

8-4-2011

Staff Council Compensation Committee Meeting, 8/4/2011

UNM Staff Council

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Staff Council Standing Committee Minutes



Committee Name: Compensation Committee

Regular Meeting time: 1st Thursday of each month, noon to 1:00 p.m.

Meeting Date and Place: August 4, 2011; Faculty Staff Club Meeting Room

Members Present: Ann Rickard, Fred Rose, Greg Molecke, Marsha Baumeister,
Suzanne McConaghy, Tom Rolland

Members Excused: Carol Bernhard, Danelle Callan, Ed Baker, Susan Moore,
Theresa Everling

Members Absent: Amie Ortiz, Inigo San Gil

Guests Present: none

Minutes submitted by: Suzanne McConaghy

	Subject	Notes	Follow-Up
1	Meeting called: 1:04	No July meeting was held due to Staff Appreciation Month	Thanks to all who helped with the Book Exchange + @ FSC
2	Intros	Welcome, Ann, to the Compensation Committee!	Suz will send out updated roster attached to minutes
3	Manager/Supervisor Performance Evals.	There should be a separate eval for managers, with specific, objective, measurable items included which would pertain to supervisory performance. E.g., annual training taken, use of Alternative Work Arrangements, Career Ladders + other forms of career advancement opportunities given, engagement of staff in UNM community activities (e.g., promoting membership on U-wide committees, volunteering during work hours for U activities, or taking classes), negative vs. positive turnover of staff, among others.	360 degree reviews will not occur until new Pres. in place. In the meantime, these specific items can be used immediately, as they are leadership-neutral. Other items can be added as necessary. Present to Exec. as an item of work (Suz). Greg: Anderson classes for annual updates spec. to UNM.
4	Faculty Staff Benefits Committee (FSBC)	No one from FSBC at meeting. Hans, Sharon, and Carol all excused themselves; did not hear from Carolyn. Has Merle's proposed change in the FSBC description been approved?, and what further efforts have been taken to prevent the FSBC from going dark over the summer? We continue to be bombarded with benefits issues from constituents; they have no other representation over the summer.	Urge Exec. to have Comp Comm Chair sit on FSBC (suggested by Merle last year). Suz Continue working with HSC Faculty Council to raise awareness within the HSC (faculty there work year round, like all UNM staff).
5	15% co-insurance	Exec. requested that we compile a list of insurance scenarios, which was submitted to HR on June 16 th .	Joey Evans of HR has said for the past 6 weeks that scenarios will go on the HR website and he is not willing to send them to the committee in the meantime.
6	SC Resolution #2	We have heard of no follow up since this was passed by SC in May's SC meeting.	Greg will follow up in Exec. to find out how this is being addressed and will let us know.
7	1.5% raise after Tuition income rises?	Pres. Schmidly vowed at the Regents meeting that he would look into this.	Marsha to follow up with Mary Clark. We'll have to see what

			happens after all income is tallied.
8	New Staff Salary Range Structure (non-union only)	Effective 8-1-11, midpoints increased 3%; maxima increased 6%, minima not changed. Our thoughts: 1. New hires will come in at a higher rate? 2. HR is admitting that we are not @ market level, + so not competitive in the market. 3. ?? Union staff??	Ed said that this happens occasionally; last happened in 2008; entire explanation on HR website. What are staffing levels 2007-2011; we think that the number of student jobs has risen while staff jobs have fallen. Is there a way to find this out?
9	<p>Constituent Comments: These were gathered from our constituents:</p> <p>Campus Calendar: January 1 is a federal holiday, and falls on a Sunday this year; does this not mean we should have Monday off? Bring to Exec.</p> <p>Compensation is all that matters! Compensation includes Tuition Remission and insurance, which is disastrous.</p> <p>Lack of appreciation: for instance, at Roth Town Hall, faculty were praised for bringing in \$. They wouldn't be able to do this and administer the funds without staff, yet staff was not mentioned.</p> <p>Suggestions:</p> <ul style="list-style-type: none"> • market existing resources for staff (what happened to LoboPerks?); • encourage managers to have staff to take breaks; • managers acknowledge value of staff; • have input to manager's performance review; • highlight departments who are advocating for staff—maybe they will serve as an example; • allow time to take classes/serve on committees; • there are IT training cost inconsistencies—some departments pay for IT staff to take classes to keep current, but others do not; • Organizational Incentives Plan: instead of giving incentives to one group (e.g., faculty), recognize that the entire organization is what makes things happen (e.g., money coming in from grants depends not only on faculty, admins, pre-award, post-award, purchasing etc., but the lab staff who do the research, the housekeeping staff who clean the buildings and empty the trash, the recycling dept., the biohazard + safety people, landscaping staff, etc. etc. etc.). • Support for Stress Management: Staff and managers both need massive stress management programs in order to function and fight depression. 		
6	Next Meeting	September 1, 2011	Meeting Adjourned at 12:56 p.m.

Current Roster is on next page.

Compensation Committee Roster, 2011

Name	Rep	Department	Phone	email
Carol Bernhard*	P	Inst. Research	7-5115	caroljb@unm.edu
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(13)				
Ed Baker	HR	HR-Comp Director		
FSBC members*:				
Sharon Scaltrita				
Hans Barsen				
Carolyn Hartley				