



University of New Mexico
STAFF COUNCIL MEETING
January 21, 2020
SUB, Lobo A & B

Members Present: Angela Beauchamp, Lisa Beauchene, Lorena Blanco-Silva, Garon Bodor, Aracely Chapa, Mary Clark, Autumn Collins, Amanda DeMercurio, Sierra Donovan Cushing, Jessica Equibel, Dayra Fallad-Mendoza, Nathanael Faust-Shucker, Grace Faustino, Mark Fisher, Gilbert Gallegos, Ryan Gregg, Maren Krake Dalton, Joseph Lane, Texanna Martin, Cindy Mason, Mark Reynolds, Carla Sakiestewa, Athena Salazar, Karen Sanchez, Scott Sanchez, Jessica Stanton, Azura Tallant, David Thomas, Brian Vineyard, Tracy Wenzl

Members Excused: Debbie Aguilar, Bradford Beck, Chelsey Begay, Armando Bustamante, Christopher Dow, Anna Goodwin, Jennifer Kavka, Ignacio Ortiz, David Pallozzi, Cynthia Perez-Chavez, Kristine Radcliff, Joni Roberts, Jose Rodriguez, Kristina Rucker, Jessica Serna, Nancy Shane, Gina Urias-Sandoval,

Members Absent: Jesus Chavez, Zachary Page, Debra Sparks,

Parliamentarian: Adam Hathaway, Professional Registered Parliamentarian.

- I. **Call to Order:** at 1:07 p.m.
- II. **Roll Call**
- III. **Agenda approved.**
- IV. **Minutes from November 19, 2019 approved.**
- V. **Information Items**
 - a. Constituent Comments
 - i. Rob Burford with a Safety Council update on behalf of the Dean of Students, Nasha Torres.
 - b. Councilor Comments
 - i. Joe Lane, P3: Constituent concerns regarding their take-home pay ultimately being reduced considering the staff raises along with the increases in health insurance
 - ii. Lisa Beauchene, P5: Update on UNM Ethics committee and sub-committees
 - iii. Cindy Mason, G11: Daily Lobo's bicycles have been stolen; Mason called to please be on the lookout & call police if you see anything suspicious
 - iv. Karen Sanchez, P7: Constituent comments regarding the new 12 weeks of paid family leave for government entities
 - c. Guest Speaker(s)
 - i. Kevin Stevenson, HR, with UNMJobs Overhaul. Kevin presented the new updates, functions and features, and continued efforts of HR to make the UNMJobs sight as simple, and straight forward for both staff and applicant users. Call for questions.
 - ii. Lorena Blanco Silva, P11, Department of Equity and Inclusion (DEI): UNM Seal Competition update, and asks Councilors to rank the five submissions. Call for questions.
 - d. Meet Your Councilors
Dayra Fallad Mendoza G12, and Gilbert Gallegos G13 introduced themselves.
 - e. **Ten Minute Tidbit/Nuts & Bolts**
Adam Hathaway, Staff Council Parliamentarian, presented a Ten-Minute Tidbit on how committees are

formed and conduct business, and the differences between permanent standing and ad-hoc (or special) committees. All committees answer to the body. Call for questions.

VI. New Business

- a. Grace Faustino (P6), Angie Beauchamp (P4, Treasurer), and Cindy Mason (G11) presented their idea for a committee. Faustino made a Motion to form a permanent standing committee titled *Staff Council Diversity, Equity, and Inclusion*, to work in concert with the Division of Human Resources, the Division of Diversity, Equity and Inclusion, the HSC Office for Diversity, Equity and Inclusion, and other partners to identify specific goals, actions, and objectives that foster an inclusive and equitable campus climate for a diverse staff at UNM. Motion passes.
- b. Mary Clark (P18, Speaker), presented information regarding the 30th anniversary of Staff Council and asked for a committee to be formed. Jessica Stanton (P20) made a Motion to create an ad-hoc committee for the Staff Council 30th anniversary that will report to the Council no later than May. Motion passes.
- c. On behalf of the Staff Council Government Relations Committee, Scott Sanchez (P25, GR Co-chair) made a Motion to adopt the resolution *Staff Council Resolution 2020 #1: Support for UNM Legislative Priorities* as written. Motion passes.

VII. Reports

- a. President's Report, President Ryan Gregg
Gregg sent a President's report via email (see attached). Gregg discussed parental leave, staff compensation through the lens of salary increases while taking home less due to being pushed into higher tax brackets and health insurance premiums going up. He then spoke briefly about compensation, requests for new monies (that are included in Gregg's report), and gave an update on the hiring of the HSC Chancellor's position.
Gregg then appointed Armando Bustamante to the UNM 2020 Census Complete Count Committee.
Approved.
- b. Speaker's Report, Speaker Mary Clark
 - i. Appointment of Grade 12 representative: Texanna Martin. Approved.
 - ii. Appointment of Grade 14 representative: Autumn Collins. Approved.
 - iii. Appointment of Sierra Cushing as HSCS Committee Co-chair. Approved.
 - iv. Appointment of Texanna Martin, as Government Relations Co-chair; Garon Bodar & Arcy Chapa as Committee members. Approved
 - v. Appointment of Cindi Meche to the Marketing & Communications committee. Approved.
- c. Treasurer's Report, Treasurer Angela Beauchamp
Treasurer Beauchamp sends out a monthly Treasurer's report. Call for questions.
- d. Committee Reports
 - i. Communications & Marketing, Tracy Wenzl, Co-chair, gave a brief update about creating fliers & templates for annual SC events that can easily be updated, and their initiative to review the SC website and provide recommendations for changes, corrections, etc.
 - ii. Government Relations, Texanna Martin, Co-Chair, provided information regarding their postcard initiative and UNM day at the legislature. Scott Sanchez, Co-chair, collected information for those who wanted to participate in their information initiative, and requested councilors contact him directly if they plan on attending UNM day at the Legislature.
 - iii. HSCS, Sierra Cushing Donovan, Co-chair, provided update about the planter initiative and upcoming planning such as Lovin' on Little Lobos.

- iv. Parking, Lisa Beauchene, Co-chair, asked the councilors to fill out the survey (sent out before the break and again today) if they haven't already.
- v. Rewards and Recognition, Rob Burford, Co-Chair, gave a brief update on the PAWS awards, the Staff Appreciation Week in May, and the awards nomination forms. Joe Lane, Co-chair updated the council on the Health/Wellness event to be held in September as well as new ideas they are considering for the Brown Bag sessions.
- vi. Rules and Elections, Tracy Wenzl, Chair; the committee will meet soon to approve the new breakout of precinct and continue to plan for the elections. Tracy also reminded precinct councilors their term is coming up!
- vii. Student Success, Brian Vineyard, Co-Chair, gave a brief update on the Library 101 for Staff events, that were well attended, and the upcoming Staff as Graduates initiative.
- viii. Faculty Staff Benefits Committee (FSBC), Scott Sanchez gave a update on this University wide committee regarding salary tier structure for health insurance, potential health insurance premium increases, and how the committee tries to hold HR accountable for their decisions.

VIII. Meeting adjourned at 2:51PM.

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 expansion of Paid Parental leave in-line with the State of New Mexico, our 2020 lobbying efforts, Staff Council 30th Anniversary, and the Tuition Remission Policy revision.

Provost and Executive Vice President – Dr. James Holloway

The Provost and I meet monthly. This month's meeting was cancelled in favor of his attendance at the full Staff Council Meeting, but we continue to engage through various committee assignments, including the Budget Leadership Team and Strategic Plan Steering Committee.

Senior VP – Finance & Administration – Teresa Costantinidis

SVP Costantinidis and I meet monthly. Our last meeting focused again on compensation and the upcoming legislative session. We discussed different methods for using compensation funds which may or may not be feasible.

Chancellor HSC – Dr. Paul Roth

Chancellor Roth's office meets with Staff Council on an as-needed basis, typically quarterly. I participated in some feedback sessions regarding the search for the two positions he currently holds and expressed the desire that they be two separate positions rather than Dean of Medical School and the HSC Chancellor. It will also transition to a senior VP position.

VP Human Resources – Dorothy Anderson

VP Dorothy Anderson and I meet monthly. We are currently discussing ERB and PERA differences and getting clarity on those employees who have service in both programs. She also shared that parking is moving back to a pre-tax deduction (per a change in the law) – something for which we have advocated! This ensures higher take-home-pay for staff.

Policy Office - TBA

The Policy Officer position will be posted soon and I will be on the hiring committee.

Strategic Updates

BLT update

Funding Recommendations:

There are three groups who make recommendations for funding when it comes to the higher ed budgets: the Higher Education Department (HED), the Department of Finance and Administration (DFA) and the Legislative Finance Committee (LFC). UNM requested 8%. What was recommended is 6.2% (HED), 2.8% (LFC), 1.0% (DFA) – not ideal, but I have some thoughts

Compensation:

Similarly, the same three groups make recommendations for compensation. UNM requested 5% (with a new funding model - Model A*) and the recommendations were: 3%, under Model A (HED), 2%, under model a (DFA), and 3% under Model B* (LFC).

Requests for new money:

We have also begun to hear requests for new money including: \$3.75M for a 5-year camera maintenance program, \$308K for 5 new UNMPD Officers, \$234K for Safety and Risk Services (SRS) personnel, \$640K in financial relief for ISS from the general budget, \$163K for HR personnel and Ethics Point, and \$2.3M in requests from the Provost (Dean Searches, Enrollment, University Secretary, Counseling Support, COSAP, DoS SHAC Case Manager, Provost Contingency...)

UNM Seal Committee

The finalists are now “camera-ready” and the UNM community (as well as the public) are encouraged to provide feedback!

Government Relations

I have been working very closely with our Government Relations Committee to plan our engagement with the legislature this year. I’m also working with EDAC to get access to legislative maps that are important for our work. I’ll be sending a note to each legislator later this week. Scott and I have also been attending planning sessions for UNM Day to determine how we will engage. We will be playing a key support role and taking a direct lobbying approach this year that will enhance our profile as a follow-up to our postcards!



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

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

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

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

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

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

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

Diversity, Equity, and Inclusion

Members to be appointed

Staff Council 30th Anniversary (Ad-hoc)

Members to be appointed



UNM Staff Council Resolution 2020 #1

Name: Support for UNM Legislative Priorities

Authors: Staff Council Government Relations Committee

Adopted by Staff Council on: January 21, 2020

1. Whereas, the charge of UNM's Staff Council is to advocate on behalf of staff; and
2. Whereas, it is our responsibility to educate our colleagues and voice support for policies that will improve our work and our lives; and
3. Whereas, the University has chosen to outline specific legislative priorities that have garnered support from many of the groups that share in governance of our institution;
4. Therefore, be it resolved that the UNM Staff Council supports the 2020 UNM Legislative Priorities, specifically;
 - Emphatic endorsement for revisions to the compensation formula, specifically changes that ensure future compensation updates will include all staff and faculty paid with tuition and fees; and
 - Support for the unified request from of all of the state's three higher education associations for an additional 5% compensation based on the new calculation. This request specifically will reward the hard work and dedication of our staff and faculty; and
 - Support for UNM's request for an 8% increase in funding and the continued use of performance based metrics to ensure ongoing improvement in higher education; and
 - Support for all the University's Research and Public Service Projects and General Obligation Bond requests.
5. Copies of this resolution will be sent to the UNM Board of Regents; President Garnett Stokes; Executive VP & Chancellor for Health Sciences Paul Roth; Provost James Holloway; Senior VP for Finance & Administration Teresa Constantinidis; VP Human Resources Dorothy Anderson; Chief Government Relations Officer Barbara Damron; Government Relations Manager Matt Munoz; Interim-Dean of the College of Fine Arts Regina Carlow; Dean of the College of Nursing Christine Kasper; and UNM Athletic Director Eddie Nunez