



STAFF  
COUNCIL

# Staff Council Standing Committee Minutes – Rewards & Recognitions

**Meeting Date and Place:** June 13, 2024, 9:30 – 10:30 am @ Zoom

**Members Present:** Yadéeh Sawyer, Jennifer Kavka, Joe Lane, Candy Candelaria Romero

**Excused Absent:** Andrea Quijada, Grace Faustino, Jennifer Chamberlyn-Payne

**Ex-Officio:** Ivan Olay

**Members Absent:** Frances Salas

**Guests Present:** Marcus Anderson, Marvin Gouch

**Minutes Submitted by:** Yadéeh Sawyer

	Subject	Item	Notes
1.	Meeting to Order		9:35 am
2.	<b>Indigenous Peoples' Land and Territory Acknowledgement</b>	<p><i>Reciting a land acknowledgment is a traditional custom dating back centuries for many Native communities and nations. For non-Indigenous communities, land acknowledgment is a powerful way of showing respect and honoring the Indigenous Peoples of the land on which we work and live. Acknowledgment is a simple way of resisting the erasure of Indigenous histories and working towards honoring and inviting the truth.</i></p> <p><b>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.</b></p>	
3.	<b>Approval of Agenda</b>	<p>Approval of June meeting agenda</p> <p><a href="#">(6) June 2024 Rewards &amp; Recognitions Minutes.docx</a></p>	approved
4.	<b>Approval of Previous Meeting Minutes</b>	<p>Approval of May meeting minutes</p> <p><a href="#">(5) May 2024 Rewards &amp; Recognitions Minutes.docx</a></p>	approved

5.	<b>Guest speakers</b>	Brief intro of new attendees	Welcome Marcus (at close of meeting decided to officially join the committee) and Marvin (testing the committee out)!
6.	<b>Unfinished Business</b>		
	<b>New Business</b>	<ol style="list-style-type: none"> <li>1. Committee elections <ol style="list-style-type: none"> <li>a. Chair <ol style="list-style-type: none"> <li>i. Yadeeh</li> <li>ii. <i>Any other takers?</i></li> </ol> </li> <li>b. Co-chair <ol style="list-style-type: none"> <li>i. Grace Faustino</li> <li>ii. Bonnie Minkus-Holmes</li> <li>iii. <i>Any other takers?</i></li> </ol> </li> </ol> </li> <li>2. <i>De-briefs</i> <ol style="list-style-type: none"> <li>a. Jim Davis (<a href="#">sc-events-and-funding-request-form JimDavis 2024 debrief.pdf</a>)</li> <li>b. Staff Appreciation <ol style="list-style-type: none"> <li>i. Feedback as of 6/5 - 110 responses</li> <li>ii. <a href="#">Draft debrief</a></li> </ol> </li> </ol> </li> <li>3. <i>Updates</i> <ol style="list-style-type: none"> <li>a. Gerald May – call for a volunteer to play around with a few timelines for the whole of our awards. Ceremony in July won't work.</li> <li>b. Jim Davis location</li> </ol> </li> <li>4. Outstanding Supervisor Award Budget</li> <li>5. <i>Reminders</i> <ol style="list-style-type: none"> <li>a. PAWS reviews due by Thursday, June 20, 2024 at 9 AM</li> <li>b. PAWS Lobo gift cards funding request – to be submitted in July (<a href="#">2024 Lobo Cash Cards funding-request form.pdf</a>)</li> </ol> </li> <li>6. Add a “News” section to the SC website, in collaboration with the Marketing committee (yet to be proposed), were we can highlight award winners</li> </ol>	<ol style="list-style-type: none"> <li>1. <ol style="list-style-type: none"> <li>a. Yadeeh elected</li> <li>b. Bonnie (and hopefully also Grace)</li> </ol> </li> <li>2. <ol style="list-style-type: none"> <li>a. <ol style="list-style-type: none"> <li>i. Add the tandem approach before sending out it.</li> <li>ii. Be careful because of release time for some employees. Unless committee chair or exec member, you get 3 hours/week for staff council. <ol style="list-style-type: none"> <li>I. Incorporate into the meeting to address this and have a reception after, but the awards during the 2 hour time block.</li> </ol> </li> </ol> </li> <li>b. <ol style="list-style-type: none"> <li>i. Jennifer will review and summarize, present at the July meeting</li> <li>ii. 1) Have a more formal photographer (even if from UCAM). 2) Volunteers have identifiers with SC volunteer shirts.3) Communicate with volunteers that they can cut in line, or have a volunteer who goes into the food service space for these situations (including Bus drivers, etc, who have to get back on shift). 4) The actual cooking slows things down, be careful of this even with multiple lines. Cooked at the time may show an increased appreciation.</li> </ol> </li> </ol> </li> <li>3. <ol style="list-style-type: none"> <li>a. Ivan and Yadeeh will coordinate to play around with this.</li> </ol> </li> <li>4. About \$4k</li> <li>5. <ol style="list-style-type: none"> <li>a. reminded <ol style="list-style-type: none"> <li>b. Up the value of the cards to \$50</li> </ol> </li> </ol> </li> <li>6. Without the C&amp;M committee it may be hard. The committee generally likes the idea. For highlighting nominations, we need to be careful with what information is put out there to ensure it's accurate with performance.</li> <li>7. Put out a when2meet</li> <li>8. Tabled to July. Add a happy hour at draft &amp; table.</li> </ol>

		<p>and nominees (incl. Pic, highlights from the nomination form, etc.).</p> <ol style="list-style-type: none"> <li>a. Who would create the content?</li> </ol> <p>7. Meeting times for FY24-25</p> <p>8. Staff Appreciation events for FY 24-25</p> <ol style="list-style-type: none"> <li>a. Proposed as (\$42,000): <ol style="list-style-type: none"> <li>i. Tethered balloon rides (Sept/Oct; \$7,000)</li> <li>ii. Burrito Breakfast (Jan; \$12,000)</li> <li>iii. Luncheon (May; \$21,630)</li> <li>iv. Pending HR collaboration – monthly team recognitions/drawings (\$1,200)</li> </ol> </li> <li>b. How do we recognize remote and non-main campus (e.g. South &amp; North campus) workers?</li> </ol> <p>9. Master FY24-25 Budget Request</p> <ol style="list-style-type: none"> <li>a. Staff Appreciation Budget <ol style="list-style-type: none"> <li>i. Staff Appreciation Events (\$42,000)</li> <li>ii. Jim Davis (\$1000)</li> <li>iii. All council committees use funds within this index if in line with purpose (e.g. staff as students)</li> <li>iv. The current annual funding for this index is \$31,000</li> </ol> </li> <li>b. Note – Gerald May (\$10k/year) &amp; Outstanding Supervisor (\$4k/year) are separate budgets</li> </ol>	
8.	<b>Announcements &amp; Check-ins</b>	As time permits.	
9.	<b>Upcoming Events</b>	<p><i>Listed in chronological order:</i></p> <ul style="list-style-type: none"> <li>• 2024 - 2025 Staff Appreciation event planning (on-going)</li> <li>• 2<sup>nd</sup> Quarter PAWS (May 2024)</li> <li>• 3<sup>rd</sup> Quarter PAWS (August 2024)</li> </ul>	

		<ul style="list-style-type: none"> <li>• Outstanding Supervisor Award (Call August 2024, October Ceremony)</li> <li>• Staff Appreciation Events (Sept 2024 - TBD)</li> <li>• 4<sup>th</sup> Quarter PAWS (November 2024)</li> <li>• Gerald May Award (Call late September through late October; December Ceremony)</li> <li>• 1<sup>st</sup> Quarter PAWS (Feb 2025)</li> <li>• Jim Davis 2025 (Call Feb, March Ceremony)</li> <li>•</li> </ul>	
10.	<b>Adjournment</b>	Next meeting TBD, (or as July 11, 2024 9:30 – 10:30 am) @ Zoom	