Mission Statement: “The Employee Life Committee will serve as advocates for equitable staff compensation, career development and mentoring, employee wellness, and policy review.”

Review and approve meeting notes from 3/13/2014
   Motion to approve: Gloria Carol
   Second: Brad Beck
   The motion unanimously passed.

NOTE: There was not enough attendance at the 4/10/14 meeting to approve notes.

Review and discuss survey results.
   • See the attached recap of the survey.
   • There was a suggestion we invite Hans Barsun who is the Co-Chair of the Faculty Staff Benefits Committee to attend the next ELC meeting on June 12th. (NOTE: Hans has been invited and accepted the invitation to the ELC meeting on June 12th.

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NEXT MEETING: The next meeting will be June 12, 2014 at Noon at the Faculty/Staff Club. Please mark your calendars.
Survey for Employee Relations Committee - Results

Mission Statement: “The Employee Life Committee (ELC) will serve as advocates for equitable staff compensation, career development and mentoring, employee wellness, and policy review.”

The following are the responses to the survey sent out earlier and discussed at the May 8th meeting.

1. What is the reason that you chose to serve on this committee?
   - Compensation seems to be one of the key considerations.
     - We need to get constituent feedback.
     - Who will listen to us?
     - Does it revolve around policy?

2. What is the main reason that keeps you from attending this meeting?
   - The time of the meeting (second Thursday of each month at Noon)
   - Conflicts with other meetings.
   - Work projects that must be attended to along with deadlines.

3. What do you envision this committee accomplishing?
   - Advocating for and representing constituents’ needs.
   - Better equity with the faculty and upper administration.
   - It is an advocacy and recommendation body.
   - Suggest getting into “Policy Review”. Section 3000: Personnel of the University Administrative Policies and Procedures Manual. It is quite extensive and it might be a good idea to tack revisiting and potentially revising it little by little.
   - Making a difference by getting the President, Regents, and HR to assist with constituent issues of employee life that are overlooked. For example, toxic work environments, managers and supervisors not being held accountable for intangible bullying and/or harassment, PI’s are often never addressed with bullying issues because of their rank, therefore staff have no recourse but to endure or leave.
   - Create events and opportunities for employees to enrich their lives.
   - Have more ‘clout’ with HR to reply to our requests, especially for the use of and balances in the Cat Leave account.
   - Scholarship for Veterans.
   - Hopefully changing and making new Policies that help employees with better oversight.

4. What would get you to actively participate in these meetings?
   - Work to get constituents to give their input to key issues.
   - Better timing.
   - Help with promoting the ELC and it’s endeavors and accomplishments.
   - Helping out wherever I can.
5. Do you have any suggestions for this committee?

- Maybe some social events after hours. Such as a happy hour at the Faculty/Staff Club to get people talking and participating more.
- I think this survey is a great idea.
- Work on issues of concern to UNM employees at work. Even the health care changes vis a vis the “raise” and how things like that impact how people work and how they think about their jobs etc. Recently there was a request from Melissa Vargas in the Provost’s office for resumes and other information from staff in the College of Fine Arts. Apparently there may be some salary and job classification inequities in this College and I have no idea what it means for staff.
- Other important staff issues that should be addressed are nepotism, career ladders, intimidation and retaliation, manager training, continuing education, hate and discrimination, and accountability from the top.
- Unions – how effective are they in representing employees?
- Hold public forums for staff.
- Staff should attend Regents meetings
- Policy: follow what is written; protect staff and faculty
- NOTE: The prevailing attitude of staff seems to be better because of weekly email communications from the President, the Provost, and the Chancellor.