



University of New Mexico
STAFF COUNCIL MEETING
November 19, 2019
SUB, Lobo A & B

Members Present: Angela Beauchamp, Lisa Beauchene, Bradford Beck, Chelsey Begay, Lorena Blanco-Silva, Garon Bodor, Aracely Chapa, Jesus Chavez, Mary Clark, Autumn Collins, Sierra Donovan Cushing, Jessica Equibel, Gilbert Gallegos, Nathanael Faust-Shucker, Mark Fisher, Ryan Gregg, Jennifer Kavka, Maren Krake Dalton, Joseph Lane, Texanna Martin, Cindy Mason, Ignacio Ortiz, David Pallozzi, Cynthia Perez-Chavez, Mark Reynolds, Carla Sakiestewa, Athena Salazar, Nancy Shane, Scott Sanchez, Azura Tallant, Gina Urias-Sandoval, David Thomas,

Members Excused: Armando Bustamante, Amanda DeMercurio, Dayra Fallad-Mendoza, Kristine Radcliff, Joni Roberts, Jose Rodriguez, Kristina Rucker, Karen Sanchez, Jessica Serna, Debra Sparks, Jessica Stanton, Brian Vineyard, Tracy Wenzl

Members Absent: Debbie Aguilar, AnneMarie Boyd, Christopher Dow, Grace Faustino, Anna Goodwin, Zachary Page

Parliamentarian: Adam Hathaway, Professional Registered Parliamentarian.

- I. **Call to Order:** at 1:05 p.m.
- II. **Roll Call**
- III. **Agenda approved with changes.**
- IV. **Minutes from October 15, 2019 approved.**
- V. **Information Items**
 - a. Constituent Comments
 - b. Councilor Comments
 1. Mark Reynolds, G16-20, and Rob Burford, Past President Ex-officio, updated the council about the UNM Safety Committee update regarding proposals for corner of Girard and Central.
 2. Lorena Blanco-Silva, P11, gave an update on the UNM Seal Committee: 52 submissions, Regents make final decision after call for community comments.
 - c. Guest Speaker(s)
 1. Pablo Torres & Nicole Tami from the Global Education Office: ACAC Conference (July 2020). Pablo and Nicole presented on the Pre-Conference, Executive Board Meetings, and the main events beginning July 14, 2020 held at UNM this year. There was a call for volunteers and input regarding an appreciation event for staff. Volunteer sign up will be available by January. [2020 ACAC Conference website](#) Please email [Gina](#) Urias-Sandoval, [Pablo](#) or [Nicole](#) for more information, questions, or input.
 - d. Meet Your Councilors
Joe Lane P3 and Sierra Donovan Cushing G11 introduced themselves.
 - e. Ten Minute Tidbit/Nuts & Bolts
Adam Hathaway, Staff Council Parliamentarian, presented a Ten-Minute Tidbit on how reports are supposed to be given. Call for questions.

VI. New Business.

- a. Nancy Shane, SC President Elect: Staff Love Students initiative. Nancy would like the input on this initiative from the Council. Call for questions and discussion. Please send Nancy any input, questions, or comments.

VII. Reports

- a. President's Report, President Ryan Gregg

Gregg reported on his effort of revamping his reports to Staff Council, included a handout, and called for input. Gregg then gave his report which included updates on his meetings with:

- Regents
- President Dr. Garnett Stokes
- Provost and Executive VP Dr. James Holloway
- Senior VP – Finance & Administration Teresa Costantinidis
- HSC Chancellor Dr. Paul Roth
- VP Human Resources Dorothy Anderson
- Policy Office

Gregg then gave additional updates regarding BLT (Budget Leadership Team), the UNM Seal Committee, and the Faculty Government Relations Committee. See attached for more detail.

- b. Executive Committee Report, President-elect Nancy Shane

Shane gives a few announcements regarding the Book Club and the Nut's and Bolt's Sessions and asks for councilors to contact her or Amy with any ideas they would like to see. Shane then gives a brief report of SC Executive meetings:

- Approved funding requests and GWM nominations
- Mentoring Workshops
- Improving accessibility for SC Business meetings
- Smoking Policy and lack of enforcement
- Faculty unionizations
- Faculty engagement

- c. Speaker's Report, Speaker Mary Clark

Appointment of new Communications & Marketing Committee members Theresa Sherman. Approved. Clark reminds those that have Happy Tails bins to make sure they are visible to pick up in December.

- d. Treasurer's Report, Treasurer Angela Beauchamp

Treasurer Beauchamp sends out a monthly Treasurer's report. Corrects a typo on this month's report and calls for questions.

- e. Committee Reports

- i. Communications & Marketing, Mark Reynolds, CO-chair; Mark gave a brief update about the last meeting, new members, new initiatives, and the activities the committee is involved with.
- ii. Government Relations, Scott Sanchez, Chair; The committee provided the UNM Legislative Priorities handout. Sanchez, Texanna Martin, and Mary Clark gave an update on the meetings, the post card event they are planning, and their work with the UNM Legislative Priorities.
- iii. Parking, Autumn Collins, Chair; Autumn gave the information about their next meeting and called for councilors to contact her if they can share any information or stories regarding parking.
- iv. Rewards and Recognition, Rob Burford and Joe Lane, Co-Chairs; Joe gave a brief update on the Gerald W. May Awards ceremony, the PAWS awards, the Staff Appreciation Week in May, and Rob included information regarding volunteering for the Gerald W. May awards, calls for PAWS nominations, and ideas for the Staff Appreciation Awards.

- v. Student Success, Cindy Mason and Brian Vineyard, Co-Chairs; Nathan Faust-Shuker on behalf of the committee gave a brief update about what the committee is working on including the debriefing for fall Staff as Students event and Karin Retskin scholarship disbursements.

VIII. Meeting adjourned at 2:46PM.

Minutes submitted by Amy Hawkins, Staff Council Administrator.

Meeting minutes can be found online at: <http://staffcouncil.unm.edu/business-meetings/index.html>



UNIVERSITY OF NEW MEXICO STAFF COUNCIL
President's Report

Regents

I'm continuing to work with the Regents through my membership on the ASAR Committee, and my attendance at full Board Meetings and other Committee Meetings. I'm continuing to regularly meet and talk with individual regents to highlight staff and our contributions and to highlight the role of SC.

President – Dr. Garnett Stokes

The President and I meet monthly. She and I recently discussed the 1% unfunded compensation question and she shared that we have formally requested it from the legislature. We also discussed the policy office and its return to SVP for Finance and Administration. A search is commencing for a new policy office director.

Provost and Executive Vice President – Dr. James Holloway

The Provost and I meet monthly. This month's meeting was focused almost entirely on unionization and my hope that appropriate precautions are taken to hold staff harmless from any negotiation through this process. I'm also engaging with a small committee of people to advise on the process for the 2020 strategic plan alongside faculty, students, HSC, Equity and Inclusion, and SVP for Finance & Administration.

Senior VP – Finance & Administration – Teresa Costantinidis

SVP Costantinidis and I meet monthly. Our meeting last month was cancelled due to travel, but our last meeting was productive. She informed me that HR will be doing more to address compensatory changes which effect people at specific salary and benefit thresholds to mitigate increases that mean net decrease in pay. We are also being included in the search for a new policy office director.

Chancellor HSC – Dr. Paul Roth

Chancellor Roth's office meets with Staff Council on an as-needed basis. We tend to meet quarterly. At our last meeting we discussed some specific questions about HSC

structure, and the policy/staff changes which are ongoing. We also discussed the role of the HSC Staff Committee and its funding moving forward.

VP Human Resources – Dorothy Anderson

VP Dorothy Anderson and I meet monthly. We are currently engaged in discussion over two recent resolutions which were passed by the SC related to pathways to staff employment for people with disabilities, and tuition remission changes. Each is moving forward, but cannot take further form without action at the policy office.

Policy Office - TBA

The policy office meets with the Staff Council President, President-elect and Administrator on a monthly basis. This has not been the case since the director of the policy office left UNM in late Spring. Recently, the decision on its reporting structure has been made and SC will be a part of finding a replacement for the office's director.

Strategic Updates

BLT update

The Budget Leadership Team meets bi-weekly, and its subcommittees do the same. The budget forecasts have been changing pending our enrollment and we have a projected \$4M shortfall for FY20. This shortfall will be covered using central reserves.

The budget for FY21 is being created and we are assuming a much less rosy outlook than in previous years to avoid mid-year rescissions and other surprises. This means we are starting FY21 in a deficit and BLT is considering the ways to address this for long term stability and to avoid across the board cuts to departments. These strategies have ties to the 2020 Strategic Plan and the work of various BLT Subcommittees (like tuition and fee review, and cost-reallocation). I serve on cost-reallocation and we are considering a number of proposals which we may recommend for use in FY21 or for implementation to affect future budgets, including:

- Shared Services
- Fiscal Commons – IT Model

- HR Opportunities
- University-wide assessment of programs/deliverables

The Equity in Compensation Task Forces have not been formed, but there is movement at the Department of Higher Ed on our funding model

Feedback request: where are the places (of which you're aware) that there are serious compensation inequities? (think Advisors prior to last year's adjustment for all advisors)

UNM Seal Committee

Submissions have now closed and 51 seal designs were submitted. We are reviewing them between now and 11/25 when we will meet to select the finalists to be shared with the public and the Board of Regents.

Faculty Government Relations Committee

I have been asked, and I recruited Scott, to sit on the Government Relations Committee for Faculty. This is a great opportunity for us to work together to present a united front at the legislature and to help them see ***how UNM Staff and Faculty can help them achieve their goals for New Mexico***. I also plan to pursue the possibility that staff put forward a capital outlay request that gets support from UNM Governmental Relations. This will be a future goal, not a 2020 session goal.



2019-2020 Committee Member Roster

Communications & Marketing Committee

SC-COMMCMTE-L@list.unm.edu

Autumn Collins
Azura Tallant
Bradford Beck
Mark Reynolds (Co-Chair)
Theresa Sherman
Tracy Wenzl (Co-Chair)
Brian Vineyard

Ethics Committee

Lisa Beauchene
Ignacio Ortiz
Kristina Rucker
Jessica Stanton
Brian Vineyard

Executive Committee

SCEXEC-L@list.unm.edu

Ryan Gregg (Chair)
Nancy Shane
Mary Clark
Angela Beauchamp
Aracely Chapa
Brian Vineyard
Autumn Collins
Armando Bustamante
Amy Hawkins (ex-officio)
Rob Buford (ex-officio)

Government Relations Committee

Scott Sanchez (Chair)
Jennifer Kavka
Armando Bustamante
Texanna Martin
Autumn Collins
Joe Lane
Tracy Wenzl
Jesus Chavez

Health Sciences Center Staff

SC_HSCS_COMMITTEE-L@list.unm.edu

Ariel Areval
Cindy Garcia
Cassandra Burnett
Christina Garcia-Tenorio
Christine Heinemeyer (Co-Chair)
Carla Sakiestewa (Co-Chair)
Desiree Quinones-Soria
Irene Gray
Michal Mudd
Nancy Shane
Sierra Donovan-Cushing
Vanessa Roybal

Rewards & Recognition Committee

RANDR-L@list.unm.edu

Celeste Cole
Della Willis
David Thomas
Jennifer Kavka
Jessica Chavez
Joe Lane (Co-Chair)
Keith Hitz
Lorena Blanco-Silva
Natalie Brigance
Nate Faust-Shucker
Nicole Lovato
Rob Burford (Co-Chair)
Mark Reynolds
Tish Young

Rules & Elections Committee

SCRE-L@list.unm.edu

David Pallozzi
Amie Ortiz
Mark Reynolds
Tracy Wenzl (Chair)
Nancy Shane



2019-2020 Committee Member Roster

Student Success Committee

SC_STUDENT_SUCCESS_COMMITTEE-L@list.unm.edu

Lisa Beauchene

Christine Heinemeyer

Cindy Mason (Co-Chair)

David Hansen

Gina Urias-Sandoval

Jesus Chavez

Joanne Kuestner

Krystal McCutchen

Lorena Blanco-Silva

Marisa Castaneda

Nathan Faust-Shucker

Brian Vineyard (Co-Chair)

Parking as a Staff Benefit (Ad-hoc)

Autumn Collins (Co-Chair)

Lisa Beauchene-Lawson (Co-Chair)

Christina Garcia-Tenorio

Brad Beck

Sierra Cushing

Athena Salazar

David Thomas

Jesus Chavez

Erica Grong

The following gives a brief glimpse of The University of New Mexico's 2020 legislative priorities.

Budget

- **Funding Formula**
 - Since the funding formula's implementation eight years ago, UNM has exceeded the benchmarks established in the performance-based formula and strongly supports maintaining its current metrics. Institutions should be rewarded for efforts in improving outcomes for students. UNM supports the coordinated request for 8% new money in the funding formula made by the Council of University Presidents, Independent Community Colleges and the Association of Community Colleges.
- **School of Medicine I&G**
 - The UNM School of Medicine is not part of the funding formula. We seek a percentage parity with the funding received by other institutions throughout the state.
- **Compensation Formula Reform**
 - UNM supports the state's three higher education associations initiative to revise compensation calculation to include faculty and staff paid with tuition and fees.
- **Compensation**
 - UNM supports the state's three higher education associations request for 5% compensation based on new compensation calculation. This request will reflect the hard work and dedication of our faculty and staff.
- **NM Health Equity Scholarships**
 - \$6,000,000 to provide free Medical School tuition for students willing to commit to practicing in NM for four years post-residency.

GO Bond

- College of Fine Arts \$45 Million
 - Center for Collaborative Art and Technology \$35 Million
 - College of Fine Arts Facilities Renewal Phase 1 \$10 Million
- Nursing and Population Health \$33 Million
- Gallup - Center for Career Technologies Education \$6 Million
- Los Alamos - Workforce Development/CTE Classroom Reno \$2.5 Million
 - Building 7 Renovations and Safety Improvements \$1.5 Million
- Taos - Career Technology Addition \$4.8 Million
- Valencia- Fire Safety Improvements \$1.8 Million

STB/General Fund

- Cancer Center Radiology Lab \$22 Million
- Campus Infrastructure \$13.5 Million

Research & Public Service Projects

- Network of Educators \$426,619
- NM PBS \$1,113,800
 - Expansion request of \$100,000
- Substance Use Disorder Grand Challenge \$250,000
- Native American Studies \$250,000
- Project NM Graduates of Color \$185,850
- Utton Center \$650,000
 - Expansion Request of \$278,100
- Shelter and Dignity \$371,212
- Athletics \$4,293,000
 - Expansion Request of \$500,000
- UNM-LA Workforce Development \$92,150
- Cancer Center \$4,250,000
 - \$4,250,000 to replace funding cut from the Federal 340B Program
- Project ECHO \$3,000,000
 - The requested funding will support the recurring deficit in the 40+ ECHO programs operating in NM. These funds will also support the strategic focus areas of the Health Sciences in Child wellbeing, behavioral health and substance use disorder, healthy aging and workforce development.
- Child Wellbeing: ADOBE Program \$997,054
- Healthy Aging: \$2,311,554
 - Expansion of Geriatric Clinical Care, \$1,011,554
 - Comprehensive Movement Disorder Center, \$1,300,000
- Behavioral Health and Substance Use Disorder: \$1,750,000
 - Funds will support intermediate levels of care by providing intensive outpatient programs and partial hospitalization for adolescents at UNM Children's Psychiatric Hospital.
- Healthcare Workforce Development \$1,081,122
 - Undergraduate Nursing Expansion, \$199,671
 - Direct Entry BSN \$428,271
 - Physician Assistant Program \$453,180