



Staff Council Standing Committee Minutes

Committee Name: Executive

Attendance: Damion Terrell, Simon Groove, Frankie Flores, Sierra Kowalski, Deena Duran, Joe Lane, Colton Newman, Carla Sakiestewa, Ivan Olay, Lewis Worley

Guest: Marcus Anderson

Excused:

Absent:

Meeting Date and Place: July 8th, 2025, 1:00pm - 2:30pm; Teams

	Subject	Item	Notes
1.	Call to Order		1:05 pm
2.	Indigenous Peoples' Land and Territory Acknowledgement	<i>Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico – Pueblo, Navajo, and Apache since time immemorial – have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and acknowledge our committed relationships to indigenous peoples. We gratefully recognize our history.</i>	Sierra
3.	Request Permission to Record	Yes/No	No
4.	Approval of Agenda	07.08.25	Approved
5.	Approval of Previous Meeting Minutes	07.01.25	Approved
6.	New Business	<ol style="list-style-type: none"> Roundtable: <ul style="list-style-type: none"> Introduction of new Staff Council Administrative Officer, Simon Groove ♣ Review of SC Bylaws regarding Admin Officer, eg Ex Facto member, introduction of topics which guides Exec. New Business Sharepoints/Teams oversight and organization across committees 	<ul style="list-style-type: none"> Review of bylaws, Article IV Teams, sharepoint, etc, Policy & procedure / standard. Will bring up common understanding to add scouncil as owner of teams or sharepoint site or listserv. Scouncil is the extra set of keys should staff "win the lottery". Action: Staff Council training for use of sharepoint. Communication Guidelines: History discussed. New Councilor Training, what has

		<ul style="list-style-type: none"> • Communication Guidelines with Constituents-Should Ethics create a code of Conduct around this issue? <ul style="list-style-type: none"> • side note, should existing code of conduct be online? • From Yadeeh: Constituent Question re: Raises • From Jennifer: Holiday pay for partial FTE workers • July GenBus Agenda <ul style="list-style-type: none"> ♣ Next Guest speaker <ul style="list-style-type: none"> • HR Emily Luhman ♣ Finalize July Agenda 2. President's Report 3. President Elect's Report 4. Speaker's Report 5. Treasurer's Report 6. At Large Reports 7. Planner 	<p>been provided in the past. What should be added. Staff Council Handbook, Code of Conduct. https://staffcouncil.unm.edu/councilors/staff-councilor-resources.html where Handbook is located. Should review of training be GenBus subject? Was the email an unreasonable topic? Need to reiterate that public posted emails may cause different reactions and different levels. Need to help councilors realize what is clear and actionable. We are here to work with leadership for the best possible outcome.</p> <p>Communication to send out. Ethics is meeting. Will find out status of Ethics and recommend forward to Ethics. Working on cutting down the noise to leadership through one voice for Staff Council. Sierra to send email to ethics chair, if ethics committee is resolved. Damion will compose SC leadership mail to reference SC Handbook, and invite to councilors to work with SC exec on mutual solutions, constituent concerns should go through exec for triage.</p> <ul style="list-style-type: none"> • Raises: Raises not matching increase in Healthcare premiums. Follow Up with VPHR regarding how they review mass salary update outliers. <p>Holiday / A/L for partial FTE workers: .8 FTE or 32 hours, only gets 6.4 hours of holiday pay. Some staff work weekends, but not all. So do weekend staff not get holiday pay? Should get the maximum up to 8 hours of holiday pay. Benefits vs cost of benefit. This is unfair for part time employees. Should bring up with VPHR as something to be clear in policy why or why not. Wait to see what VPHR provides back, how did HR come up with this formula. Discuss with Policy, Compensation and SC at large. Part time or flex is in</p>
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			<p>policy formula. Proposal from Deena: Perhaps it may be a matter of a procedural change. For non-exempt employee time submission, it may be beneficial for the time entry person to input holiday hours as a separate pay code for that pay. For example, two employees flex their schedules, One works M-Th, and one works Tu-F. If the holiday falls on a Friday, Employee 1 was still able to work their full hours, but now will also earn holiday pay based on the current system. Employee 2 will miss working an 8-hour work day, but may only be compensated with ~6 hours of holiday pay.</p> <ul style="list-style-type: none"> • Speaker: Committee roster. Rules & elections, chairs, vote to recommend vs being seated by the sc speaker. Bylaws, constitution, and election. Fixing of rosters. • Treasurers report: Itemized requests with more detail. Will HR continue to contribute for Staff Appreciation Events?
8.	Old Business	<ul style="list-style-type: none"> ♣ Follow to May GenBus ZoomBomb – Quinton will follow up ♣ University Wide Appointments (not everyone responded before June GenBus, so will present to July GenBus), confirmation back ♣ 	<ul style="list-style-type: none"> •
9.		Next scheduled meeting:	

	Action Items	1.	
	Adjournment		