

UNM HEALTH & HEALTH SCIENCES LFC MEETING

DECEMBER 13, 2023



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Sciences and
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HEALTH & HEALTH SCIENCES



HEALTH & HEALTH SCIENCES

We are **GRATEFUL** for you and your support of our UNM Health and Health Sciences patients, faculty, staff, and students / learners



Agenda Items

1. Compensation

- COPH Faculty
- SOM Clinical Faculty
- SOM GME Residents and Fellows

2. Current RPSPs Expansions

3. RPSPs New

4. Capital

ALIGNING WITH OUR WHOLE STATE

STATE HEALTH IMPROVEMENT PLAN ALIGNMENT

Current state insights guided the identification of these six high-level priorities, which represent areas of greatest impact and need for UNM Health and Health Sciences and the state of New Mexico more broadly. Each priority is further developed into strategic objectives and tactics, alongside points of integration between the priorities.

SYSTEMATICALLY ALIGNING PLANNING EFFORTS



Community Health Assessments

State Health Assessments

Health Equity Report

Performance Management System

Quality Improvement Implementation Plan

Workforce Development Plan

Public Health Accreditation Reqs.

PLANNING COMMITTEE WORKING DOCUMENT



UNM HEALTH & HEALTH SCIENCES STRATEGIC PLAN OUTLINE



<https://hsc.unm.edu/leadership/unm-healthsciences-2040-report-06272023.pdf>



COMPENSATION:

3 Special Appropriations / Appropriations Requests

(not currently in the system or on LFC spreadsheet for specials):

1 College of Population Health / School of Public Health Faculty

- * Salary support for 21 new faculty and all COPH to get to the 50th Percentile
- * \$5.7M recurring for salary and fringe
- * There is no funding for FY25

2 SOM Clinical Faculty

- * Salary to the 50th Percentile AAMC
- * \$46M recurring for salary and fringe

3 SOM Graduate Medical Education Residents and Fellows

- * Salary support to the 50th Percentile AAMC
- * \$3.4M recurring for salary and fringe

College of Population Health's 21 new Faculty need ongoing salary support starting in July 2024:

Our common goal is to create an accredited School of Public Health

- **\$10M for FY 23/24 will be fully expended by the end of FY 24**
 - We are achieving all the 6 deliverables, including hiring 21 new faculty
 - Now closer to becoming an accredited School of Public Health to further help New Mexico
- **With achieving our deliverables, we need \$5.7M recurring funds**
 - \$5.4M recurring for the new 21 faculty salaries and fringe
 - \$300K assures all COPH faculty salaries and fringe get to the 50th
 - Need to avoid a structural deficit
 - \$17.1M one time funding could provide bridge funding for three years (\$5.7M per year for FY 25, FY 26, and FY 27)
- **UNM Health Sciences has no other source of funding to support or continue**

College of Population Health

New COPH faculty have added \$4.4M in new federal research grant funding

Funding Highlights:

Amount	Topic area
\$662,026	Implementation/dissemination of an intergenerational, substance use/initiation prevention intervention
\$207,115	Identifying place-based and environmental factors that affect experiences of depression among rural American Indian/Latino seniors in NM
\$500,000	Improving sexual health education in NM through youth engagement
\$2,104,486	Biocultural determinants of excess adiposity in children
\$419,375	Implementation of universal school meals in NM
\$90,000	Implementation of genomic epidemiology
\$4,395,001	TOTAL AMOUNT

SOM Faculty Recruitment, Retention, & Compensation

1. Most current SOM faculty salaries are below the 50th Percentile

- Low salary is the number one reason for SOM faculty leaving
- Low salaries impacts recruitment and retention
 - including recruiting our own Residents/Fellows to join our faculty
- Some salaries are below the 25th percentile (primary care, psychiatry, etc)

2. Clinical Faculty don't get I&G funds proportional to their academic teaching time

- Clinical Faculty teach students for at least 20% of their time (some up to 50%)
- I&G covers only 6% of SOM clinical faculty salaries
 - usual is 70% coverage for other University faculty
- The State compensation approach for new raises (being a multiplier of I&G) does not work for SOM faculty support since I&G is very low and doesn't cover the academic time

3. SOM faculty did not get a raise in FY23

- In FY23, I&G funding formula only gave SOM \$7.4M of \$30.5M needed to cover a 7% raise
 - SOM staff raises were given; however could not be done across the board for faculty (\$1M for very low salaries)

UNM Hospital Clinical Revenue Is In Deficit and Can No Longer Cover UNM SOM I&G Academic Teaching Time Compensation Gap

- UNMH provides greater than average financial support to the UNM SOM as compared to comparable SOMs in other academic health centers
- UNMH, like hospital systems nationally, is experiencing significant financial debt:
 - Persistently high patient volumes (130 – 150%)
 - Optimal efficiency is 85% (beyond 100% need to create beds)
 - Ending of the federal CARES Act supplemental funding (COVID)
 - Elevated costs for materials, pharmacy costs, and supplies
 - Increased contract labor expenses (traveling nurses) & increased market salaries for nursing
- Nationally and in New Mexico, hospitals are under extreme pressures and on average in debt
 - “Safety net” hospitals nationally have an operating margin deficit of **-8.6%**.
 - Currently UNMH is similar to other “safety net hospitals” and in deficit (**-\$31M**)
 - Last year UNMH ended FY23 in deficit (**-\$12M**)
- These financial pressures resulted in UNMH budgeting no raises for employees, and budgeting compensation decreases for UNMH leaders

We are implementing a comprehensive strategy to address our health system financial deficit and financial stressors, including:

- Revenue Cycle 2.0 Engagement
- Deficit expense reductions (UNMH and SOM)
- Funds Flow and Compensation Remodel
- Right Care, Right Place, Right Time Clinical Initiative
- Clinical Expansions
- Community Partnerships
 - First Choice Community Healthcare, Genesis HealthCare
- Sandoval Regional Medical Center's Integration into UNMH
- Medicaid State Directed Payment Increase

Expanded clinical capacity will help increase patient access and support additional educational rotations, including:

- New Critical Care Tower, adding 96 new ICU beds, 18 new operating rooms, and a new adult emergency room
 - Expansion of new residency positions
- New Behavioral Health Crisis Center in partnership with Bernalillo County, adding 16 crisis beds and a new home for Psychiatric Emergency Services
- New primary care clinic on Albuquerque's West Side
- New Children's Psychiatric Center

UNM Hospital Expansion Update



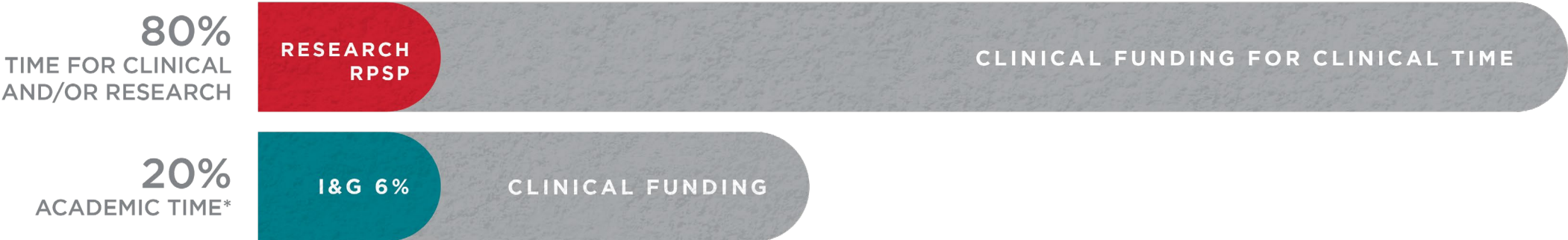
January 1, 2023



December 1, 2023

SOM Clinical Faculty Salary CURRENT STATE:

CURRENT: CLINICAL SYSTEM PAYS 100% CLINICAL TIME + 94% OF ACADEMIC TIME



PROPOSED STATE, WITH RAISES to 50th Percentile:

IDEAL: CLINICAL PAYS 100% FOR CLINICAL, I&G COVERS MOST OF ACADEMIC TIME



FY24/25 Requested Funding: \$46M

\$3.4 Million recurring needed to increase Graduate Medical Education (GME) Resident and Fellow Salaries to the 50th Percentile

- UNM School of Medicine GME Residents and Fellows are an essential part of our current healthcare workforce, caring for New Mexican's each day at UNMH and in hospitals and clinics throughout our state.
- GME Residents and Fellows are currently 7.5% below the Association of American Medical Colleges (AAMC) 50th Percentile and UNMH cannot cover these costs at this time.
- \$3.4M, recurring is needed to raise GME compensation to the AAMC 50th Percentile Benchmark.

Current Research & Public Service Projects (RPSPs): Three Expansion Requests

UNM Comprehensive Cancer Center:

- University of New Mexico Comprehensive Cancer Center requests expansion funding in the amount of \$1,340,000 - for a FY25 total of \$8,022,200

New Mexico Poison and Drug Information Center:

- New Mexico Poison and Drug Information Center requests expansion funding in the amount of \$692,201 - for a FY25 total of \$2,712,501

Nursing Expansions (Undergraduate and Graduate):

- **Undergraduate Nursing Education - Accelerated Bachelor of Science in Nursing Program:**
 - Undergraduate Nursing Education - Accelerated Bachelor of Science in Nursing Program requests expansion funding in the amount of \$325,900 - for a FY25 total of \$1,500,000
- **Graduate Nursing Education: Increase Nurse Practitioner / Physician Assistant Funding to Increase Advanced Practice Registered Nursing Graduates (all concentrations) –**
 - Adult Gerontology Acute Care, Family Nurse Practitioner, Pediatric, Psychiatric Mental Health Nurse Practitioners, and Certified Nurse Midwives: UNM College of Nursing requests expansion funding in the amount of \$1,203,300 - for a FY25 total of \$3,200,000

New Research & Public Service Projects (RPSP): New Requests (5 Health/Health Science & 1 of 5 Main Campus)

Health Equity for All New Mexicans: Growing our Health Workforce and Aligning Resources to Serve Diverse Counties requests new funding in the amount of \$5,617,300 to support the creation of a comprehensive and innovative Office of Health Equity (OHE) and five new Regional Health Equity Hubs

Improving Health for New Mexicans: Incorporating Artificial Intelligence in the Training and Practice of Medicine requests new funding in the amount of \$2,400,000

Learning Environment Office (LEO) requests new funding in the amount of \$575,000. The mission of the Learning Environment Office (LEO) is to foster an inclusive learning environment where teachers, staff and learners thrive and form respectful and beneficial relationships.

Special Needs Dental Clinic requests new funding in the amount of \$500,000. There is currently only one state-funded Special Needs Dental Clinic in Albuquerque which currently has a two-year wait-list for patients to be seen.

HEALTH SCIENCES LEAD: Enhancing and Evaluating Primary and Secondary Education- A major social determinant of health, pathway barriers, and a key driver of economic development in NM (partnership College of Education and Project ECHO – One University) requests new funding in the amount of \$5,592,823

MAIN CAMPUS LEAD: Centers for Excellence to Reduce Opioid and Substance Use Related Harm \$4,622,000. This initiative would enhance education, research, and clinical services (tele-consult services)

UNM HSC 2024 Capital Request Priorities

1 College of Pharmacy Renovation

Program, design, renovate, and equip a new College of Pharmacy building. The current facility is 48 years old and building systems require extra maintenance. Continuing to maintain the building as-is is becoming cost prohibitive. Renovation will include wet and dry labs and faculty and staff offices.

Total GOB Request: \$57,000,000

2 Health Sciences Network Upgrade

Plan, design, and equip an upgraded network for the entire health and health sciences network to provide better coverage and replace multiple dated network switches, optical fiber, and miscellaneous network equipment such as wireless access points and controllers.

Total GOB Request: \$11,300,000



3

UNMCCC CT Simulator Replacement

Program, design and equip a replacement of the existing computed tomography (CT) Simulator at the UNM Comprehensive Cancer Center in the Radiation Oncology Department.

Total STB Request: \$1,650,000

4

UNMCCC IR and GMP Tenant Improvement (Supplemental Request)

Plan, design, and construct tenant improvements within the UNMCCC facility envelope to complete the interior renovation of space that was left shelled during the prior expansion project.

Total Supplemental Request: \$15,000,000

College of Pharmacy Building Renovation

UNM COP is ranked 4th in federal NIH research funding (of 140 others) and over 80% of NM pharmacists graduated from UNM

Through a robust and inclusive investigation, our design consultant, COP faculty leadership, and COP student leadership identified the following deficiencies (outlined in 2022 Renovation Plan):

- Improved technology in classrooms and laboratories
- MAJOR ISSUE: More efficient building HVAC (lab safety), electrical (robust), and IT (connected)
- New wellness and engagement collaborative spaces
- Modern student lounge – connectivity & studying
- More active / flexible learning classrooms, encouraging collaborative learning
- Enhanced interdepartmental collaboration / colocation
- Innovative & distributed informal student focused common areas





Thank you

1. We appreciate your support and hope you can add the three compensation items to the Special Appropriations List you currently have
2. We also appreciate your support for the Current and New RPSPs and Capital

Questions?

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