

University of New Mexico  
STAFF COUNCIL MEETING  
April 21, 2015  
SUB, Lobo A&B

**Members Present:** Joaquin Baca, Brad Beck, Pam Castaldi, Mary Clark, Josh Clifford, Marjorie Crow, Crystal Davis, Renee Delgado-Riley, Tyson Eakman, Dina Estrada, Lisa Gilmore, Chris Grotbeck, Gene Henley, Charlotte Jaramillo, Andy Kalin, Sarah Kiltyka, Joanne Kuestner, Joseph Lane, Ana Lombard, Cindy Mason, Kathy McKinstry, Melissa Pacheco-Armijo, Jodi Perry, Joni Roberts, Jennifer Trujillo, Kathy Turner, Gina Urias-Sandoval, Lisa Walden, Daniel Weems and Tish Young.

**Members Excused:** Marcos Abeyta, Danelle Callan, TC Chavez, Danielle Gilliam, Marie McGhee, Patricia O'Connor, Stella Ramos, Mark Reynolds, Carla Sakiestewa and Deanna Sanchez-Mulcahy.

**Members Absent:** Amanda Bassett, Gloria Carol, Janisha Garcia, Mike Gatchell, Christopher Gutierrez, Jarrett Hines-Kay, Amber Lucero, Shawn McGee, Michele Navarrette, James Patton, Ann Rickard, LaNika Staton, Candyce Torres and Chelsea Beth Walker.

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

**Call to Order:** at 1:04 p.m. by Speaker, Mary Clark.

President Delgado-Riley presented a Memorandum of Understanding (MOU) to President Bob Frank and Provost Chaouki Abdallah which creates and funds an Outstanding Supervisor Award. The MOU was signed during the meeting by all three parties (attached).

**Approve Agenda:** approved with changes.

**Approve Minutes from 3/17/15 and 3/25/15:** approved.

#### **Constituent Comments**

No comments.

#### **President's Report, President Renee Delgado-Riley**

President Delgado-Riley recommended the following appointments as liaisons to the Staff Council from the branch campuses: UNM Gallup – Jeannie Baca and David Stiger, UNM Taos - Rosina Chapparo and UNM Valencia – Ryan Baltunis. These appointments were approved by the Council.

President Delgado-Riley recommended the following appointments to university-wide committees: Pam Castaldi for the KUNM Radio Board, Lisa Walden for the 2015 Homecoming Planning Committee and Danelle Callan for the Tobacco Free Review Committee. These appointments were approved by the Council.

#### **Executive Committee Report, President Elect, Crystal Davis**

President Elect Davis encouraged the Councilors to consider running for a seat on the Executive Committee for 2015-2016. During the last month, the Executive Committee approved two funding requests. The first one was on behalf of the Events Committee in the amount of \$1,171 for the Tree Planting/Time Capsule event. The second one was on behalf of the Staff Council Administrative Officer in the amount of \$360 for videotaping services provided by MTS for the April Staff Council meeting.

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

Speaker Clark recommended that Cindy Garcia be appointed to fill the vacant seat in Precinct 21. This was approved by the Council.

Speaker Clark led a brief discussion about the Staff Council Government Relations Committee and the future of the committee. Clark recommended that the Committee be changed from a Permanent Standing Committee to a Special (Ad Hoc) Committee. A vote on this issue will be presented to the Council in May.

### **Special Orders**

On behalf of the Rules & Elections Committee, Karen Mann requested approval of the 2015 Grade Election results. This was approved by the Council.

Mann provided information to the Councilors about the election of the Executive Committee in May.

### **Unfinished Business**

On behalf of the Rules & Elections Committee, Karen Mann moved approval of the revised Bylaws as presented to the Council in April. Councilor Kuestner moved to strike the revision in Article III: Officers, Section 2, Removal of an Officer. The motion to strike the revision was seconded and approved by the Council. The original motion to approve the revised Bylaws, which included the approved amendment to Article III, was approved by the Council.

### **New Business**

President Delgado-Riley presented SC Resolution 2015 #3 – Budget Leadership Team Proposal and moved adoption of the Resolution. President Delgado-Riley moved to amend the name of the Resolution to UNM Budget Proposal. This was not approved by the Council. After a lengthy discussion the Resolution was withdrawn by the author.

### **Treasurer’s Report, Treasurer Cindy Mason**

The Staff Council budgets for FY16 have been entered. The Council looks to “break even” by the end of FY15.

### **Committee Reports**

*Communication & Marketing, Pam Castaldi and Lisa Walden* – KNME will videotape the Tree Planting/Time Capsule event and will interview Councilors. The Committee is working with the Rewards & Recognition Committee to reformat the Jim Davis Award nomination form.

*HSCS, Jodi Perry* – The Committee is preparing for the 2015 SAM events. The Book Exchange on the north campus was very successful. The Committee is partnering with the HSC Wellness Committee on events including the Music on the Plaza event. The Committee took a group photo for a new Committee flyer. The Committee is researching the idea of holding a Staff as Students event on the north campus. Goals for next month include a discussion about adding a co-chair or chair-in-training and looking at what ideas outlined in the Strategic Plan specifically target north campus.

*Student Success, Melissa Pacheco-Armijo* – The Read to Me Book Drive was extremely successful and UNM donated over 1400 books. Pacheco-Armijo thanked Councilors Kuestner and Trujillo for their work as event coordinators. The Staff as Students event was also very successful with 200 attendees and 25 students that actually registered for classes. The Committee is working on the LOBORitto Breakfast, which will be held on 7/16/15.

### **Councilor Comments and Discussion**

Kathy McKinstry commented on the upcoming Relay for Life event on 4/24/15.

Cindy Mason stated that the Lobo Pantry will be held on 4/24/15 and asked for volunteers to help. She also asked for donations of plastic bags or recycled shopping bags.

Joanne Kuestner made a comment about the success of the Read to Me Book Drive.

Kathy McKinstry stated that the Relay for Life Team will host a Bake Sale on 4/23/15.

Melissa Pacheco-Armijo stated that President Delgado-Riley is working on an MOU to help fund more staff scholarships.

On behalf of a constituent, Jennifer Trujillo asked how to go about asking for more “F” parking spots.

### **Meeting adjourned at 2:30 p.m.**

### **Minutes submitted by Kathy Meadows, Administrative Officer, Staff Council Office.**

**Staff Council meeting minutes can be accessed by going to <http://staffcouncil.unm.edu>.**



Memorandum of Understanding

Between the UNM Staff Council and the

Office of the President, Provost and Executive Vice President for Academic Affairs, Chancellor for Health Sciences and Dean of the School of Medicine

This Memorandum of Understanding (MOU) is entered into this 21<sup>st</sup> day of April, 2015 between the University of New Mexico Staff Council (hereinafter UNM SC), the Office of the President of the University, the Provost and Executive Vice President for Academic Affairs and the Chancellor for Health Sciences and Dean of the School of Medicine (collectively hereinafter the Parties).

WHEREAS, the UNM SC, is an elected representative body focused on improving the working lives of staff; and,

WHEREAS UNM SC nurtures leadership, education, advocacy, diversity and service (LEADS); and

WHEREAS, consistent with the goals of the Staff Council, which are to represent constituents through two-way communication of information to strengthen the collective staff 'voice', highlight the many staff and Staff Council contributions to the University, foster leadership at the University and in the community and, partner with UNM shareholders in efforts aimed at improving staff well-being; and,

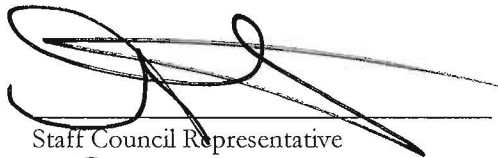
WHEREAS an Outstanding Supervisor Award, supported collectively by the Parties, will help improve employee morale and productivity, and will aid in the retention of our valued University staff, thus positively impacting student success and the overall University climate;

NOW, THEREFORE, the Parties have agreed as follows:

Parties will facilitate and financially support this award by each donating \$1,000 to this Staff Council account on an annual basis.

This MOU may only be modified by a written agreement between the Parties duly executed by authorized officials of the Parties.

IN WITNESS WHEREOF, the undersigned, being duly authorized by their respective Parties, have signed this Memorandum of Understanding on the dates and at the places indicated below.




Staff Council Representative

SC President

Title

4-21-15

Date



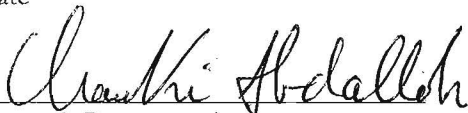
UNM President's Representative

President

Title

4-21-15

Date



Provost's Representative

PROVOST

Title

4-21-15

Date



Chancellor for HSCs Representative

Chancellor

Title

4/23/15

Date



Date: April 20, 2015

To: Staff Council

From: Karen Mann, Chair Rules and Elections Committee

Ref: 2015 Grade Elections

The 2015 election to fill thirty grade (G) seats on the Staff Council was conducted during the week of March 23 -March 27, 2015. Twenty seven (27) of the total thirty (30) seats were filled. Two vacancies remain for grades 2-5 and one for grade 16-19. Because voting was done electronically for all grades, the survey software tallied the electronic votes and generated reports to Kathy Meadows, Staff Council Administrative Officer. The report was submitted to the Rules and Elections Committee for review and approval on April 1, 2015. A total of 4,856 staff received the invitation to vote with 903 invitees responding (an 18.59% response rate).

There were four write in candidates (one for grade 12, one for grade 15, and two for grades 16-19) and each was contacted by the Staff Council Administrative Officer to determine their interest in the nomination. Three declined and the fourth accepted, but did not have sufficient votes to win.

There were no tie votes where the winner had to be determined in accordance with the Staff Council Election Code. The list of winners for each of the grades is attached to this report. All candidates who were not successful in their bid for a grade seat were given information on working with Staff Council through the various committees. Kathy Meadows also notified all elected candidates and invited each to observe the April 21, 2015 Staff Council meeting. Councilors representing grades will be formally seated at the May 19, 2015 meeting of the full Staff Council. Protests to the election had to be filed with the Staff Council Office by 5 pm, Monday, April 7, 2015 and none were received.

None of the Rules and Election committee members was a candidate as a grade representative and therefore, did not have to be excused from handling of election materials.

The Rules and Elections Committee reports the election results as set forth on the attached document and respectfully moves the Council to ratify the results.



## Staff Council Grade Representatives

Two-Year Terms Begin on May 19, 2015

In order for the Staff Council to maintain proportional representation, some grades with small numbers of staff were combined and have multiple representatives while other grades, with large numbers of staff, stand alone and have multiple representatives.

**Grade 2-5 Representatives:** TWO VACANT SEATS

**Grade 6-7 Representatives:** Jacob Field, Samantha Payne, Jasmine Torres

**Grade 8 Representatives:** Romeo Alonzo, Mary Jane Lueras, Kathy McKinstry (re-elected)

**Grade 9 Representatives:** Stella Ramos (re-elected), Mark Russell

**Grade 10 Representatives:** Andrew Julian Castellano, Christine F. Heinemeyer, Melissa Pacheco-Armijo (re-elected), Patricia Young (re-elected)

**Grade 11 Representatives:** Valerie Basquez, Bradford Beck (re-elected), Susy Salvo-Wendt

**Grade 12 Representatives:** Crystal Davis (re-elected), Catherine Osborn, Daniel Weems (re-elected)

**Grade 13 Representatives:** Pam Castaldi (re-elected), Raymond Mitchell, Lisa Walden (re-elected)

**Grade 14 Representatives:** Rob Burford, Felicia Rider, Kenneth Schaaf

**Grade 15 Representatives:** Joaquin Baca, Nancy Carrillo

**Grade 16-19 Representatives:** James Keith Fowlkes, ONE VACANT SEAT

**University of New Mexico  
Staff Council BYLAWS**

**ARTICLE I: PURPOSE**

**Section 1. General**

The Staff Council provides a forum for non-faculty staff to address issues of staff concern and to make those issues known to the University. The staff is a full partner with other University ~~employees and students~~ constituent groups in providing input into the decision making processes of the University.

**Section 2. Specific**

- A. Participates in the formulation of institutional long-range plans, goals and strategies.
- B. Develops programs and activities promoting professional and personal growth and advancement.
- C. Advises the University administration about resource allocations, wages, benefits, health, safety, and other conditions of employment.
- D. Facilitates communications among staff, faculty, students, the administration, and other representative campus organizations.

**ARTICLE II: FUNCTION**

**Section 1. General**

The Staff Council operates on a year-round basis.

**Section 2. Specific**

- A. Studies problems, potential problems, welfare and working conditions of the staff.
- B. Calls to the attention of the administration and other University organizations and individuals matters of concern to the staff.
- C. Cooperates with the Faculty Senate in the formulation of recommendations concerning issues common to the staff and faculty.
- D. Advises the administration on staff wages, benefits, conditions of employment, University policies and procedures, legislative issues and other matters and concerns determined by the Staff Council.
- E. Forms committees as required.

**Section 3. Liaison**

Staff members from other UNM branches may serve as a liaison between the Staff Council and the branch.

**ARTICLE III: OFFICERS**

**Section 1. Election and Appointment of Officers**

Staff Council officers are elected at the first regular meeting following the election and qualification of members in the spring semester. All terms are for one year. Consecutive terms may be served. Election is by a majority of the votes cast.

**Section 2. Removal of an Officer**

An officer may be removed from office for unethical behavior, or for failure or inability to perform duties. Removal of an officer requires a majority of the votes cast. ~~two-thirds vote.~~

**Section 3. Replacement of an Officer**

Whenever a vacancy shall occur among the officers of the Staff Council, except in the Office of the President, the Council shall, at its next meeting, fill said vacancy in the same manner as for the original election of that position. When a vacancy shall occur in the Office of the President, the President Elect shall succeed to that office. Should a vacancy exist in both the Office of the President and the Office of the President Elect, the Council shall fill both offices in the same manner as for the original election of that position.

#### Section 4. President

The President serves as the official spokesperson for the Staff Council. The functions of the Office of the President are to:

- A. Represent the staff and the Staff Council, and be an advocate for staff issues, concerns and positions before the Board of Regents, the President of the University and the University community.
- B. Serve as an advisor to the Board of Regents.
- C. Chair and set the agenda for the Staff Council Executive Committee and have one vote.
- D. Appoint members of the Staff Council to serve as liaisons to the Faculty Senate, the student governments, and the Alumni Association and the UNM Retiree Association with approval of the Staff Council.
- E. Appoint or nominate, as appropriate, staff representatives to University-level standing committees and Search committees, and to joint staff-faculty committees, in consultation with the Executive Committee and with approval of the Staff Council.
- F. Serve as an ex-officio, non-voting member of all Staff Council committees, with the exception of the Ethics Committee. May appoint a designee to be the ex-officio representative in his/her behalf.
- G. Facilitate open lines of communication between the Staff Council and the University community.
- H. Perform other duties as directed by the Staff Council.

#### Section 5. President-Elect

The President-Elect serves in the capacity of a Vice President. The functions of the Office of the President-Elect are to:

- A. Serve as an advisor to the President.
- B. Succeed to the Office of the President if the President is unable to complete her/his term. If the President-Elect succeeds to the presidency the Staff Council shall elect a new President-Elect at the next regular meeting in the same manner as was used for the original election.
- C. Serve as a member of the Executive Committee and have one vote.
- D. Represent the Council to the University should the President be unable to perform in an official capacity for a short time.
- E. Perform such other duties as may be assigned by the President or the Staff Council.

#### Section 6. Speaker

The functions of the speaker are to:

- A. Preside at all Staff Council meetings.
- B. Serve as a member of the Executive Committee and have one vote.
- C. Appoint members to Staff Council committees, in consultation with the Executive Committee and with approval of the Staff Council.
- D. In coordination with the Staff Council Administrator, seesSee that all business referred to committees is returned to the Council for action within a reasonable time.
- E. Coordinate with committee chairs and the Executive Committee to facilitate Council activities. Define time frames to committees for work completion. Routinely review committee minutes.
- F. Perform other duties as directed by the President and the Staff Council.

#### Section 7. Treasurer

The functions of the Office of the Treasurer are to:

- A. Develop and recommend accounting procedures for approval by the Council.
- B. Assure adherence to university policies accounting policies and procedures.



C. Provide ~~quarterly~~ monthly and special request fiscal reports to the Staff Council.

D. Serve as a member of the Executive Committee and have one vote.

~~E. Serve as an ex-officio member of the Staff Council Finance Committee.~~

F. Perform such other duties as may be assigned by the President, Speaker or the Staff Council.

### **Section 8. At-Large Members**

At the same meeting other officers are elected the Council shall elect four at-large members to the Executive Committee, two to represent and be elected from the Councilor's representing precincts, and two to be elected from the Councilor's representing grades. The functions of the at-large members are:

A. Serve as members of the Executive Committee, each having one vote.

B. May be designated by the President to serve as ex-officio members, without vote, on any Staff Council Committee, except the Ethics Committee.

C. Assume other responsibilities as may be assigned by the President or the Staff Council.

### **Section 9. Past President**

The title of Past President shall be assumed by the President from the year prior, after a new President is elected. The functions of the Past President are to:

A. Serve on the Executive Committee as an ex-officio, non-voting member.

B. Serve as an advisor to the current President.

C. Perform other duties as may be assigned by the President.

## **ARTICLE IV: ADMINISTRATIVE SUPPORT**

The University has designated one staff position to provide administrative support to the Staff Council. The functions of the administrative support person are:

A. Serve as an ex-officio, non-voting member of the Staff Council for the purpose of keeping minutes and attendance records.

B. The administrative support person may vote in Staff Council elections but may not serve as an elected member on the Council.

C. Provide a written record of motions as presented or amended during meetings; read same to Council at the request of the Speaker. Send summarized minutes of each meeting to all Councilors five working days before the next meeting.

D. Provide for orientation and training on Council procedures for new members of the Council and for Committee members.

E. Perform such other duties as may be assigned by the President or the Staff Council.

## **ARTICLE V: COMMITTEES**

### **Section 1. General**

A. The President appoints, with Staff Council approval, representatives to University-wide standing committee, joint faculty-staff committees, and other University committees, whether permanent or ad hoc in nature, whose membership includes both staff and non-staff membership. Unless otherwise provided in the charters of such committees, staff member terms shall be for one year. In no case shall staff representatives serve more than one two-year term without being reconsidered by the Staff Council.

B. The Speaker appoints, with Staff Council approval, the chairs and members of Staff Council committees. Members will serve one-year terms but may serve successive terms.

C. ~~Staff Council committees will elect their own chairperson.~~ It is the responsibility of the chairperson to track membership on the committee and to report to the Speaker and the Staff Council Administrator when members have quit the committee. Non-attendance of a committee member at three consecutive meetings will be treated as a voluntary resignation.

D. Resignations from committees should be submitted to the President or the Speaker and the Staff Council Administrator, as appropriate, and the appointing authority shall report resignations or other vacancies to the Staff Council at the next regular meeting of the Council.

E. Committee members appointed to fill vacancies will serve the remainder of the term to which they are appointed.

F. Members of University committees and the chairpersons of Staff Council committees shall make monthly reports, first to the Executive Committee and then to the Staff Council. Such reports may be oral or written as directed by the Executive Committee or the Staff Council.

## Section 2. Permanent Standing Committees

Permanent standing committees can only be formed, dissolved, or changed through revision of the by-laws.

A. Rules and Elections Committee. The committee shall have not less than three, nor more than five, members. A quorum shall be three members. The functions of the committee are to:

1. Review and make recommendations on all proposed amendments to the Staff Council Constitution, Bylaws, General Rules, and Special Rules of the Council.

2. Establish, with Council approval, the Staff Council Election Code.

3. By no later than December 1-January 15th each year, determine the size and representative areas, and the apportionment of Councilors to represent Staff Council grades and precincts. The apportionment must be approved by the Staff Council.

4. Develop election procedures for the annual Staff Council election and any special elections; to prepare and count ballots cast; and to report to the Council the results of each election.

5. To set, with Council approval, campaign guidelines.

B. Ethics Committee

1. The Speaker shall nominate, subject to Council approval, five voting members of the Staff Council. Quorum for the Ethics Committee shall be four members.

2. The Ethics Committee shall establish and maintain, subject to Council approval, a Code of Ethics.

3. The committee shall function as a resource to the Council on issues of ethical import relative to determination of policy.

C. Executive Committee

1. The Executive Committee may transact routine business between Council meetings and take emergency actions. All business transacted by the Executive Committee shall be reported to the Council at the next Council meeting by the President Elect. The Executive Committee shall meet at the call of the President or upon written request of any four members thereof. Four members shall constitute a quorum.

2. The Executive Committee shall receive committee reports via the Speaker for internal committees and via the President for external committees and shall determine the agenda for Council meetings.

## Section 3. Standing Committees

Standing committees can be formed, dissolved, merged, or otherwise altered through a vote of the Council. Changes to these committees do not require revision of the by-laws.

1. The Council may, from time to time, establish standing committees to carry out the work of the Council. Each standing committee will be given a charge at the time of creation. The initial charge may be amended by the Council upon request or recommendation of the committee.

2. Minimum membership on standing committees will be three staff employees, one of whom must be a voting member of the Council.

3. Standing Committees will determine their own order of business and elect their own chairpersons. Quorum for each standing committee will be a majority of the appointed membership not excused from the meeting.

4. The Council may make periodic examination of each standing committee to determine whether said committees shall continue in existence.

#### **Section 4. Special Committees**

The Council may, from time to time, establish special, or *ad hoc*, committees to carry out limited, specified business of the Council. The charge to such committees shall be stated at the time of formation. Such committees shall automatically go out of existence upon either the expiration date stated by the Council at the time of formation or upon submittal to the Council of the committee's final report.

### **ARTICLE VI: STAFF COUNCIL MEETINGS**

#### **Section 1.**

Staff Council meetings shall be open to the entire University community.

#### **Section 2. Regular Meetings.**

The Staff Council shall meet at least quarterly, at a time and date approved by the Staff Council.

#### **Section 3. Special Meetings.**

The Executive Committee may call a special meeting at any time. The call for a special meeting shall set forth specific items to be discussed. Business not specified in the call may not be discussed at a special meeting.

#### **Section 4. Quorum.**

A quorum shall be a majority of members not excused from the meeting. To be excused from a Staff Council meeting, the Councilor shall inform the Staff Council Administrator, via email, prior to the scheduled meeting time.

#### **Section 5. Agenda.**

The Executive Committee shall be responsible for the preparation of the agenda and for its timely distribution, at least five working days before each regular meeting.

#### **Section 6. Record of Attendance.**

The minutes of each meeting shall show the names of the members present and of those absent (excused and unexcused.)

#### **Section 7. Attendance at Meetings.**

Attendance by Staff Council members and officers shall be required at all Staff Council meetings. Unexcused absence from two consecutive meetings shall result in a warning from the Executive Committee. A third consecutive unexcused absence will be treated as a voluntary resignation.

#### **Section 8. Council Terms.**

The term of each Staff Council shall be for one year and shall begin with the organizational meeting.

### **ARTICLE VII: RULES OF ORDER**

#### **Section 1. Rules.**

Robert's Rules of Order Newly Revised, latest edition, shall govern all meetings of the Staff Council in all cases to which they are applicable, and may govern all internal standing committees in which they are not in conflict with these bylaws, or with the standing rules, or any other rules that have been adopted by the Council for the conduct of their meetings.

#### **Section 2. Parliamentarian**

The Speaker shall appoint, subject to the approval of the Council, a Parliamentarian.

### **ARTICLE VIII: ETHICS**

#### **Section 1. Ethics Code**

All Staff Councilors are bound by the Ethics Code, found in the Staff Council Handbook.

**Section 2. Prizes and Awards**

Staff Councilors are cautioned not to accept any gift, prize or award if doing so might be construed by reasonable persons to be unethical or where such acceptance would reflect poorly on the Staff Council or bring the Staff Council into disrepute.

**ARTICLE IX: AMENDMENTS**

**Section 1. Amendments.**

These bylaws may be amended by a two-thirds vote of the members of the Staff Council at a regular monthly meeting. Recommendations to amend will be referred by the Speaker to the Rules and Elections Committee.

**Section 2. Prior Notice.**

Proposed amendments of the bylaws must be reviewed by the Rules and Elections Committee and by the Executive Committee prior to placement on the Staff Council Agenda for action.

| No amendment to the Bylaws or Constitution may be voted upon at the same meeting at which it is introduced. ~~This provision may not be suspended.~~

Approved by the UNM Staff Council December 1991  
Revised: 1992  
Amended: 1993, 1994, and 1996  
Revised: July 15, 2003 by the UNM Staff Council  
Amended: November 15, 2005 by the UNM Staff Council  
Amended: January 15, 2008 by the UNM Staff Council  
Amended: June 18, 2013 by the UNM Staff Council



UNM Staff Council 2015 Resolution #3

Name: Budget Leadership Team Proposal

Authors: Renée Delgado-Riley

Presented to Staff Council on April 21, 2015

Council Action: **POSTPONED**

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