



REGULAR BUSINESS MEETING

November 19, 2024

SUB Cherry-Silver/Zoom hybrid

Members Present: Angela Beauchamp, Jennifer Chamberlin Payne, Sharina Desai, Deena Duran, Grace Faustino, Mark Fischer, Frankie Flores, Rene Forsythe, Jennifer Kavka, Chelsea Kies, Sierra Kowalski, Regis Lacher, Tayli Lam, Joseph Lane, Jhoniq Lentsch, Bryn McCabe-Kelly, Michael McNeil, Frankie McQuerry, Stephen Murillo, Ivan Olay, Gonzalo Olivas, Amie Ortiz, Madeline Pennington, Carla Sakiestewa, Yadéeh Sawyer, Jessica Serna, Damion Terrell, Sarah Treviso, Quinton Valencia, Winton Wood Robinson Worley, Lisa Yuka.

Members Excused: Marvin Gouch, Mary Phibbs, Andrea Quijada, Jason Quinn, Kristina Rucker,

Members Absent: Marcus Anderson, Michael Baca, Gilbert Gallegos, Angela Marie Graham, Loraine Koleski, Bonnie Minkus Holmes, Amanda Ortiz, Zachary Peterson, Natalie Rowe, John Shaski.

Also Present: HSCS Committee Chair Vanessa Roybal, Government Relations Chair Mary Clark

- I. **Call to Order:** Speaker Ortiz called the meeting to order at 1:02 p.m.
- II. **Roll Call:** Secretary Hawkins called roll of members and quorum was established.
- III. **Approve Agenda:** With unanimous consent, the agenda was approved.
- IV. **Land Acknowledgement:** The Land Acknowledgement was read by Councilor Desai.
- V. **Approve Minutes:** With unanimous consent, the minutes from October 15, 2024, and October 29, 2024 (Special Meeting) were approved.
- VI. **Constituent Comments:** JoEllen Ransom, Ombuds for UNM staff, wanted to thank Staff Council for welcoming guests at meetings, and expresses appreciation for how business is done and how problems are resolved. At Ombuds a lot of time is spent connecting people with resources and she cannot speak highly enough about Staff Council.
- VII. **Reports:**
 - a. **President's Report:** President Olay welcomed new counselors to be appointed. November is Native American Heritage Month - recommended taking part in celebrating and honoring the original people of these lands. Like our land acknowledgement, we must remain good stewards of these lands and recognize the history of the land of enchantment.
 - HR created workgroups to examine policies, including employee engagement and mental well-being policies. These policies will be out for review in the future; that time is yet to be determined. President Olay extended thanks to the DEI committee members, and all involved with the Disability and Neurodiversity training resolution. In several conversations with HR and advocating for this training, HR has assigned it to one of its members to develop the training. UNM department SHAC, ARC, and CARS have been contacted to also participate in developing it. President Olay shared that when leaving a meeting with Kevin Stevenson, he was stopped by a staff member who had heard about this initiative mentioned at the regents meeting and they wanted to thank Staff Council for taking charge on this as she had been recently diagnosed with a mental condition, which can't be seen and it's hard for people to fully the neurodiverse community. President Olay thanked those on Staff Council who led that resolution.
 - FLSA changes have been halted and will not be adopted January 1st. This may be good news to most

staff members who would have gone from exempt to non-exempt status. In conversations with HR, an empathetic tone has been requested when sharing communication as changes can be stressful - transparency doesn't always equal stress reduction.

- At the UNM facilities management roundtable with Shawna Wolfe, a lot of topics were discussed, such as parking, empathetic communication, and appreciation for the staff that keeps our campus clean, functioning, and beautiful. One point President Olay made was encouraging the supervisors of lower-grade staff to share and encourage their staff to learn more about their benefits and giving them the liberty to engage with the staff they interact with daily.
- There was correspondence with counselors regarding the Lomas Blvd divide of North and Main Campus' and concerns about making that crossing as staff. Several councilors have also shared their vision of having a walkway that would connect the two campuses together and make it safer for all to cross without worrying about traffic. Shana Wolfe and President Stokes are in talks to make this happen, let's keep reminding them of this vision.
- President Olay floated the idea of using tuition remission or tuition-dependent benefits towards parking, as everyone is not pleased with the parking and the price we pay. PATS is self-funded, so this idea made leadership stop and think. President Olay will continue to have those conversations about parking and the burden it is on staff. If you have any other creative ideas, please share them with us.
- December Hybrid Meeting—Special guests Eleanor Chavez and Leo Jaramillo. President Olay encourages all to come in person and network with fellow councilors. This meeting will be meaningful in that we will be educating our legislators on who we are as staff council and why we exist. In having a conversation with one of them, they relayed they had never heard of the staff council. That is exactly why we need to have SC reach out to them so they know who we are, and when making decisions that affect staff, they think of what we have shared and keep us in mind. Also enjoy some hot chocolate and treats.
- Staff Council vision is "Improving the working lives of staff at the University of New Mexico." With that in mind President Olay encourages all of you to sign up for share comments to the board of regents. He will continue to advocate for staff but if more is heard from you as staff, constituents, and councilors - our voice grows stronger. The next regents meeting will be Dec 17th at the SUB. This is still not on their website so it may change, but keep checking
- Dec 6th we have our Gerald May awards and we are eager to celebrate our staff. Jan 6th 7-10 is our staff appreciation burrito bonanza at the SUB so come get a yummy burrito.
- President Olay thanks councilors all that they do for their constituents and if anything is needed please don't hesitate to reach.

b. Executive Committee Report: President Elect Terrell: Executive Committee hosted guest speaker Shawna Wolfe, VP for Institutional Support Services. Discussed Staff Council Efforts and Capital Outlay Process. The Executive Committee was informed of upcoming deadline for submission of Capital Outlay process and voted along with chairs of Government Relations Committee to combine efforts with Faculty Senate to request \$500k for Campus Accessibility Improvements. Established a better timeline for collecting Capital Outlay requests in order to present to General Council in time to vote and submit for next year.

- Exec Committee was concerned with the upcoming FSLA mandate and its effect on Staff. Exec hosted guest speaker HRVP Kevin Stevenson, HR AVP Emily Luhman, and HR Exec Director Marleen Martinez and had informal discussion, questions, and answers regarding FSLA. HR was in preparation to host Town Hall followed by weekly Q&A. While HR was addressing many of the concerns, Exec still felt more needed to be done and called a special session to vote on FSLA resolution. Most importantly, Exec wanted to extend a sympathetic voice out to Staff who were unsure in their status.
- SC Exec members are extending invites out to NM State Legislatures to the December Hybrid meeting including Senator Leo Jaramillo, Representative Elenor Chavez, and hopefully others. December meeting will be informal with awards, hot cocoa, and presentations.
- Compensation Committee presented resolution for becoming a standing committee.

- Policy Review Committee presented draft policies released by the UNM Policy Office and presented formal response and questions.
 - Precinct at Large will be having Meet and Greet at the center (ask Councilor Frankie) and will be sponsoring Snacks.
- c. Speaker's Report: Speaker Ortiz made the Committee Appointment of Sharina Desai to Compensation and HSC Staff with unanimous consent; and the following councilor appointments with unanimous consent:
- Grade 8-9
 - Emilie McVay-Ash
 - SarahBeth Caswell
 - Grade 11
 - Johnny McGinnis
 - Candace Lounsbury
 - Grade 13
 - Jacquelyn Chasteen
- d. Treasurer's Report: Treasurer Sakiestewa presented information regarding three categories of budget requests, amounts which have already hit the budget, projected pending request, and remaining funds available for the rest of the year. Awards funds have already been spent out, and matched budget target. Recommended any requests be submitted early for additional events.
- e. Committee Reports:
- i. Ethics – No report.
 - ii. Rules & Elections – No report.
 - iii. Communications & Marketing – No report.
 - iv. Diversity, Equity, and Inclusion – Grace Faustino will be appointed as chair next month.
 - v. Environmental Sustainability – No report.
 - vi. Government Relations – Mary Clark shared the committee will be working with Communication & Marketing to prepare a brochure instead of doing the postcard event. Committee is also preparing separate brochure explaining what Staff Council does, which can be provided to regents, new deans, new administrators, and new legislators – as well as working on capital outlay request. Funds (\$190,000) have been received which is being put towards campus lighting and safety improvements. Request was made for funds (\$500,000) for this legislative session along with Faculty Senate for accessibility project improvements. Legislators are being invited to the Burrito Breakfast. Suggestion has been made to invite newly elected Senate and House leadership as well – decision to be made. Current UNM legislative priorities are not known yet, but once the information is available it will be provided to Staff Council.
 - vii. HSCS (Health Sciences Center Staff) – Vanessa Roybal shared that HSCS was not able to meet this month due to snow and is working to reschedule meeting with guest speaker. Once information is received from UNM Foundation, a monetary update regarding the two events for Lovin on Little Lobos will be provided. Tunnel Tours was well received with available spots being taken quickly, will be considering adding more to the schedule for 2025.
 - viii. Technology – Tech committee is now a voting member of the Faculty IT Use Committee.
 - ix. Rewards and Recognition – Advised that a new PAWS nomination is now being accepted, and nominations for Gerald May has been closed – awaiting president to confirm the recipients. The awards ceremony will be on North Campus. Budget request to be submitted at December meeting regarding Burrito Breakfast.
 - x. Staff Success – Staff as Students event had fantastic attendance with 110 people joining. A few new things were instituted this year: scavenger hunt, digital responses, and a survey to get ideas on how to improve the event. If anyone has any comments to share, please email Councilor Pennington. Quick reminder about AI Talk Lunch and Learn with Leo Lo for November 25th at 12 pm.

- xi. Strategic Planning – Working on document putting aspects of UNM 2040 into the **Leads** model, committees being added on how they work with the project. Hoping to have document available next year.
- xii. UNM Policy Review – Three policies that were released in draft to constituents, including Policy Review and Exec Committees: Administrative Policies and Procedures Manual 6130 for Emergency Control – having an emergency operation center as part of the revamp, Administrative Policies and Procedures Manual 7200 Policy for Cash Management – tightening verbiage and clarity, New Policy regarding Foreign Gifts and Contracts – in line with CHIP Act and federal guidelines regarding notification of foreign donations and compliance. Once drafts are available for university wide, will provide notification for everyone to review.
- xiii. FSBC (Faculty, Staff, and Benefits Committee) – Reviewed three policies previously mentioned by Policy Review, probably will be available for review after fall break. President Elect Terrell was able to join meeting, wants to make sure faculty had the opportunity for input regarding the initiative Staff Council has for tuition remission regarding CNM. If there is any feedback, it will be sent to either Councilor Fisher or President Elect Terrell

VIII. Staff Council Capital Outlay Safety and Security Project Update: Councilor Faustino shared that the drone imagery project is completed for all three campuses. EDAC is now working on stitching the images together to make it seamless. The next phase of the project is now to stand up a project for each campus and identify points of location for additional lighting, starting with South Campus.

IX. Staff Council Capital Outlay Process Government Chair Mary Clark shared that in the next year there will be a simplification of the process – reaching out to staff, requesting input, what the goals and priorities are, what are the needs that benefit staff – more education about what this means will be provided. Capital outlay monies should only be requested for projects which benefit staff – safety, IT, education, and career issues. Working with Office of Institutional Support Services to streamline and clarify the process.

X. New Business:

- a. Resolution: Forming of a Compensation Standing Committee. Councilor Lane introduced the resolution which changes the ad hoc compensation committee to a standing committee. Then, Lane moved that the council adopt the resolution. The motion was seconded. Discussion and debate were opened. The motion was adopted with unanimous consent.

XI. Councilor Comments & Announcements:

- a. Councilor Faustino discussed prepping councilors to go to Santa Fe for UNM day, and wanted to know if this is something the council is open to doing this again. Speaker Ortiz advised Government Relations to send an Event and Funding Request to Executive Council.
- b. Sharina Desai – shared a constituent concern of having difficulty with parking particularly on the recent snow day. This constituent is disabled. Council discussed many facets regarding this concern included the Parking Department communication, ADA parking permits and compliance, and a potential resolution.

XII. Councilor Introductions: After a quick waterfall exercise, councilor Pennington introduced herself.

XIII. Meeting adjourned at 2:45 p.m. [Minutes](#) submitted by Amy Hawkins, Staff Council Administrator.