

4-20-2010

Staff Council Meeting, 4/20/2010

UNM Staff Council

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University of New Mexico
STAFF COUNCIL MEETING
Summary Minutes ~ View full meeting online at staff.unm.edu
April 20, 2010
Meeting moved to SUB, Ballroom C

Members Present: Elisha Allen, Romeo Alonzo, Marsha Baumeister, Bob Christner, Mary Clark, Annabeth Fieck, Barbara Gabaldon, James Gale, Kim Halpern, Merle Kennedy, Joyce Krantman, Etta Linton, Janet Luarkie, Christina Maris, Linda McCormick, Kathy McKinstry, Kathy Meadows, Hollie Medina, Cindy Abel Morris, Russell Morris, Shelley Rael, B. Frances Rico, Fred Rose, Cody Saxton, Barbara Shortman, Judy Willson and Roberta Zozaya.

Members Excused: Barbara Jackson, George Kelbley, Juan Larrinaga, Karen Mann, Shannon McCoy Hayes, Jon Price and Eva Rouf.

Members Absent: Lesley Davidson Boyd, Nancy Huffstutler, Mary Jacintha, Suzanne McConaghy, Lisa McHale, Roberta Menicucci, Inigio San Gil and Gary Stepic.

Parliamentarian: Adam Hathaway.

Guests: Helen Gonzales, HR; Carol Bernhard, OIR; Natalie Bruner, Renee Delgado, Student Affairs and Lisa Kiscaden.

1.1:00 Call to Order: Speaker Clark: quorum is established.

2. Approve Agenda: Speaker Clark: agenda is amended and adopted as amended.

3. Approve Minutes: Speaker Clark: minutes are adopted as submitted.

4. Constituent Comments: Speaker Clark: None are forthcoming.

5. Executive Committee Report: President elect Kennedy: Busy month working on budget issues-met with Andrew Cullen and Breda Bova. We can expect our budget to be cut 10%.

6. President's Report: Elisha Allen: I attended the usual regents meetings-and budgets were the lead story at each one. We can expect our own budget to get cut about \$6,000-we are looking at areas that can identify that we can trim down or do without. Comments I read at the regents meeting were well received and HR would like to work with us on some of our stated staff initiatives. While I appreciate efforts to avoid layoffs in the budget I do not see much hope built in it-I do not see an acknowledgement that we can't do more with less.

It should be the responsibility of every employee and every manager at the university to communicate workload and to set realistic priorities and expectations with a focus on activities that directly relate to the

mission. Fundamentally, I'm asking for a realistic assessment of what we can do. Without focus our services are diluted across the board. Staff is no less a critical component at the university than students or faculty and the value of an engaged workforce cannot be overlooked.

In the good news department, Regent Chalmers is planning a gift to the Gerald May Award and we are very grateful to him for that and slowly we are building this endowment.

President Schmidly has asked us for our opinion for Winter Break for the 2011 calendar-they way the break now falls we are a day short and asks if we prefer December 23 or Jan 2 added to the 2011 Winter Break? A show of hands has the December 23 day as being preferred. The information will be forwarded to HR.

7. Speaker's Report: Certificates of appreciation are handed out to non returning Councilors. Today I would like to seat Hollie Medina to fill a G10 seat. Motion is made, seconded and the vote is called and the motion to seat is accepted.

8. Special Orders: Rules and Elections: Approval of the 2010 Precinct elections: The full report was sent out prior to this meeting and the cover memo read to the body. Twenty five seats were filled and 7 remain vacant. The constitutional amendment on the ballot was approved. The R+E Committee moves acceptance of the 2010 Precinct elections.

The vote is called and the elections are ratified.

9. Guest Speakers:

Denise Montoya/HR: Addressed proposed changes in the Career Development Policy as it relates to UNM Jobs implementation. I know there are concerns around career ladders and JAQ's-they are both still being processed. Anything impacting the budget does need a VP approval, but they are being processed despite this step...even if non I+G funding. Elisha and Mary have both met with me about these issues and have asked really good questions. Ed Baker and I will also be attending a Career Development Committee meeting in the near future...it is time to go back and look at these policies/procedures.

Career ladders are not frozen but are subject to the pause and hold guidelines per Helen Gonzales.

Info can be found at: <http://hr.unm.edu/events/pfc.php>

Michael Kinghan/UNM Foundation: Shares new capital campaign with Councilors prior to it going out to the public.

10. Committee Reports:

a. Bob Christner, IT Cabinet: Discussed at a recent meeting of the cabinet-the regents raised some student fees outside the fee board suggestions and this brings additional funding to IT-addressing some specific student needs. Project updates-policy revisions are in the policy office at this time; we were informed on the banner 8 upgrade and the Lobo re-card project.

b. Linda McCormick, Environs: Our 2010 SUB change jar collections this year will be used for trees for campus...we had hoped to obtain benches but have learned the university has standards for benches that we will not be able to meet...not to mention they are expensive.

c. Shelley Rael, Work+Life: Our survey is scheduled to go out asap!

d. Rewards and Recognition: Kathy McKinstry: We are ready to move forward with the Zoo for our staff picnic this year...July 24...we are looking at bands too.

e. Elisha Allen: Student Success: We are still in the formation stage but there is much interest especially from staff not involved in the Council in the past-we are looking at mentorship opportunities, the lack of info on the services we do have on campus for students...one thing we discussed was putting out a quarterly report of student success and initiatives on campus with recommendations and present this to the regents Student Academic Affairs Committee.

f. Romeo Alonzo: Employee Rights and Policy Review: We met on March 17 and the topic of discussion was "Other Duties as Assigned"...Magdalena Vigil and Ed Baker joined us in an informational capacity...as staff we are expected to provide more services with less resources. We discussed the JAQ process and thought about having a class/workshop for staff to help them with the process.

g. Hollie Medina: Communications: At our recent meeting we reviewed our past accomplishments...we survey staff on how they wanted to be contacted about staff issues...we are building a new and improved website...we updated the current site as much as possible...we established a naming convention for all committee minutes for easier access and archiving... we meet again in June.

h. Marsha Baumeister: Career Development: We sure could use some new members-join us May 12..Ed Baker and Denise Montoya will be joining us and this meeting will be combined with Compensation...if career development interests you at all. We recently surveyed staff on JAQ's and career Ladders-please complete this or resend to your constituents to get us some more feedback...so far 2-1 negative to positive experience with these topics.

11. Councilor Comments:

The Speaker states:

Free Stuff in the back-take what you want.

The water situation is still under advisement-please do not drink the water.

Karin is retiring in June.

Linda McCormick: Should we send the CDC survey out again on eNEWS?

Romeo Alonzo: I apologize for my expressed passions at last month's meeting about accessibility issues. Thank you for bearing the brunt of the economic situation here on campus.

12. Motion to adjourn: 2:45 called and seconded; the motion passes and is adopted.