



UNM Staff Council 2015 Resolution #3

Name: Budget Leadership Team Proposal

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Presented to Staff Council on April 21, 2015

Council Action: **WITHDRAWN BY AUTHOR**

1. WHEREAS In the process of developing a strategic plan for Staff Council, 11 focus groups were held in the Fall 2014 with UNM staff; and,
2. WHEREAS The focus groups indicated that staff was treated as inferior in comparison to faculty; and,
3. WHEREAS There is a differential in annual salary adjustments between staff and faculty, staff feels the Administration does not value their contribution; and,
4. WHEREAS Staff has identified that UNM promotes a 'caste system', with staff as second class employees, this system has perpetuated a culture of low employee morale; and,
5. WHEREAS Administrators should work on promoting both staff and faculty, realizing their qualitative differences, but recognizing their unique strengths and contributions to the University's academic, research, healthcare, and community outreach mission; and,
6. Therefore, be it resolved that the Administration focus time and emphasis on the cost of employee turnover as only faculty are a funding priority and it is recommended that a study be conducted on staff retention at UNM in order to identify best practices for promoting and recognizing good work ethic.
7. 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; David Harris, Executive Vice President of Administration; Dorothy T. Anderson, Vice President for Human Resources; and Frances Wilkinson and Hans Barsun, Co-Chairpersons of the Faculty Staff Benefits Committee