

University of New Mexico
STAFF COUNCIL MEETING
July 21, 2015
SUB, Lobo A&B

Members Present: Marcos Abeyta, Amanda Bassett, Rob Burford, John Byram, Danelle Callan, Mary Clark, Josh Clifford, Aaron Cowan, Marjorie Crow, Crystal Davis, Renee Delgado-Riley, Dina Estrada, James Fowlkes, Cindy Garcia, Chris Grotbeck, Christine Heinemeyer, Sarah Kieltyka, Joanne Kuestner, Joseph Lane, Mary Jane Lueras, Kathy McKinstry, Patricia O'Connor-Navrot, Melissa Pacheco-Armijo, Jodi Perry, Stella Ramos, Felicia Rider, Joni Roberts, Kenneth Schaaf, Nancy Shane, Jasmine Torres, Jennifer Trujillo, Kathy Turner, Gina Urias-Sandoval, Lisa Walden, Daniel Weems and Tish Young.

Members Excused: Andrew Castellano, Pam Castaldi, TC Chavez, Raymond Mitchell, Carla Sakiestewa and Susy Salvo-Wendt.

Members Absent: Joaquin Baca, Matthew Baca, Valerie Basquez, Brad Beck, Jacob Field, Danielle Gilliam, Andy Kalin, Ana Lombard, Janet Luarkie, James Patton, Samantha Payne and Mark Russell.

Parliamentarian: Adam Hathaway, Professional Registered Parliamentarian.

Call to Order: at 1:13 p.m. by Speaker Mary Clark.

Agenda, approved.

Minutes of June 16, 2015, approved.

Constituent Comments

No comments.

President's Report, President Crystal Davis

President Davis reported that, based on Staff Council input, the outgoing telephone message for UNM has been upgraded to provide more information to callers.

President Davis stated that the Staff Council is working with the Policy Office to revise UAP #3700 – Education Benefits, #3 Employee/UNM Retiree Tuition Remission Benefit, Section 3.1, Eligible Courses to combine Section 3.1.1. Health and Fitness Courses with Section 3.1.2, Personal Enrichment Courses.

President Davis attended the Regent's Finance & Facilities Committee meeting to provide staff feedback about the UNM budget process.

President Davis recommended that Renee Delgado-Riley be appointed to the Unified Campus Wellness Initiative and the Minors on Campus Committee. These university-wide committee appointments were approved by the Council.

Executive Committee Report, President Elect Danelle Callan

No report.

Speaker's Report, Speaker Mary Clark

Speaker Clark stated that the Executive Committee formed an Ad Hoc 2015 Homecoming Planning Committee with Lisa Walden serving as Chair. This was approved by the Council. The following Councilors volunteered for the Committee: Nancy Shane, Cindy Garcia, Amanda Bassett and Jennifer Trujillo.

Unfinished Business

The proposed revision to the Staff Council Bylaws, which adds a sentence to Article VIII Ethics, Section 2., was withdrawn by the author, Kathy McKinstry. There were no objections to this action.

New Business

On behalf of the Executive Committee, Crystal Davis moved approval of Staff Council 2015 Resolution #4 – Staff Engagement Survey Data. This was approved by the Council.

The Following Committees Reported to the Council: Communications & Marketing, Employee Life and Faculty Staff Benefits. For more detailed information about specific committee activities, please read the committee meeting minutes, posted on the Staff Council website at <http://staffcouncil.unm.edu/committees/index.html>.

Councilor Discussion and Comments

Adam Hathaway, Professional Registered Parliamentarian, spoke about making motions and engaging in debate during motions.

Meeting adjourned at 1:40 p.m.**Minutes submitted by Kathy Meadows, Administrative Officer, Staff Council Office.**

Staff Council meeting minutes can be accessed by going to <http://staffcouncil.unm.edu>.

Article VIII: Ethics 6 Section 1. Ethics Code All Staff Councilors are bound by the Ethics Code, found in the Staff Council Handbook.

Section 2. Prizes and Awards

Staff Councilors are cautioned not to accept any gift, prize or award if doing so might be construed by reasonable persons to be unethical or where such acceptance would reflect poorly on the Staff Council or bring the Staff Council into disrepute.

I would like to add the following sentence to the Staff Council bylaws under Article VIII Ethics, Section 2. Prizes and Awards:

Members of the Staff Council, Rewards & Recognition committee are prohibited from receiving or nominating someone for the Gerald W. May Outstanding Staff Award and the monthly PAWS Award but are welcome to receive the Jim Davis Staff Council Award.



UNM Staff Council 2015 Resolution #4

Name: Staff Engagement Survey Data

Authors: Staff Council Executive Committee

Presented to Staff Council on July 21, 2015

Council Action: **ADOPTED**

1. WHEREAS In the process of developing a strategic plan for Staff Council, 11 focus groups were held Fall 2014 with UNM staff; and,
2. WHEREAS the focus groups indicated that staff say they are inferior to other constituency groups, especially in comparison to faculty; and,
3. WHEREAS 46% of benefits-eligible staff participated in the first Staff Engagement Survey in Fall 2014; and,
4. WHEREAS the Staff Engagement survey found, that 65% of staff indicate satisfaction with the way in which they are being supervised; and,
5. WHEREAS this perception rests on staff's response that their managers only communicate effectively and communicate clearly about job responsibilities 59% of the time; and,
6. WHEREAS 1 in 4 staff is aware of major issues, believe university leadership has been open and honest, can disagree, understand strategic direction, and have timely access to information (22% to 34%); and,
7. WHEREAS trust and belief in the direction, management, and priorities of the university also scored low; and,
8. WHEREAS the Staff Engagement Survey did not conduct any cross tabs or analysis of variance with respect to groups of staff (i.e., grade, ethnicity, etc.) and outcomes on the survey categories (i.e., job, manager/supervisor, department, UNM leadership, etc.); and,
9. WHEREAS the Staff Engagement Survey did not disaggregate data to provide evidence for meaningful feedback to improve services and programming for staff.
10. Therefore, be it resolved that the UNM Administration disaggregate the raw survey data to show the interactions of staff demographics on outcomes, if these are statistically significant; provide a list of guiding research questions on the outcomes for the analysis; standardize the x-axis interval on all graphs (i.e., .10 or .05, etc.), and with the same minimum to maximum (0%-100%); develop an intervention plan to improve the areas of low satisfaction; and, develop a plan to engage staff in the intervention plan
11. Copies of this resolution will be sent to the UNM Board of Regents; Robert Frank, President of the University; Dr. Paul Roth, Chancellor for Health Sciences and Dean of the School of Medicine; Dr. Chaouki Abdallah, Provost; David Harris, Executive Vice President of Administration and Dorothy T. Anderson, Vice President for Human Resources.