benefits
- The Retiree Association would like to advocate for retirees for a simpler process to help them understand what plan might work best for them and their needs.

### F. Human Resources

*Brenda de la Pena*

- We have awarded Segal as our next benefit consultant. More news to come in February.
- Segal has a lot of experience with universities.

### Other Business:



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- A question was raised regarding tuition remission towards courses or certifications that are offered at CNM.
- We are corresponding with Continuing Ed to pilot with CNM. Some items still need to be ironed out.

### **Next Meeting:**

December 10, 2024

Via Zoom

**Adjourn: 4:41PM**