



University of New Mexico  
STAFF COUNCIL MEETING  
September 17, 2019  
SUB, Lobo A & B

**Members Present:** Angela Beauchamp, Lisa Beauchene, Bradford Beck, Chelsey Begay, Garon Bodor, Armando Bustamante, Aracely Chapa, Mary Clark, Autumn Collins, Amanda DeMercurio, Sierra Donovan Cushing, Nathanael Faust-Shucker, Christina Garcia-Tenorio, Irene Gray, Ryan Gregg, Joseph Lane, Cindy Mason, Ignacio Ortiz, Karen Sanchez, Nancy Shane, Jessica Stanton, Azura Tallant, David Thomas, Brian Vineyard, Tracy Wenzl

**Members Excused:** Lorena Blanco-Silva, Christopher Dow, Jessica Equibel, Erica Grong, Jennifer Kavka, Texanna Martin, David Pallozzi, Cynthia Perez-Chavez, Kristine Radcliff, Mark Reynolds, Joni Roberts, Kristina Rucker, Jessica Serna, Debra Sparks, Gina Urias-Sandoval

**Members Absent:** Debbie Aguilar, AnneMarie Boyd, Jesus Chavez, Dayra Fallad-Mendoza, March Fisher, Gilbert Gallegos, Anna Goodwin, Barney Metzger, Zachary Page, Jose Rodriguez, Athena Salazar, Scott Sanchez,

**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 August 20, 2019 approved.**
- V. **Special Presentation:** Staff Council Hero Award presentation to Maria Wolfe.
- VI. **Information Items**
  - a. Constituent Comments
    1. Tish Young for the Campus Safety Council introduced herself and the Campus Safety initiative and asks for Staff Council's support. Approved.
  - b. Councilor Comments
    1. Cindy Mason, G11, asks for support from Staff Councilors regarding an HR holiday drive for needy staff initiative that may be going away. Contact [Cindy](#) for more information.
  - c. Meet Your Councilors  
Jessica Stanton, P20, Garon Bodar, G12, and Amanda DiMercurio, G3-5, introduced themselves.
  - d. Ten Minute Tidbit/Nuts & Bolts  
Adam Hathaway, Staff Council Parliamentarian, presented a Ten-Minute Tidbit about procedure regarding getting business done at a Staff Council business meeting. Adam gave an overview of main motions, primary amendments, and secondary amendments.

**VII. Unfinished Business**

On behalf of the Student Success Committee, Brian Vineyard moved to adopt the Staff Council 2019 Resolution #4: Tuition Remission. Motion passed after amendment.

**VIII. New Business**

On behalf of the Rewards & Recognition Committee, Tracy Wenzl moved to merge the Events Committee with Rewards & Recognition to now be called Rewards and Recognition. Motion passed.

**IX. Reports**

a. President's Report, President Ryan Gregg

Appointment of Student Conduct Officers: Lisa Beauchene, Nathanael Faust-Shucker, Brian Vineyard, Jessica Stanton, Cindy Mason, and Elizabeth Amador. Approved.

Appointment of KUNM Representative, Leandra Barreras, Approved.

Gregg gives brief updates on: his meetings with the Regents, President Stokes, Provost Holloway, Senior VP for Finance and Administration Constantinidis, and HR Director Anderson. He also briefs the Council on the updated MOU for the Outstanding Supervisor Awards, the Policy Office, and BLT (Budget Leadership Team).

b. Executive Committee Report, President-elect Nancy Shane

Shane reminds the Council of the Mentorship program signup and the next Book club meeting and gives a brief report of SC Executive meetings:

- i. Business meetings re-design
- ii. Mentorship program
- iii. Scoring of OSA
- iv. Approved Volksmarch event
- v. Approved revised version of OSA event
- vi. Presentation from Campus Safety Council
- vii. Presentation and ask of support from Gene Henley regarding staff satisfaction research

c. Speaker's Report, Speaker Mary Clark

Appointment of Staff Council Vacancies: P6: Grace Lynn Faustino. Approved; G13: Carla Sakiestewa Approved; P21: Maren T Krake Dalton. Approved

d. Treasurer's Report, Treasurer Angela Beauchamp

Treasurer Beauchamp addressed some questions and concerns regarding budget cutbacks and reserves.

e. Committee Reports

- i. Communications & Marketing, Tracy Wenzl, Chair; Tracy gave a brief update about recruiting members, that there will be no September meeting, and that the next meeting will be October 24 at 3pm at the University Club.
- ii. Events Committee, Dave Thomas and Jesus Chavez, Co-Chairs; Jesus gave a brief update that Events will be merging with Rewards and Recognition and the September 27 Brown Bag will be a Ford Utilities Center Tour.
- iii. HSCS Committee, Christine Heinemeyer and Carla Sakiestewa, Co-Chairs; Carla gave an update on the Volksmarch event will be held on October 4<sup>th</sup>, health fair participation, homecoming, tunnel tours on north campus, the HSC book exchange, and a new initiative of the committee: beatification squad to fill empty planters.
- iv. Rewards and Recognition, Rob Burford and Joe Lane, Co-Chairs; Joe gave a brief update on the Outstanding Supervisor scoring – the committee's next meeting is Thursday; Gerald May coming up;

lightening lecture series has limited response may try to change it to a staff council sponsored happy hour, and the ice cream social for homecoming.

- v. Student Success, Cindy Mason and Brian Vineyard, Co-Chairs; gave a brief update for the Ask ME initiative that will now be in Enrollment management; Karin Retskin, Staff as Students, Staff as Graduates; Todd Quinn workshops to continue in the spring; community service.
- vi. Government Relations, Mary Clark on behalf of Scott Sanchez, Chair; with a brief update on meeting with the UNM Government Relations Office and Lobos for Legislature.
- vii. Employee Regent Exploratory Committee, Nancy Shane, Member; Nancy gave a final report and briefly went over recommendation that the committee set forth in their report. This committee has completed its task and is therefore now dissolved.
- viii. Rules and Elections, Tracy Wenzl, Chair; Tracy gave a brief update of the Review of Ethics Committee proposal; there next meeting will be in January.
- ix. Parking, Autumn Collins, Chair; gave a brief update on the August meeting and work towards writing a resolution

**X. Meeting adjourned at 2:38PM.**

**Minutes submitted by Amy Hawkins, Staff Council Administrator.**

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



## 2019-2020 Committee Member Roster

### **Communications & Marketing Committee**

[SC-COMMCMTE-L@list.unm.edu](mailto:SC-COMMCMTE-L@list.unm.edu)

Autumn Collins  
Bradford Beck  
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](mailto: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](mailto:SC_HSCS_COMMITTEE-L@list.unm.edu)

Ariel Areval  
Cindy Garcia  
Cassandra Brnett  
Christina Garia-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](mailto:RANDR-L@list.unm.edu)

Celeste Cole  
Cindy Mason  
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](mailto: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](mailto:-L@list.unm.edu) Lisa Beauchene

Christine Heinemeyer

Cindy Mason (Co-Chair)

David Hansen

Jesus Chavez

Joanne Kuestner

Krystal McCutchen

Lorena Blanco-Silva

Marisa Castaneda

Nathan Faust-Shucker

Brian Vineyard (Co-Chair)

Gina Urias-Sandoval

### **Parking as a Staff Benefit (Ad-hoc)**

Autumn Collins (Chair)

Lisa Beauchene-Lawson

Christina Garcia-Tenorio

Brad Beck

Sierra Cushing

Athena Salazar

David Thomas

Jesus Chavez

Erica Grong



**UNM Staff Council 2019 Resolution #4**

**Name:** Tuition Remission

**Authors:** Brian Vineyard, MPA; Executive Committee Precinct At-Large Representative; and the Staff Council Student Success Committee.

**Adopted by Staff Council on:** September 17, 2019

1. WHEREAS “The University of New Mexico recognizes the importance of an educated and competent work force” (UNM Policy Office); and
2. WHEREAS research indicates that employees with tuition remission or assistance “stay on the job longer, at least in part to keep making use of that benefit” (Cappelli, 2004, p. 213); and
3. WHEREAS research indicates that employees who stay longer “are more likely to perform better and provide better quality experiences” (Whitten, 2018, n.p.); and
4. WHEREAS research indicates that employers who offer tuition remission benefits “may have more employees who are easily promotable, saving them money on recruiting new employees” (Breed, n.d., n.p.); and
5. WHEREAS “To meet the demands of the changing workforce and the desire of employees to grow academically and professionally, UNM offers various voluntary education benefits” (UNM Policy Office); and
6. WHEREAS “UNM supports and encourages employees to develop themselves through academic, professional, health, fitness, and personal enrichment courses” (UNM Policy Office); and
7. WHEREAS all “regular staff employees who are full-time or part-time and have an appointment percent of 50% or greater” as well as “term or contract staff employees who are full-time or part-time, have an appointment percent of 50% or greater, and have a minimum three (3) month term appointment or contract” are eligible for the employee tuition remission benefit at UNM (UNM Policy Office); and
8. WHEREAS “one of the greatest benefits for staff is the ability to pursue education through Tuition Remission or through professional development activities” (UNM Staff Council); and
9. WHEREAS “this benefit has a huge impact on employee morale and is critical to UNM’s efforts to improve the quality of staff working at UNM” (UNM Staff Council); and
10. WHEREAS hundreds of UNM Staff members take academic courses each semester as demonstrated by participation in the bi-annual “Staff as Students” events hosted by the Student Success Committee of Staff Council; and
11. WHEREAS the majority of UNM academic courses are offered during the traditional workday; and
12. WHEREAS “supervisors may allow an employee to take up to one (1) course per semester using time off with pay” (UNM Policy Office); and

13. WHEREAS many UNM supervisors are supportive of tuition remission and the approving of time off with pay so that employees may take one academic/professional development course per semester during business hours, but not all UNM supervisors allow equal access to this benefit. This is supported by a poll conducted of Staff Councilors in August 2019 across Main, North, and South Campuses showing that about 70% of staff Councilors reported that their supervisors are generally supportive of allowing time off with pay for one course per semester, 16% require flex time or leave to be used and 7% of respondents report that the nature of their job is not conducive to allow taking a course scheduled hours. However, 7% do not permit their staff to take even one course during scheduled hours;
14. THEREFORE, be it resolved that the UNM Staff Council requests:
- a. the amendment of Policy 3700 to state: "Supervisors must allow an employee to take one (1) course per semester using time off with pay as long as the course is taken for academic credit toward a degree program or for professional development and/or is related to the employee's job or a UNM job to which the employee can reasonably aspire. The business needs of the department are top priority, and if time off with pay is not practical the supervisor must justify in detailed writing the reason why." Non-traditional courses, including those that vary in time commitment from a typical academic offering, should also be given fair consideration by the supervisor.
  - b. training pertaining to this policy be included in the newly redesigned "Employee Life Cycle Management Workshop" which is already currently required for newly hired/newly promoted leaders in the University system "to reflect a more accurate employee experience" (UNM Human Resources).

Copies of this resolution will be sent to the UNM Board of Regents; Garnett Stokes, PhD, President of the University; Paul Roth, MD, MS, Chancellor for Health Sciences and Dean of the School of Medicine; James Paul Holloway, PhD, Provost and EVP for Academic Affairs; Dorothy T. Anderson, Vice President for Human Resources; and UNM Policy Office.

## Citations

- Breed, M. (n.d.). The many benefits of an employer tuition reimbursement program & policy. Money Crashers. Retrieved from <https://www.moneycrashers.com/benefits-employer-tuition-reimbursement-program-policy/>
- Cappelli, P. (2004). Why do employers pay for college? *Journal of Econometrics*, (1–2), 213. Retrieved from <https://doi.org/10.1016/j.jeconom.2003.10.014>
- UNM Human Resources (2019). Employee Life Cycle Management Workshop Redesign. Retrieved from: <https://hr.unm.edu/articles/newsletter/employee-life-cycle-management-workshop-redesign>
- UNM Policy Office (2018). Administrative Policies and Procedures Manual - Policy 3700: Education Benefits. Retrieved from <https://policy.unm.edu/university-policies/3000/3700.html>
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- Whitten, S. (2018). Starbucks, Chipotle and others are offering up a new employee perk: Paying for their education. CNBC. Retrieved from: <https://www.cnbc.com/2018/04/13/restaurants-use-college-tuition-programs-to-combat-high-turnover.html>