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

- Approve 10/9/14 meeting notes (see handout)
  - Motion to approve: Gloria Carol
  - Second: Joe Lane
  - Passed unanimously

- Report from Anne and Terry regarding their meeting with Executive Council and the proposed town hall meeting.
  - How and when does the ELC move forward: town hall after the survey is compiled (March or April). They liked the title the ELC came up with.
    - See Joe Lane’s rewrites to the policy.
    - Ask each ELC member to come up with their own versions
    - Org chart with job descriptions and responsibilities; add to staff and faculty orientations. (Debbie Howard)
  - Terry’s meeting with commUNITY (through the Dean of Students office) related to bullying, etc.
    - What are the negative effects of bullying on students and staff?
  - Guest speaker – Deirdre Markham, Program Specialist, Anderson School of Management – Respect on Campus
    - Anecdotally there have been issues between staff and staff, faculty to staff and staff to faculty
    - Is the upper administration getting out of denial about pervasive bullying the culture MUST change.
    - Communication breakdown based on not following the policy.
    - Finishing her masters with OILS. Will use this opportunity to work on faculty to staff bullying. See LGBTQ ‘safe zones’ for staff. This may be a model to help a staff member who is being bullied. Will look at retention and costs, etc.

- THE UNM STAFF ENGAGEMENT SURVEY
  November 17, 2014 – December 5, 2014
  - The UNM Staff Engagement Survey, which will open on Monday, November 17, 2014 and close Friday, December 5, 2014, is an opportunity for UNM benefits-eligible staff employees to identify our overall strengths and areas for improvement as they pertain to our work environment.
  - Read the newsletter article for more information: [http://hr.unm.edu/newsletter/unm-at-work-november-2014/?page=1](http://hr.unm.edu/newsletter/unm-at-work-november-2014/?page=1)

- Committee goals submitted to Executive Council (see handout)
- Result of handicap question submitted to Parking and Transportation
  - See reply from Barbara Morck – State law cited.
- Result of time off with pay for pregnancy
  - Magdalena - HR is looking at policies and so we must wait.
- Result of Compensatory Pay Policy questions

**NOTE:**

Is the intake person at OEO not properly trained so that they are properly executing the policy.

Per attorney (Gloria)…do not go to OEO because they are charged with protecting the university. Go to EEOC instead.

Cat Leave policy…need to pursue

**Next meeting: Thursday, January 15th, 2014 from Noon-1pm at the Faculty/Staff Club**