



**STAFF
COUNCIL**

Staff Council Standing Committee Minutes

Committee Name: Rewards and Recognition committee.

Meeting Date and Place: February 9, 2023. 2 – 2:50 PM @ via Zoom

Members Present: Yadéeh Sawyer, Grace Faustino, Jennifer Kavka, Jennifer Trujillo, Tom Luna

Excused Absent: Gina Sandoval

Ex-Officio: Joe Lane

Members Absent: Lorena Blanco-Silva, Natalie Brigance, Keith Hitz, Courtney Padilla

Guests Present: Bonnie Minkus Holmes, Carla Sakiestewa

Minutes Submitted by: Yadéeh Sawyer

	Subject	Item	Notes
1.	Meeting to Order		2:04 pm
2.	Indigenous Peoples' Land and Territory Acknowledgement		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 relationship to Indigenous peoples. We gratefully recognize our history.

3.	Approval of Agenda	Approval of February meeting agenda	approved
4.	Approval of Previous Meeting Minutes	Approval of January meeting minutes ((1) January 2023 Rewards & Recognitions Minutes.docx)	approved
5	Guest speakers	<ol style="list-style-type: none"> 1. Bonnie Minkus Holmes – to address qualities of a great leader for the R&R committee to consider when redesigning the questions on our nomination form to gather pertinent information related to being an outstanding supervisor. 	<ol style="list-style-type: none"> 1. Qualities of a good supervisor <ol style="list-style-type: none"> a. Work Life Balance, Professional Development, Effective Leadership – as the form currently has b. More holistically, types of leaders: <ol style="list-style-type: none"> i. Trust & Inspire – believe people have greatness, treat others based on potential and see it, communicate, develop, and unleash the potential. <ol style="list-style-type: none"> 1. Not manage people and things, but manages things and lead people, compliance becomes commitment, growth mindset, not transactional but transformational, collaborate not cooperate, unleash not control, inspire not motivate, influence not positional authority, effectiveness not efficiency. 2. People have greatness inside of them, enduring influence is created from the inside out, there is enough for everyone, people are whole people (generous with their time), leadership is stewardship. ii. Be inclusive and a multiplier – engage individuals, build belonging, create opportunity <ol style="list-style-type: none"> 1. Recognize and encourage unique perspectives, experiences, and abilities. Good questions to make and gauge connection, connect team members needs in terms of skill development, career goals, etc. Be a multiplier – believe people do great things and you don't have all the right answers,

			<p>everyone has their own geniuses with psychological safety to test things out and mistakes are a learning opportunity.</p> <ul style="list-style-type: none">iii. Embody the 6 critical practices – critical mindset shifts of managers.<ul style="list-style-type: none">1. Effective mindsets are responsible for delivering results through other people, hold regular 1-on-1s to help people get and stay engaged, help people get clear about why and behind the what and support them in the how. Give and seek feedback to evaluate the entire team, help members understand their roles and support them through change. Manage time and energy to be an effective leader.iv. Nominations should look for supervisor makes me feel valued, part of the team. Supervisor helps me achieve something. Supervisor values my well-being. Supervisor lead our team through _____.c. Grace requested a Multiplier workshop series via Lunch-n-Learn for all staff. Jennifer Kavka will look into these topics and options. Grace will propose it to council at the next business meeting. <p>2. Provided during the prior General Business meeting. R&R current budget is \$20, 681.89 for use within R&R through June 2023. This includes upcoming PAWS, Jim Davis (\$610), and Staff Appreciation Week (2022 cost was \$20,589.53).</p>
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6	<p>Unfinished Business (10mins)</p>	<ol style="list-style-type: none"> 1. Marketing Strategy update (Grace) 2. Update – Thank you for Celeste Cole (Grace) 3. Continue to work through the award re-structuring for Jim Davis & Gerald May awards (Award Restructuring Fa2022.docx) 4. Jim Davis Award update 5. Staff Appreciation Week Planning <ol style="list-style-type: none"> a. Adjust budget based on ~\$17k. b. SA 2022 final cost: \$20,589.53 c. ASAP: Finalize events for SAW and begin working 	<ol style="list-style-type: none"> 1. Moved to March 2. Grace will put the call out. 3. Moved to after Staff Appreciation 4. Yadéeh will put a call out to all Staff Council for nominations. 5. Grace will get Gina to start on coordinating meeting bi-weekly to get the ball rolling.

		through details and Initiate flyer request with the C&M Committee	
7	New Business (30mins)	<ol style="list-style-type: none"> 1. Let's Do Lunch – Wayfinder (Joe) 2. PAWS Award – Call for 1st Quarter (open for 1 week) 3. Jim Davis Award – Call out for nominations 4. Outstanding Supervisor Award – re-structuring 	<ol style="list-style-type: none"> 1. Feb 20, 12 – 1 PM. 2. Yadeeh will ask Amy to put the call out to staff for open the rest of February. 3. Addressed in unfinished business 4. Jennifer will now work on restructuring the interest form and present when prepared.
8	Announcements	As time permits.	<ol style="list-style-type: none"> 1. Yadeeh will create an R&R Master Budget in June for the standard expenses for better planning moving forward. This will be a tab in the R&R Timeline&SOP document. (Moving forward have this prepared in December to be able to make requests for increased annual budgets.)
9	Upcoming Events	<p><i>Listed in chronological order:</i></p> <ul style="list-style-type: none"> • PAWS (Call in February) • Staff Appreciation Week (begin planning; event in May) • Jim Davis Award (Call in March) & Ceremony (April) • Staff Appreciation Week 	
10	Adjournment	Next meeting March 9, 2023, 2 – 2:50 @ Zoom	Adjourned 3:26 pm