

1-16-2007

Staff Council Meeting, 1/16/2007

UNM Staff Council

Follow this and additional works at: https://digitalrepository.unm.edu/staff_council

Recommended Citation

UNM Staff Council. "Staff Council Meeting, 1/16/2007." (2007). https://digitalrepository.unm.edu/staff_council/165

This Minutes is brought to you for free and open access by the Archives & University Administrative Records at UNM Digital Repository. It has been accepted for inclusion in UNM Staff Council by an authorized administrator of UNM Digital Repository. For more information, please contact disc@unm.edu.



University of New Mexico
STAFF COUNCIL MEETING

January 16, 2007

Members Present: Ann Armendariz, Steve Borbas, Don Burge, Maria Daw, Rita Flores, Christine Forsythe, Barbara Gabaldon, David Groth, Patricia Kemp, Wayne Knapp, Danny Lee, Wayne Mannion, Hollie Medina, Eula Michaels, Lorraine Parker, Shelley Rael, Elmo Riggs, Mary Snyder, Nicholas Spezza, Mimi Swanson, Carole Vollbrecht and Randy Wright.

Members Excused: Monica Acosta, Roberto Agüero, Theresa Everling, Justin Goodman, Lisa McHale, Kathy Meadows, Patricia Carter, Billy Grurule, Susie Kuenzler~Krebbs, Nicole Lopez, Janet Luarke, Kathy McKinstry, Bill Miller, Alan Morgan, Carlos Romero, Fred Rose, Vanessa Shields, Annette Torres and Mary Turner.

Members Absent: Bill Bloom, Deborah Moore, Randa Silva, Bonnie Stepelten, Mike Swick, Monica Thompson and Kimberly Waesta.

Guests: Elaine Phelps, HR and Sari Krosinsky, Communications and Marketing.

1. Call to order: Quorum is established; call to order at 1:00 by the Speaker.

2. Approve the agenda: Don Burge moves approval; agenda is approved as amended.

3. Minutes: December 12, 2006: Minutes are adopted with attendance corrections.

4. President's Report: David Groth: BOR met last week with the annual “Dashboard” presentation from the Provost as well as a discussion about the proposed retirement community and its perceived impact on the north golf course neighborhood. While there is talk of this type of community, location has yet been determined. At the ASA meeting the new student regent was introduced and is awaiting legislative confirmation; ASUNM successfully passed amendments to their constitution.

Mid-December Nicholas, Karin and I met with the board of the Faculty Club to begin discussions about opening the club to Staff. We are thinking we would be supportive if the Staff membership was inclusive of all staff-another planning meeting will happen soon.

Early January I met with some staff from the Development Office to see if they could assist us in growing the Gerald May Award endowment-one suggested offered is to contact former winners to see if they would help us fiscally; also suggested was contacting Gerald May to see if he was interested in building a legacy gift. The informal fiscal goal we discussed was to try to raise \$5,000 a year for the next 5 years. A second discussion we had was centered on where would the Council like to be if we had “real” funding...this is something for us to think about strategically...they feel there are great opportunities for us with the upcoming capital campaign. If we formulate set plans on focused areas they could

“sell” that to donors for funding. Another option to consider is United Way and we could set ourselves up to receive directed donations-if all staff gave \$1.00 that would be \$5,000. I will follow up with them next month to see how things are going.

Vanessa and I met with HR this morning to begin discussing this year’s Staff picnic~R&R will meet soon to begin similar discussions.

Call for questions: Steve Borbas, G14, offers clarity on the ‘retirement community’ David mentioned stating that this type of housing has been in the Master Plan-done 10 years ago-does reflect this type of housing citing another location, different from the one near the gold course.

5. Executive Committee Report: Vanessa Shields: No report today~ Vanessa excused.

6. Speaker’s Report: Mimi Swanson: R&R will meet on the 23rd and we will discuss the Staff Appreciation events survey-we are looking for more members, as well as co chairs since Kathy and Theresa have stepped down. All Councilors are encouraged to become involved with Staff Week and these events-constituent volunteers would be helpful too.

7. Old Business:

a. Proposed Election Code: Don Burge: Rules and Elections:) This is the attempt of the Rules and Elections Committee to codify the code so that we do not need to approve it annually...built in to it are default dates, such as the first Monday of the month and so on. On the back of the 2007 Election dates are proposed amendments to the code-with apologies to the committee for no notice-calling for changes at lines 39, 63, 94 and 131~134; committee moves approval. Based on the calendar time-line, these need to be approved today. Discussion is called, some clarity offered in various areas; the vote is called on the amendments and the amendments are adopted.

The code itself is written to comply with our constitution-banner has impacted how we look at Precincts and org codes...this does need to get addressed at some point-the entire issue of Precincts will need to be addressed in the future, but the committee moves approval of the code as presented today; the motion is seconded-the vote is called and the motion is adopted.

8. New Business:

a. Resolution 2007-#1 Tobacco Cessation at UNM/Don Burge: Employee Rights and Policy Review: Existing smoking policy is attached to resolution; the debate of going smoke free is basically over-the resolution addresses well known medical facts and calls for a “tobacco free” policy and before implementation include sufficient notice to help staff that will need time to be educated and adjust, as well as give us a consistent campus policy.

b. Tobacco Cessation Town Hall/Shelley Rael: W+L Committee:

The W+L asked the EXEC to support a Town Hall meeting, asking for feedback from staff about their thoughts on a smoke free policy happening at UNM. We would like to do this before the resolution comes back for a vote. We have contacted a facilitator/moderator for the event. Councilors voice their support of the event.

9. Committee Reports:

a. Work+Life:Shelley Rael: Minutes were forwarded to you before this meeting. One issue we discussed was the “Inclement Weather” Policy-which was updated in October last year, however the recent snowstorm and the handling of closure notice proved not all knew the policy had been updated. I emailed HR with concerns that came to my attention and Carolyn Thompson said that she would hold a de-briefing and hopefully this can get straightened out. Recently focus groups were held on campus about “alternative work arrangements.” We will be looking at that info as it comes out.

The W+L Committee has co sponsored the staff summer concerts and the person who was instrumental in establishing this for us-as well at HSC-was Greg Johnston. In November W+L and R&R asked the EXEC if we could rename this concert series the “Greg Johnston Summer Concerts” starting this summer. Shelley makes this motion and it is seconded; the vote is called and the motion is adopted.

b. Communications: Danny Lee: David continues to keep website current; we have been looking at ways to publicize the Council-we have permission to purchase ‘branded’ items – for new employee orientation...coffee cups, water bottles, post it notes and pens are all being looked at. We are also looking at a new brochure-trifold-to advertise the Council and this would be available at different functions. We have purchased a traveling table top display which you can borrow from the office. We are also reviewing the council handbook to make it up to date. We meet last Thurs of the month HSC Library, room 228.

c. Career Development: Mimi Swanson: recent survey on career development will get a more in depth report for the committee to forward to Carolyn Thompson/HR and the raw data has already gone to EOD. We have also discussed doing a survey on performance review and career plans and seeing if we can link the two...we would hope to have this done by February.

d. Rewards & Recognition: Mimi Swanson: this committee is looking for new chairs and will begin to look at many different areas-funding, partnerships, events and resources. Will meet 1/23.

10. Guest Speaker: Elaine Phelps:HR Benefits Manager:

Elaine updates on benefits policies as presented 3 months ago-related to banner implementation. The first-change in effective termination date of benefits has been approved by President Harris; the second-title FTE calculations and leave accruals was also approved by President Harris and is also now moving forward. The third, called FTE Calculations for Benefits Premium, we are not able to move forward-after a better review and realizing how expensive this policy would have cost to implement, a decision was made at the senior management level, that we are going to see if we can program an add on to the banner system or have source code written into the banner system in order to incorporate this policy into banner. It is basically a cost issue-so this will now remain as it was in the past while we work on these issues.

Other HR updates are shared-RFP for benefits consultant has been signed; we will be going into contract negotiations with our medical vendors in the next month and will be also looking at funding mechanisms-current vs. self; new wellness initiatives.

We are having a Wellness Rapid Redesign, following the same process as other redesigns that have taken place on campus; goals are shared. On March 7 we will hold the second Road to Wellness Health Fair.

In mid April we will hope to hold a 2-week open enrollment for medical, dental and vision and we will have a benefits fair at that time.

An HR focus will be on the education of employees-we plan to take a proactive tact in helping staff understand their benefits, how to best utilize their benefits and work towards a successful wellness program.

Q&A:

Hollie Medina, P25: What is up with the 403B plan that we have heard of this fall? This is still under discussion, but it takes along time to roll out anew retirement program.

Barbara Gabaldon, P22: How is the Catastrophic Leave Program going? Program is in deficit, we will be looking at it and there needs to be a better way to fund...opinions vary-if Councilors have opinions this needs to come forward. The idea of "lost leave" is mentioned, as was mentioned to Susan Carkeek previously-staff that have maxed out on how much leave they can retain.

Ann Armendariz: P9: Susan Carkeek had mentioned to us that the savings to the university on the Medicare, part D would cover the funding costs of implementing the third banner issue mentioned today. Elaine responds that this was how they were planning on funding the program if they moved forward with it, but when they looked at the amount of funding it would take as opposed to what it would cost to program an add on to banner-it was much less expensive to do the add on-IT numbers-so the thought was to take those Medicare, part D be utilized for other benefits programs. Ann stated that Councilors had been trying for along time to get these FTE calculations for benefits to be more equitable and if the programming is to make it equitable, that is good. Elaine states that the program would go in to banner as the same program we currently have-Ann states that this is inequitable and this is where we are not moving forward with what was previously promised to us-HR had been tasked with this for years and years and it will remain on our radar as a staff issue. Elaine will discuss with Carolyn as well.

General discussion on the general satisfaction/dissatisfaction with all UNM health plans ensues. ephelps@unm.edu for contacting Elaine.

10. Councilor Comments: Ann Armendariz: States she is aware that there are focus groups for HR redesign and wonders if staff will get some opportunity for input and if HR will send someone to our meetings as Susan Carkeek did. Dave will check with Carolyn.

11. Constituent Input: none

12. Motion to adjourn is called at 2:25 and seconded; motion to adjourn passes.

Minutes by: Karin Retskin

Recorded tape of meeting on file

UNM Staff Council Office