



University of New Mexico  
STAFF COUNCIL MEETING  
February 20, 2018  
SUB, Lobo A&B

**Members Present:** Jeff Barkley, Rob Burford, Armando Bustamante, Danelle Callan, Lukas Cash, Andrew Castellano, Brooke Cholka, Mary Clark, Autumn Collins, Colleen Cox, Andrea Crawford, Marjorie Crow, Jessica Esquibel, Lorena Giese, Cameron Goble, Cynthia Gonzales, Ryan Gregg, Erica Grong, Christine Heinemeyer, Joseph Lane, Raymond Mitchell, David Pallozzi, Lori Peterkin, Mark Reynolds, Carla Sakiestewa, Jessica Serna, Nancy Shane, Gina Urias-Sandoval, Brian Vineyard, Lisa Walden, Tracy Wenzl

**Guests Present:** Joanne Kuesner, Jennifer Gomez-Chavez (DEI), Nancy Lopez (DEI), Kiran Katira (CEC,DEI), Lawrence Roybal

**Members Excused:** CJ King, Rosemary Melendrez, Mike Mulcahy, Jodi Perry, Joni Roberts, Kristina Rucker

**Members Absent:** Bradford Beck, Cindy Garcia, Lauren Lewis, Annette Mares-Duran, Melissa Meier, Patrick Newman, Daniel Weems, Kevin Werling, Tish Young

**Parliamentarian:** Adam Hathaway, Professional Registered Parliamentarian. Excused.

**Call to Order:** at 1:07 p.m.

**Agenda, approved with changes: No 10 min Tidbit.**

**Minutes of January 16, 2017 approved.**

### **Constituent Comments**

Amanda & Chenille from University Club with information regarding staff feedback for Chartwells and food Personal invitation to catering feedback sessions. Free lunch included. Monday 26<sup>th</sup> in UNM SUB Fiesta 12-1. RSVP's are required: info in email or contact Amanda from University Club. Could also work with SC with a survey to go out to staff to see what they want, etc.

### **Guest Speakers**

- 1) Daniel Ortega: Director of Master of Studies in Law program: New program, trending in law studies. For people who need some knowledge of law. Can use tuition remission for this. March 1<sup>st</sup> is application deadline for fall, but this is a soft deadline and open registration happens as long as there is space. Does not require LSAT or GRE, only requirement is a bachelor degree. President Callan provided several minutes commentary on being a part of this program. Questions and answers ensued regarding scheduling concerns, credit hours, and the applicability of this sort of analytical training.
- 2) Nancy Lopez, Kiran Katira, Francie Cordova, Lawrence Roybal, Robin Starr Minthorn: Diversity Council  
Dr. Roybal: Diversity, Equity, and inclusion initiatives. Rich Wood led an initiative to keep moving this initiative forward. Faculty Senate voted to adopt the preferred criteria for hiring.  
Dr. Katira: Read the preferred criteria to council and spoke about the importance of the language: *demonstrated commitment* in particular. Currently in the Faculty hiring language would like SC's support for this language to be included in staff hiring posts. Questions from the Council:  
Q: Someone very qualified from India may not have something that shows their demonstrated commitment to diversity. How does that fit in.  
A: This language brings diversity to the university, which is what we want.  
Q: University's measurement of disabled staff, students, and faculty should be included in the diversity counts  
Q: Concern for lower grade jobs, how can a janitorial candidate show demonstrated diversity?

A: Their life experience can fill this quality, “as part of who I am and my own identity...”

This is a policy shift, but a cultural shift takes more effort and engagement.

Q: How is diversity celebrated here and now?

A: Having people be recruited to this university who are dedicated to diversity, is not enough, how do we do a critical mass and change policy and cultural shift for that to happen. Rob Burford represents SC on the Diversity Council.

The Diversity Council asks SC to endorse the language. Any objections? Questions and Comments from the Council:

Q: I have a concern about the answer to the question regarding a staff member who is very qualified. Is this a test of ideology?

Q: If you’re going to be on a hiring committee and need help are there standards or allowable questions and resources for the hiring committee?

C: Hiring committee/hiring matrix can include that piece of equity and inclusion, which then has to be submitted to HR.

C: Appreciates helping people walk through the process. Diversity looks different to different people.

Move to vote to endorse the preferred criteria: Seconded. Further discussion from Council:

C: Council expresses concerns about voting against this and the backlash from that as someone who has personally been affected by discrimination. Diversity includes differences of opinion.

C: Clarification: this is just for staff.

C: Council expresses concerns about not having more time to consider the language.

Motion to create an ad-hoc committee to further consider the language. Seconded. Stand in opposition. Discussion.

C: The language hold for managerial positions but not for lower and introductory positions. Discussion ensued about what this means. What it means to be dedicated to diversity.

Vote called of making this an ad-hoc committee. Did not carry.

Motion was made to endorse the preferred language for staff hires/listings for UNM Jobs for a second time. Discussion continues including now present Dr. Nancy Lopez – “this type of language attracts a whole different crowd.” Having it as preferred gives us: 1. Diversity is a value to us 2. Keeps the hiring committee aware of the diversity issue 3. Helps identity who we want to hire. Questions & Comments from the Council:

C: This language makes a difference to our students – North campus school of medicine focus groups indicate that students are not comfortable in their environment.

C: Concerns with this much discussion and questions about it here, we are moving too fast and should be thoughtful about the language and how all staff would interpret that language.

C: The definition of demonstrate was read.

Q: Do you have a definition of diversity. A: Yes, on the Diversity Council’s website.

Point of order. Council has spoken more than twice on this order.

Q: What does this mean for people who are filling out the application? What are you looking for? There may be a rubric to which points are awarded. It is very subjective but looking for individuals who are eclectic

Move to vote in favor in adding the language for a third time. Motion passes with split vote.

### **Ten Minute Tidbit with Adam Hathaway, PRP**

None.

### **President’s Report, President Danelle Callan**

- 1) Handouts: HR & Budget Cycle diagram
  - a. HR medical plan increase passed at regents. 1.75% on your premium paid. Handout shows the range/income level. Will move forward with this at the beginning of fiscal year.
  - b. Budget information from budget office: Budget cycle and budget flowchart. President Callan described the handouts/budget process/staff/faculty decreases. Student numbers are also dropping. This was shared at Regents meeting.
- 2) Regents meeting update:

- a. President Callan shared with regents: to consider staff when making recommendations and staff is at its bare-bones. Pamela Pyle shared concerns that regents are not getting along, divided between supporting the U and cutting the budget as much as possible and giving regents more roles. Next day regent Romero resigned. Romero was supportive for University mission and goals.
  - b. President Abdullah shared that staff may be getting compensation increase of up to 2% but the formula does not include staff that are not included on I&G. HSC says they could not afford the increase. Will go to BLT next. Discussion ensued about compensation on formula including clarification on the formula for HSC staff vs. faculty.
- 3) President meeting update:
- a. Johnson Center construction will begin this summer impact staff due to the RAD camps that staff and faculty utilize. Danelle requested information about where else staff can go, Bernalillo county etc. Share this information with staff and register as early as possible.
    - i. Additional comments from Council: JC will be closed for 18-24 months; WOW pass will not be available during the construction. Loboperks person is retiring and they may not rehire for that position.
    - ii. President C recommends a SC resolution about loss of benefits: Volunteers: Brooke C, Cameron G & Danelle C.
  - b. MSL program will be voted on at next regents meeting. Regents didn't approve the differential tuition. If it's not approved, there will be a debate about keeping the program.
    - i. President C will email her recommendation to regents to support the program.

Motion made to move forward in the agenda to Speakers and New Business so there is enough time to vote. Seconded. Motion Passed. Council moved to Speaker's report, New Business, then circled back to Executive Committee and Treasurer's Report.

#### **Executive Committee Report, President Elect Rob Burford**

- Presidents meeting: response to gun on campus last week, looking at better communications; Comments and discussion about lock-downs of off campus businesses when campus is still open
- Discussed in Exec: Chartwells, Staff Appreciation Lunch, Task-force, Karin Retskin Scholar, Tap room,

#### **Speaker's Report, Speaker Mary Clark**

Speaker nominates Tracy Wenzl to Grade 12. None apposed. Passed.

#### **Treasurer's Report, Treasurer Carla Sakiestewa**

Brief report and update for staff appreciation luncheon

#### **New Business**

Nancy Shane for R&E Committee: Brief run-through of process for precinct proposal including recommendations for changes by council.

Move to adopt the precincts as revised for 2018 Precinct elections. None apposed. Motion passed.

Nancy gives information about self-nomination dates. Terms will begin in May. Precinct reps given information about how to re-run, dates, and Do's and Don'ts of the nomination and election process.

Questions? None.

#### **Committee Reports**

None.

#### **Councilor Comments**

- Ryan P8: Student organization Lobothon, which is a dance marathon, is having their annual event soon. He will send something out, there is a special incentive for staff and faculty.
- Autumn Gr13 with Suit up event at JC Penny for Faculty, Staff and Students: Sunday, March 4<sup>th</sup> at 6:30PM.
- Brooke P9: Leadership program, handout by the door, including 3 implementable ideas. Look for a volunteer request. UNMH are reviewing their 3<sup>rd</sup> party vendors, reach out to Brooke if you'd like more info on this.

**Meeting adjourned at 3:01PM.**

**Minutes submitted by Amy Hawkins, Administrative Officer of the Staff Council.**

**Meeting minutes can be found online at: <http://staffcouncil.unm.edu/business-meetings/index.html>**