



University of New Mexico
STAFF COUNCIL MEETING
February 18, 2020
SUB, Lobo A & B

Members Present: Angela Beauchamp, Lisa Beauchene, Bradford Beck, Chelsey Begay, Lorena Blanco-Silva, Armando Bustamante, Mary Clark, Autumn Collins, Amanda DiMercurio, Sierra Donovan Cushing, Christopher Dow, Jessica Esquibel, Dayra Fallad-Mendoza, Nathanael Faust-Shucker, Grace Faustino, Ryan Gregg, Jennifer Kavka, Joseph Lane, Ignacio Ortiz, Cynthia Perez-Chavez, Mark Reynolds, Joni Roberts, Carla Sakiestewa, Athena Salazar, Karen Sanchez, Scott Sanchez, Nancy Shane, Jessica Stanton, Azura Tallant, David Thomas, Gina Urias-Sandoval, Brian Vineyard, Tracy Wenzl

Members Excused: Garon Bodor, Aracely Chapa, Jesus Chavez, Mark Fisher, Gilbert Gallegos, Maren Krake Dalton, Texanna Martin, Cindy Mason, Kristina Rucker, Jessica Serna, Debra Sparks

Members Absent: Debbie Aguilar, Anna Goodwin, Zachary Page, Jose Rodriguez,

- I. **Call to Order:** at 1:07 p.m.
- II. **Roll Call**
- III. **Agenda approved with changes.**
- IV. **Minutes from January 21, 2020 approved with changes.**
- V. **Information Items**
 - a. Constituent Comments
 1. Stefi Weisburd, SOE, spoke on behalf of [UNMLeaf](#) to ask Staff Council for their support by resolution of their mission regarding the University's climate impact, referencing a resolution already put forth by Faculty Senate. Interested parties were recorded.
 2. Rob Burford, SC Past President with a UNM Safety Council update including Safety Week, the Gateway Center, & possible versions of plans for the corner of Girard & Central.
 - b. Councilor Comments
 1. Lisa Beauchene, P5, updated the Council on the UNM Ethics Task Force. Lisa shared a document with all the committees, information, and next meetings, etc., this same document was sent out to the Council before the meeting.
 - c. Guest Speaker(s)
 1. John Rodriguez, Manager, Employee & Organizational Development ([EOD](#)): Rodriguez shared the Annual Report 2019 and overview presentation and spoke about how EOD would like to collaborate with Staff Council in the future. Collaboration initiative included a possible Professional Development Day. Q&A.
 2. Nancy Lopez, Office for Diversity, Equity & Inclusion, and Kiran Katira, Community Engagement Center, Co-Chairs of Complete Count present on the 2020 Census. Lopez invited the Council to several events, see <http://race.unm.edu/> for more information. Q&A.
 - d. Ten Minute Tidbit/Nuts & Bolts

Nancy Shane presented on the "Creating Purpose and Meaning in Staff Council" workshop held in November 2019 and shared a handout with the breakdown of categories and project stages of development. Q&A.

VI. New Business.

- a. Rules & Elections Re: Precinct division for 2020 elections. Tracy Wenzl G13, Chair of Rules & Elections. Wenzl moves that the Council approve the precincts for the upcoming election. Motion Approved.
- b. Nancy Shane Re: Strategic Planning Committee. Shane presents information about the SC Strategic Plan. Shane moves to approve the forming of an ad-hoc committee in order to complete the next adaptation of our Strategic Plan. Motion approved.

VII. Reports

- a. President's Report, President Ryan Gregg
Gregg sent a President's report via email (see attached). Gregg discussed 2019 disability resolution and the direct results realized through HR and the President's Council. He briefly discussed the Faculty HR policy regarding requesting accommodations and grievance issues; Faculty Staff Benefits Committee (FSBC) report regarding the Health plan tiers; and the Gateway center. Gregg encouraged the council to participate in the Gateway Center survey.
- b. Executive Committee Report, President-elect Nancy Shane
 - i. Possible SC Resolution addressing sustainability; called for interest
 - ii. March 17th workshop: Communicating with Constituents
 - iii. SC Book Club update: final meeting will February 18th
 - iv. Mini town halls consideration for April & May – catered to six precincts grouped together; called for interest
 - v. Exec meetings: Strategic plan 2020, approved Government Relations postcards & Communications & Marketing Smart meetings, Staff Appreciation Luncheon, ensuring that SC candidates have discussion with supervisor re: time off, VEBA, UNM Day at the Legislature, SC Ethics Committee initiatives & UNM standardization of reporting tools, SAS Karin Retskin scholarships distribution, HR pay inequities between North & Main campus, state wide parental leave policy, Gateway forums, leave granted for volunteering at ACAC, the Policy Office Director hire, and current events in legislative priorities
- c. Speaker's Report, Speaker Mary Clark
 - i. Appointment of Staff Council Diversity, Equity, and Inclusion committee members with additions Sean Fisher & Joe Lane. Approved.
 - ii. Appointment of Staff Council 30th Anniversary ad-hoc committee members. Approved.
 - iii. Appointment of Garon (Gari) Bodar to Rules & Elections. Approved.
 - iv. Appointment of Grace Faustino & Dayra Fallad-Mendoza to Government Relations. Approved.
 - v. Appointment of Sandra Bauman as G13 representative. Approved.
 - vi. Appointment of Mary Jacintha as G16-20 representative. Approved.
 - vii. Appointment of Sean Fisher as P15 representative. Approved.
- d. Treasurer's Report, Treasurer Angela Beauchamp
- e. Committee Reports
 - i. Communications & Marketing; Tracy Wenzl, Mark Reynolds, Co-Chairs. Tracy: Communicating with Constituents Workshop, SC website audit, marketing object for new orientation on hold, SMART meeting will be coming up in April (information will be sent out shortly).
 - ii. Diversity, Equity, and Inclusion; Chair(s) to be confirmed. Grace: 1st meeting update: voted on chairs, finalizing charter, March 11th is the next meeting
 - iii. Government Relations; Scott Sanchez, Texanna Martin, Co-Chairs. Scott: Postcard event update: 375 postcards were sent on behalf of staff, recruited 2 new members, post session debrief is planned, asked that you stay on message or contact Scott is you are contacting your legislators.

- iv. HSCS Committee; Christine Heinemeyer and Sierra Donovan-Cushing, Co-Chairs. Sierra: Met on the 13th and next meeting is on March 5th. Lovin' on Little Lobos drive update, no events in the next month but others are in the planning.
- v. Parking; Autumn Collins, Lisa Beauchene-Lawson, Co-Chairs. Autumn: survey update, asked if Councilors were comfortable sending to constituents, and talked about an administration feedback consideration.
- vi. Rewards and Recognition; Rob Burford and Joe Lane, Co-Chairs. Joe: Staff Appreciation week, online nomination forms, brown bag lunch tour of cancer center, call for ideas; call for someone to take over the book exchange event.
- vii. Rules and Elections; Tracy Wenzl, Chair. Tracy: previous meeting update, revised text to send out to constituents, memo to exec re vacancies.
- viii. Student Success; Cindy Mason and Brian Vineyard, Co-Chairs. Brian: Sub-committee for Staff as Graduates, Read to Me Book Drive, Staff as Students will be on Monday, April 6, SUB Ballrooms B & C, flyer coming soon.
- ix. 30th Anniversary; Chair(s) to be confirmed, will be meeting soon & working with R&R

VIII. Meeting adjourned at 2:53PM.

Minutes submitted by Amy Hawkins, Staff Council Administrator.

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

UNM Ethics Task Force – Update from January meeting

All subcommittees are putting together documents that cover the following topics:

1. Literature/Resource - Review/Research/Best Practice from Peers or others
2. UNM existing policy(s) or practice(s) reviewed
3. Identification of key/critical issues within the topic
4. Recommendations – Suggestions for improvement or change, including training improvements/suggestions (Be as specific, as possible)
5. Enforcement/Accountability

Subcommittees:

Campus Culture – sexual harassment, social media bullying, lack of knowledge of policies; mandatory training needs to be refreshed and focus on ethical integrity; widespread distrust between groups on campus.

Financial and Resource Misuse – reviewing policies and procedures to change. Using peer institutions. Considering mandatory training and code of conduct for financial transactions.

Consensual Relationship – considering Limited Prohibition approach with exceptions.

Research Ethics & Academic Ethics (Integrity) – Reviewing policies that UNM uses from Higher Learning Commission and that peer institutions use. Ie. Guidelines on Predatory publishing, whistleblowing, plagiarism and others. Considering trainings

Conflicts of Interest – reviewed peer institutions. Best practices include high level COI policies that are applicable to all constituencies.

Next Steps:

Subcommittee drafts due by March 16. Finalized edits by May 1.

Next Ethics Task Force meeting on February 28.

**Creating Purpose and Meaning in Staff
Council February 18, 2020**

Common Categories of Projects, Resolutions, Events

1. Hiring, Compensation, & Benefits (e.g. Tuition Remission)
2. Build Meaning and Connection (e.g. Kindness Week)
3. Work Life and Atmosphere (e.g. Security Cameras)
4. Voice in UNM Policy (e.g. Staff Council Town Halls)
5. Staff Recognition and Appreciation (e.g. Supervisor Award)
6. Improve Staff Council (e.g. C&M resources)

Project Stages of Development

1. **Getting an Idea** (*no idea too big or too small*)
 - a. Responding to current events – UNM, state, and national
 - b. Mission of UNM
 - c. Staff Appreciation
 - d. Meaningfulness in work
 - e. Keeping your ears open to employee concerns
 - f. Building on existing initiatives
 - g. Building on what you know personally or professionally
2. **Defining your Project's Scope and Strategy.** Collaborate if possible. Some resources:
 - a. Staff Council Administrator
 - b. Existing Committee
 - c. Councilor(s) – experienced, or share passion, or have knowledge or connection(s)
 - d. (Request an) Ad hoc committee – staff councilors or staff in general
 - e. Staff with skills
3. **Determining Your Deliverable.** Some options are:
 - a. New or improved event
 - b. Resolution
 - c. New committee
 - d. Resources for SC
 - e. Training or workshop
 - f. Program
 - g. Public service announcement
 - h. Donation drive or fundraiser
 - i. Promotional item
4. **Making It (or a version of It) Happen.** Resources are same as for Defining Your Project, and in addition:
 - a. Staff Council Parliamentarian (e.g. writing resolutions)
 - b. Instructional manuals, e.g. Staff Council Handbook, Event Planning Guide, Event and Funding Procedures
 - c. Models from other organizations
5. **Planning the Next Step and/or Iteration.** Resources:
 - a. Personal perseverance
 - b. Committee buy-in (event)
 - c. President/Executive Cmte follow-up
 - d. Supporting units and organizations

2020 Staff Council Precinct Proposal

This year, there are 4425 staff eligible to run and vote in Staff Council elections.

Average precinct size: **148**
 -15% 125
 +15% 170

Precinct #	Precinct Description	2018 count	2020 count	Notes:
1	A&S Social Sci & Humanities	157	160	
2	A&S Sciences	157	146	
3	Education, CULLS	137	126	
4	Fine Arts, Engineering	130	137	
5	ASM, Cont Ed	132	123	low by 2
6	Law, VP Research	99	139	
7	President's Offc, Athletics	134	144	
8	Provost's Office	154	152	
9	Controller	152	155	
10	VP Finance, HR	148	148	
11	Equ/Inc, Student Affairs	131	127	
12	UC, Architecture, Enrollment	152	126	
13	SOM: ECHO, OMI	142	150	
14	Student Srvcs, Student Life	155	156	
15	IT	160	176	high by 6
16	ISS: Residence Life, Parking	119	118	low by 7
17	FM: Areas, buildings, auto	158	158	
18	FM: Custod, Grounds, Recyc	143	153	
19	Nursing, Pharmacy	149	137	
20	HSC Admin: VPs, admin	150	165	
21	HSC Admin: FM, Safety, Rsrct	161	168	
22	SOM: Admin, student srvcs	163	156	
23	SOM: Surgery, IM	162	169	
24	SOM: Neuro, Ortho, Radio	162	141	
25	SOM: Psych, EM, Ob Gyn	187	170	
26	SOM: Oncology	143	143	
27	SOM: CRTC	143	149	
28	SOM: Peds; UNMMG	159	133	
29	SOM: Peds Admin	149	163	
30	ISS: KNME, bookstr, events	138	135	
total		4426	4425	



UNIVERSITY OF NEW MEXICO STAFF COUNCIL
President's Report

Regents

A regents meeting will be held on February 18, 2020, ahead of the February Staff Council business meeting, where I will be in attendance. 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 Gateway Center and its proposed location on campus. We also discussed the search for the EVP for Health Sciences hire, safety measures for the campus, and the possibility of a 5-year salary plan for staff and faculty.

Provost and Executive Vice President – Dr. James Holloway

The Provost and I meet monthly. My next meeting will be held next week and we will be discussing the UNM strategic planning process, and updates on the unionization front.

Senior VP – Finance & Administration – Teresa Costantinidis

SVP Costantinidis and I meet monthly. Our next meeting will be concerning salary tier recommendations for the health insurance plans and staff compensation guidelines around the margins. We'll also be discussing the Policy Officer hire.

Chancellor HSC – Dr. Paul Roth

Chancellor Roth's office meets with Staff Council on an as-needed basis, typically quarterly. You will have heard that this position has been separated into two positions and I'm working hard to ensure that Staff Council has a representative on the hiring committee for this position – which has proved more challenging than originally thought.

VP Human Resources – Dorothy Anderson

VP Dorothy Anderson and I meet monthly. We are still discussing Resolution 3 from last year, related to staff with disabilities, and a program was approved to create an intern position funded by HSC and SVP for F&A! We are reviewing data surrounding paid parental leave and continuing discussions around equity in compensation per some of your feedback.

Policy Office - TBA

The Policy Officer position is in the midst of hiring! We interviewed 5 candidates and recommended two candidates to SVP Costantinidis for a second round interview with her personally.

Strategic Updates

BLT update

The Budget Leadership Team is faced with making some very sobering recommendations to President Stokes. We have many requests for funding (+\$7M) and without spending a single dollar, are forced to cut \$11M (4%, if across the board) from the budget. Our approach has been to cut beyond what we hope will happen so that we don't have to do mid-year rescissions. We also believe that an across-the-board cut is not an intelligent way to cut. We are recommending that the VPs under President, Provost, and SVP cut their budgets in line with their segment of the general budget.

How each VP/Director/Dean absorbs those cuts will depend on their situation.

We must also spend some money or we risk further consequences in the future. For every \$1 we spend, we must cut \$1. We will recommend the budget to President Stokes this week, and then she to the Board of Regents for their March meeting.

UNM Seal Committee

The feedback period has now concluded! With over seven thousand submissions, there is a clear favorite, and the rankings and information from the 42-person committee have been provided to President Stokes and

will next go to ASAR (where I have a seat) for recommendation to the full Board of Regents.

Government Relations

The legislative session is nearly concluded. We will be looking at 1.1% new money from the state, and 3% compensation increase. (The state is not fully funding the compensation increase, but is contributing more than in previous years). In order for the university to truly receive a 3% compensation increase, the university will still contribute about \$1.5M.

FSBC

After a Town Hall last summer, I asked the Faculty Staff Benefits Committee (FSBC) to look into the feasibility of adding a fourth tier to our insurance structure, and to look at the differences in moving the existing three tiers if this isn't a possibility. Please see the attached report regarding this request and the subsequent outcome.

Gateway Center

There has been a proposal to use UNM land for Albuquerque's voter-approved Gateway Center. This center, likely housing between 300 and 400 people, would be located South of the Office of the Medical Investigator (OMI) and the UNM Comprehensive Cancer Center.

A series of forums was held to provide information and hear feedback.

I met separately with representatives from the Offices of the President and HSC Chancellor Roth alongside Presidents of ASUNM, and the Faculty Senate, as well as a representative from the Parent Association to get further clarity and address our own questions. There is now a survey circulating so that we may provide feedback. **I'd like to hear yours at our business meeting.**



2019-2020 Committee Member Roster

Communications & Marketing Committee

SC-COMMCMTE-L@list.unm.edu

Azura Tallant
Cindi Meche
Mark Reynolds (Co-Chair)
Theresa Sherman
Tracy Wenzl (Co-Chair)
Brian Vineyard

Diversity, Equity, and Inclusion

SC_DEI_COMMITTEE-L@LIST.UNM.EDU

Grace Faustino
Angela Beauchamp
Cindy Mason
Jessica Stanton
Carla Sakiestewa
Mark Fischer
Nate Faust-Shucker
Jessica Esquibel
Lorena Blanco-Silva
Dayra Fallad-Mendoza
Azura Tallant
Texanna Martin
Armando Bustamante
Jessica Serna
Kelly Davis
Elizabeth Amador
Stephen Haskie
DaDa Willis-Gregory
Sean Fisher
Joe Lane

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 (Co-Chair)
Jennifer Kavka
Armando Bustamante
Texanna Martin (Co-Chair)
Autumn Collins
Joe Lane
Tracy Wenzl
Jesus Chavez
Garon Bodar
Arcie Chapa
Grace Faustino
Dayra Fallad-Mendoza

Health Sciences Center Staff

SC_HSCS_COMMITTEE-L@list.unm.edu

Ariel Arevalo
Cindy Garcia
Cassandra Burnett
Christine Heinemeyer (Co-Chair)
Desiree Quinones-Soria
Michal Mudd
Nancy Shane
Sierra Donovan-Cushing (Co-Chair)
Vanessa Roybal



2019-2020 Committee Member Roster

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

Rewards & Recognition Committee

RANDR-L@list.unm.edu

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

Rules & Elections Committee

SCRE-L@list.unm.edu

Amie Ortiz
Mark Reynolds
Tracy Wenzl (Chair)
Nancy Shane
Garon Bodar

Staff Council 30th Anniversary (Ad-hoc)

Nancy Shane
Tracy Wenzl
Joe Lane
Mark Reynolds
Amanda Dimercurio
Jessica Serna

Strategic Planning (Ad-hoc)

Members to be confirmed

Student Success Committee

SC_STUDENT_SUCCESS_COMMITTEE-L@list.unm.edu

Joanne Kuestner
Nathan Faust-Shucker
Cindy Mason (Co-Chair)
Krystal McCutchen
Jesus Chavez
Gina Urias-Sandoval
Christine Heinemeyer
David Hansen
Brian Vineyard (Co-Chair)
Marisa Castaneda
Lorena Blanco-Silva