



University of New Mexico
STAFF COUNCIL MEETING
May 21, 2019
SUB, Lobo A&B

Members Present: Angela Beauchamp, Lisa Beauchene, Bradford Beck, Chelsey Begay, Garon Bodor, Armando Bustamante, Aracely Chapa, Jesus Chavez, Mary Clark, Autumn Collins, Dave Collymore, Sierra Donovan Cushing, Jessica Esquibel, Nathanael Faust-Shucker, Christina Garcia-Tenorio, Anna Goodwin, Ryan Gregg, Erica Grong, Jennifer Kavka, Joe lane, Cindy mason, Barney Metzner, Ignacio Ortiz, Cynthia Perez-Chavez, Paula Jean Popp, Mark Reynolds, Joni Roberts, Jose Rodriguez, Kristina Rucker, Athena Salazar, Karen Sanchez, Scott Sanchez, Jessica Serna, Nancy Shane, Debra Sparks, Jessica Stanton, David Thomas, Gina Urias-Sandoval, Brian Vineyard, Lisa Walden, Tracy Wenzl

Members Excused: Lorena Blanco-Silva, Brooke Cholka, Amanda DiMercurio, Irene Gray, Kristine Radcliff

Members Absent: Debbie Aguilar, AnneMarie Boyd, Christopher Dow, Dayra Fallad-Mendoza, Mark Fischer, Gilbert Gallegos, Cameron Goble, Texanna Martin, Zachary Page, David Pallozzi, Azura Tallant

Parliamentarian: Adam Hathaway, Professional Registered Parliamentarian.

Call to Order: at 1:01 p.m.

Agenda approved with additions.

Minutes of April 16, 2019 approved.

Election of 2019-2020 Executive Committee

President Elect Nominations: Jesus Chavez, Autumn Collins, Nancy Shane

On behalf of the Rules & Elections Committee, Mark Reynolds called for additional nominations for the office of President Elect. Hearing none Councilors took their vote after candidate statements and questions. Upon receiving the ballot report, Reynolds announced Nancy Shane as President Elect.

Speaker Nominations: Tracy Wenzl, Mary Clark

Reynolds called for additional nominations for the office of Speaker. Hearing none Councilors took their vote after candidate statements and questions. Upon receiving the ballot report, Reynolds announced Mary Clark as Speaker.

Treasurer Nominations: Angela Beauchamp, Joseph Lane

Speaker Clark called for additional nominations for the office of Treasurer. Tracy Wenzl was nominated and the Council took their vote after candidate statements and questions. Upon receiving the ballot report, Clark announced Angela Beauchamp as Treasurer.

Grade At-Large Rep Nominations: Mark Reynolds, Armando Bustamante, Erica Grong, Cindy Mason

Clark called for additional nominations for the office of Grade At-Large Rep. Autumn Collins was nominated and the Council took their vote after candidate statements and questions. Councilors could vote for up to two individuals. Upon receiving the ballot report, Clark announced Armando Bustamante and Autumn Collins as the two Grade At Large Representatives.

Precinct At-Large Rep Nominations: Aracely Chapa, Brian Vineyard, Lorena Blanco-Silva

Clark called for additional nominations for the office of Precinct At-Large Rep. Hearing none the Council took their vote after candidate statements and questions. Councilors could vote for up to two individuals. Upon receiving the ballot report, Clark announced Aracely Chapa and Brian Vineyard as the two Precinct At Large Representatives.

Installation Ceremony

Rob Burford, Past President Ex-Officio, read the Staff Council Code of Ethics and pronounced the members installed.

Constituent Comments

None.

New Business

On behalf of the Rewards & Recognition committee Ryan Gregg gave notice of adding section B & C to the Staff Council bylaws.

Speaker Clark postponed the appointment of Ethics Committee members.

Nancy Shane moves that we pass [Staff Council Resolution 2019 #3, Employment of People with Disabilities](#).

Motion passes.

Autumn Collins moves to create an ad-hoc committee to examine parking as a staff benefit.

Motion passes.

Presentation of Awards

President Ryan Gregg presented Rob Burford with the Past President Award and Mary Clark with a Speaker's Certificate.

The Year in Review

2018-2019 Staff Council President Burford gave some remarks about the past year including many of the accomplishments and events of Staff Council.

President's Report

President Gregg updated the Council on

- HR Paid Parental Leave Policy
- President Stokes intends on having a Town Hall this summer
- Meeting with Regent Brown
- Staff Council mentorship program

Councilor Comments

- Joe Lane P3: Lobo Red Gardens reminder
- Ryan Gregg P12:
 - Staff Appreciation Week update
 - On behalf of Brooke Cholka, spoke about Brooke's departure, and calls anyone interested in Chairing the Rewards and Recognition Committee to please reach out.

Meeting adjourned at 3:06 PM.

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>



UNM Staff Council Resolution #3

Name: Employment of People with Disabilities

Authors: Nancy Shane, Precinct 22; Autumn Collins, Grade 13; and Jesus Chavez, Precinct 16.

Additional credit: Heather Ver Brugge

Adopted by Staff Council on: May 21, 2019

1. WHEREAS approximately one hundred fifty students with disclosed disabilities graduate from UNM annually; and
2. WHEREAS many students with disabilities cannot juggle employment and school at the same time and therefore graduate with little work experience; and
3. WHEREAS Career Services staff have observed many recent graduates with disabilities failing to thrive due to poor development of skills related to interviewing, professionalism, communication, and life transitions, as well as a lack of work experience; and
4. WHEREAS there are approximately 169,000 New Mexicans of working age with disabilities, comprising about 14% of the working-age population (U.S. Census, 2017 American Community Survey) and of these over 45,000 (28%) have incomes below the poverty line; and
5. WHEREAS employment rates for non-institutionalized people with disabilities in New Mexico was most recently estimated to be 33% compared to 74% of people without disabilities (U.S. Census, 2017 American Community Survey); and
6. WHEREAS less than 2% of main campus and HSC UNM employees have disclosed having a current or past disability; and
7. WHEREAS the University lacks specific, public goals and activities regarding the hiring of people with disabilities; and
8. WHEREAS the University management training includes little specific content around supporting employees with disabilities; and
9. WHEREAS the University should embrace the hiring of its own qualified recent graduates; and
10. WHEREAS the University of New Mexico has in place benefits and policies that provide advantages to staff with disabilities, including Policy #2720 regarding equal opportunity that expressly prohibits differential treatment based on disability and includes reasonable accommodations as one of its protections; Policy #3110 regarding reasonable accommodation for employees with disabilities and a dedicated ADA Coordinator; Policy #3300 regarding the allowance of flexible schedules; free unlimited-use ABQRide Bus Passes available for staff; and Policy #3300 regarding the allowance of adjustments to work schedules facilitating the use of public transportation; and
11. WHEREAS the University of New Mexico already has the temporary Grade 9 'Professional Intern' position; and
12. WHEREAS the American Disability Act (ADA) of 1990 protects the rights of people with disabilities, including the right to equal access to employment; and

13. WHEREAS Section 503 of the Rehabilitation Act of 1973 requires employers such as UNM with federal contracts above \$10,000 to take affirmative steps to hire, retain, and promote qualified individuals with disabilities above those required by ADA; and
14. WHEREAS the federal Workforce Innovation and Opportunity Act of 2014 seeks to increase the accessibility of people with disabilities to increase opportunities for competitive integrated employment; and sets a benchmark of 7%; and
15. WHEREAS research informs us that employers benefit from hiring people with disabilities: 1) co-workers react positively when employers provide accommodations; 2) fears about high costs are generally not founded (Schur *et al*, 2014); 3) employers benefit from motivated employees and a culture of inclusion that attracts customers; and 4) employers report experiencing fewer challenges and more support than expected when hiring people with disabilities (Institute of Corporate Productivity, 2014); and
16. WHEREAS research indicates that co-workers have a significant influence on the work success of employees with disabilities' work life (Dunstan & Maceachen, 2014); and similarly the workplace climate plays an important role in the choice of employees to disclose disabilities (Scharder, Malzer, & Bruyere, 2014); and
17. WHEREAS research indicates that organizations with internship programs, strong senior management commitment, and active recruitment practices are more likely to successfully hire people with disabilities (Work Wellness and Disability Prevention Institute); and
18. WHEREAS the 2013 UNM Diversity Council Framework for Strategic Action Plan and Recommendations includes staff in its strategies to establish UNM as a model campus for diversity, equity, and inclusion; and the Plan includes disability diversity as one measure of success;
19. THEREFORE, be it resolved that the UNM leadership:
 - a. form a task force to initiate a program creating specific temporary Grade 9 professional intern positions for qualified recent graduates with disabilities. Some components of such a program could include employment training for the graduates and/or supervisor training in Departments hosting such positions; and
 - b. initiate a hiring preference for people with disabilities such that they are guaranteed an interview, much like the UNM Veteran's hiring preference already in place; and
 - c. create a more welcoming culture for people with disabilities, in part to meet the diversity-related institutional culture, Lobo experience, and health science objectives incorporated in the 2020 UNM Vision and Strategic Plan; and
 - d. publically share disability and accommodation information regarding faculty, staff, and students similar to other aspects of diversity.

Copies of this resolution will be sent to the UNM Board of Regents; Garnett Stokes, PhD, President of the University; Paul Roth, MD, MS, Chancellor for Health Sciences and Dean of the School of Medicine; Richard Wood, PhD, Provost; Lawrence Roybal, PhD, VP Division for Equity and Inclusion; and Dorothy T. Anderson, Vice President for Human Resources.

Citations

- Bruyère, Susanne M. (2019). Disability-Inclusive Employer Practices and Hiring of Individuals with Disabilities. *Work Wellness and Disability Prevention Institute*. Accessed 15 April, 2019. <https://www.wwdpi.org/Webinars/Pages/Webinar.aspx?wbID=230>
- Dunstand, Debra A. and Macheahen, Ellen. (2014). A Theoretical Model of Co-worker Responses to Work Reintegration Processes. *Journal of Occupational Rehabilitation* 24(2): 189-198.
- Lykins, Lorrie, ed. (2014). Employing People with Intellectual and Developmental Disabilities. *Institute of Corporate Productivity (i4cp)*. Accessed 15 April, 2019. <https://www.i4cp.com/company/downloads>
- Schur, Lisa et al. (2014). Accommodating Employees With and Without Disabilities. *Human Resource Management* 53(4): 593-621.
- Von Scharder, Sara, Malzer, Valerie, and Bruyère, Susanne M. (2014). Perspectives on Disability Disclosure: The Importance of Employer Practices and Workplace Climate. *Employee Responsibilities and Rights Journal* 26(4): 237-255.