

Staff Council Standing Committee Minutes

Committee Name: Executive

Meeting Date and Place: 4/2/13, Faculty Staff Club

Members Present: Mary Clark, Bob Christner, Renee Delgado-Riley, Gene Henley, Cindy Mason, Chelsea Beth Walker and Tracy Wenzl

Members Excused: Carol Bernhard and Tracy Wenzl

Guest: Professor Nancy Lopez

Minutes submitted by: Kathy Meadows



	Subject	Notes	Follow-Up
1	Approve Agenda Approve Minutes	Agenda approved. Minutes from 3/26/13 approved.	
2	Guest Speaker	Professor Nancy Lopez spoke about the Diversity Council's framework for their strategic action plan and recommendations. (see attachment) She asked for feedback from the Committee.	
3	President's Report	Clark outlined some possible scenarios regarding tuition increases, compensation increases and student fee increases. UNM budgets are currently being prepared by departments/units/colleges.	
4	President Elect's Report	No report.	
5	Policy Revisions	The three policies up for revision were discussed. The changes proposed in Policy #3210 – Recruitment and Hiring, were not supported by the Committee.	Henley and Walker will draft a memo to the Policy Office stating the Staff Council Executive Committee's opposition to the proposed revisions in Policy #3210.
6	Catastrophic Leave Update	Mason stated she noticed that HR addressed this benefit in their recent Newsletter to UNM staff and will be taking four hours of AL donations from those staff that do not choose to opt out of the benefit program.	
7	Retiree Health Care Task Force Update	The Task Force's recommendations will be presented at the Regent's Finance & Facilities Committee meeting on 4/5/13. If approved, the recommendations will then be presented to the full Board of Regents in April.	
8	Staff Council Spending Proposal	Meadows stated that the Staff Council index currently shows a little over \$13,000 remaining in the operating budget for FY13. Meadows requested a total of \$6862.50 for promotional and office supply items for the Staff Council. (see attachment) This was approved by the Committee.	
9	Twitter Account	Clark set up a Twitter account for the Staff Council with the name UNM Staff. She suggested further discussions about the format and use of the account at a later date.	

Diversity Council Framework for Strategic Action Plan and Recommendations

Presented to Staff Council
April 2, 2013

Overview

- Complete Report found at diverse.unm.edu
- Involved year-long process – subcommittees & forums
- 26 council members
- Areas Addressed –
 - Leadership
 - Curriculum
 - Faculty and Staff Needs
 - Student Initiatives (Undergraduate & Graduate) Community-Based Research/Learning
 - Organizational Structure
- Designed to be living document –
- intended to leverage the advantage of diversity at UNM

Priority Recommendation

- Staff
- Innovative Strategies for Creating Staff Diversity
 - job ads that include “demonstrated commitment to diversity, equity and inclusion and working with broadly diverse students and communities” as a preferred criteria
 - Explore pathways of promotion to upper administration
 - Create systems of support and learning communities for search committees
 - affordable childcare
 - Enhance opportunities for higher learning/professional development
 - Better institutional analytics and statistics on staff diversity

Priority Recommendations

- Faculty
 - Innovative Strategies for Creating Faculty Diversity
 - job ads that include “demonstrated commitment to diversity, equity and inclusion and working with broadly diverse students and communities” as a preferred criteria
 - Explore pathways of conversion to tenure track (e.g., diversity postdocs, lecturers, visiting, etc)
 - Create systems of support and learning communities for search committees

Priority Recommendations

- Retention Strategies
 - Create Learning Communities/Professional Development for Faculty/Staff
 - Semester long seminars for Tenure and Promotion
 - Develop opportunities according to need
 - Dept. & Interdisciplinary Mentoring
 - Women
 - Underrepresented faculty
 - those most vulnerable because of small numbers
 - Acknowledge Community-Based Research in P&T

Priority Recommendations

- Curriculum
 - 3-credit undergraduate Diversity Requirement entitled: “U.S. & Global Diversity and Inclusion.”
 - Main criteria: 50% content on disability, religion, class, race, gender, ethnicity, and/or sexual orientation
 - Primary Learning Outcomes: address experience of inclusion/exclusion of groups in society in any of the aforementioned areas of difference

Priority Recommendations

- **Students**
 - Graduate Student Recruitment
 - Create a Graduate Advisors Diversity Council
 - Increase Campus Jobs for First Generation College Students
 - Work-study, GAships, and other campus jobs should be for career exploration and serving our communities
 - Integrate efforts to improve student success of traditionally underrepresented students

Priority Recommendations

- **University-wide Inclusive Excellence Mission**
 - Satellite Diversity Councils throughout UNM
 - every division, school, department, unit, governing structure creates its own diversity and inclusion council with specific goals on inclusive excellence
 - University-wide discussions about how to move toward inclusive excellence
 - Faculty Diversity

Recommendations/Feedback

Contact Dr. Kiran Katira (kiru2u@yahoo.com) or Dr. Nancy Lopez (nlopez@unm.edu), Co-Chairs, Diversity Council
For more information: diverse.unm.edu

Vote to Endorse Diversity Council Plan at Faculty Senate, T 4/23@3-5pm, 204 Scholes Hall (Roberts Room)

Proposed Spending Request for Remainder of FY 13

3/27/13

1. Red Polo Shirt with SC logo on left chest and Lobo Paw on right sleeve - \$20.00 each (60 for \$1200 with \$10 paid by councilors and \$10 subsidized by SC = total expense for SC will be **\$600**)
2. Black Fleece Jacket with SC logo on left chest and Lobo Paw on right sleeve - \$40.00 each (60 for \$2400 with \$20 paid by councilors and \$20 subsidized by SC = total expense for SC will be **\$1200**)
3. \$35.00 set up fee for each item (if ordering less than 40 items) = **\$70**
4. Red Lunch Bags with SC logo - \$2.86 each (250 for **\$715**)
5. Red Drawstring Bags with SC logo - \$3.83 each (250 for **\$957.50**)
6. Gavel and Sound Block - **\$20**
7. Double Sided Sandwich Board plus 2 printed posters with SC logo and "UNM Staff Council Event" - **\$300**
8. Projector - **\$2500**
9. Door Prizes for SAM - **\$500**

Total = \$6862.50