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University of New Mexico
STAFF COUNCIL MEETING

March 29, 2005

*Note: this meeting was a reschedule from 3/15/05 snow day

draft

Members Present: Ann Armendariz, Sabra Basler, Steve Borbas, Nora Boyer, Don Burge, Lou Castillo, Lawrence Curry, Cyndi Dean, Theresa Everling, Barbara Gabaldon, Wayne Knapp, Kathy Meadows, Ruly Rico, Tom Rolland, Fred Rose, Mimi Swanson, Mike Swick, Helen Trujillo and Carole Vollbrecht.

Members Excused: Glen Effertz, Lisa McHale, Alan Morgan, Angela Ramirez and Vanessa Shields

Members Absent: Sally Bergen, Evan Brown, Robin Cooley, Lucille Cordova, Judith Davis, Matthew Elbrecht, Blanca Garcia, David Groth, Greg Hollick, Bettie Kaehele, Janet Luarke, Paul Perea, Jennifer Prevost, Carol Sanchez, Sara Simon, Kellie Smith and Tim Wawrzyniec.

Guests: Helen Gonzales and Lynn Ribble, HR: Marie St. Claire, Dept. Of Anesthesia; Karen Mann, FSB Committee; Steve Jaramillo, new grade representative, G2~5.

1. Call to Order: Speaker Carole Vollbrecht: Regular Meeting of the Council: at 1:05 PM, quorum is not established, information items only at this time.

2. President's Report: Steve Borbas: At the recent Student Academic Affairs Regents meeting we made our first presentation to them~ the Work + Life Committee, co chaired by Laurie Mellas Ramirez and Kathy Meadows. After the meeting, the regents asked us to present resolutions to them-that they would like to pass them on to administration. And it was suggested to us that the W+L Committee come up with one supporting the campus wide relevancy of their initiative. It is discussed and the committee was asked to come up with an appropriate resolution for us to put on as Old Business for our April Council meeting; if successful, this could then go to SAA meeting in May.

Steve states that in the report to SAA, it was mentioned that the W+L committee is wanting to look-again- at the possibility of aligning our spring and fall breaks with APS. This continues to challenge staff, faculty and students but can be done..he was just in Portland, OR and the entire state is aligned for this...K'12, 8 universities, and private schools...all have their spring breaks at the same time, so it is not an impossible situation. We also discussed the possible expansion of daycare facilities on campus.

The EXEC met with Connie Beimer from the president's office for one last meeting with her; we discussed the Tier II hiring recommended changes we submitted last fall. Even though language has not been changed, it seems as if the idea is being followed as a number of the hiring processes have included us. We discussed looking for an administrative champion to assist us in expanding awards for staff and she seemed willing to carry this to the president-we'd like to see what is given out all over the campus and try to see where we can expand staff awards...by number and fiscal increases. Also discussed was the term "faculty and staff" and how many times "staff" are left out of important conversations, like in the legislature when they say comp for "faculty"...we encouraged the administration to make the words almost as one word. We did let her know that next month this EXEC was up for elections and that we hoped to carry on the meetings with her with the new committee.

Quorum is established at this time and the balance of the president's report is held.

3. Approve Agenda: Speaker Vollbrecht: Motion to approve the agenda is called and seconded; changes are offered, they are approved and the motion passes.

4. Approve Minutes: February 15, 2005: An unidentified Councilor moves approval; it is seconded and minor typo changes are offered, the vote is called and the minutes are approved as amended.

5. Old Business: Compensation Resolution, 2005- #2 Tom Rolland, P2, moves approval for this resolution that calls for parity in comp for faculty and staff. **Ann Armendariz, G8, asks if we still have quorum. The Speaker takes a count and it is determined that we have 18 members present and 19 is needed for quorum. Quorum is lost.**

The Speaker states that discussion can continue but no vote can be taken. Don Burge, G10, states that the only resolution before the body is the one that was on the floor at the end of the last meeting and reads "It is the sense of the Staff Council that it supports parity in salary increases between Faculty and Staff". He states that if indeed the Council is meeting at this time, this is the only resolution properly before the Council.

The Speaker states that it has been moved and seconded that we discuss the resolution as Tom was to present it. Don states that unless Tom's was a substitute for the substitute, it would not be before the body. Don then proceeds to read the approved minutes from February that address this issue." Don reads his substitute for the resolution: It is the sense of the Staff Council that it supports parity in salary increases between faculty and staff." **Don moves that it be considered as a substitute for the entire previous resolution, and this would get forwarded to administration; it is seconded. The vote is called on the amended resolution and the Speaker states that the motion passes; a few nay votes are heard."** After that the minutes say quorum was called, but it was already substituted. Don states that since the issue of parity this year is a non-issue, the entire motion could be set aside and allowed to die.

Barbara Gabaldon, P17, states that she notices a difference in the resolution numbers from the minutes Don read and the resolution we are attempting to discuss. Sabra Basler, G12 states that she agrees that it is a non-battle and if there is a difference in some faculty salaries it will not be in the open so at this point it might be an unnecessary resolution. Our bigger battle would seem to be to get the amount of raises to 5%.

The Speaker moves off the subject and back to the agenda for information items only.

6. Committee Reports, part I

Compensation: Tom Rolland: We are looking for the selection of a co chair as Angela wants a break; we looked at performance review final recommendations and we will invite Helen Gonzales to a meeting to discuss these; we discussed the living wage, compression models and heard from Lynn Ribble on the recommendations that she will be making for IT staff salary range adjustments.

President's Report, continued: Steve Borbas: Steve presents certificates of appreciation to out going Grade Councilors and thanks them for the great year we had...and he looks forward to the returning Councilors bringing their enthusiasm back with them. The Speaker presents Steve with his outgoing certificate as well.

Executive Committee Report: Sabra Basler: Sabra reads an email that reflects the great meeting she and Ann Armendariz had in Santa Fe March 9, 2005: "The meeting in Santa Fe March 9th with Carlos Romero, Tom Rutherford, Joe Thompson, Richard Romero (all UNM lobbyist), House Rep. Tom Swisstack, a Pension Bond expert, Jamie Scranton, and Susan McKinsey were in attendance. We met for an hour and we were given information regarding bills that were being considered and the problems with the Governor regarding the UNM priorities. Tom indicated the UNM students really took responsibility for the efforts to stop the decoupling of the Lottery Scholarship, but that the Gov. was angry with UNM for supporting the effort to stop his recommendation to decouple the scholarship.

David Harris has taken a leave of absence from UNM and has gone back to work with the Governor on the budget issues. All believed that this would be in the best interest of UNM. I asked about the three state universities priorities and really did not get a direct answer. It appears that the only one will pass, it is the full formula funding; the compensation @4%, including funds for increasing costs of health care coverage and the minimum tuition credit increase will not be considered. The raises for higher education is now at 1.75% funding from the legislature and a required 4% tuition increase. The ERA funding issues were discussed and Dr. Zink was glad to hear that any bonds to help the fund would not be paid back by the ERA, but by the state.

There were many committee hearings scheduled and we did have time to sit in on both the Senate and the House sessions. Both Sabra and I felt very honored by the time that was given us and by the frank conversation. We also felt that this meeting will help us in the future especially since Carlos has been elected to the Staff Council. It was obvious that all are working hard and that this session with this Gov. has been very intense and different that from any session in the past. The challenges have been great and the outcomes are yet to be realized". Sabra hopes that more staff can go up next year-it is a shorter session.

Our Budget Summit Team has been going strong and time is of the essence-our position paper is now posted and Campus News has even put out a special edition for the summit. Our team has recommended a single digit tuition increase and we recommended a third tier of health insurance that would give a 70/30 split for staff at the 35,000 level; we recommended \$165,000 for UNM to bring the living wage up to \$8.00 an hour and we recommended a minimum 4% comp increase for staff. The Faculty Senate has recommended tuition increase in the 4~7% range and students again are willing to give us 1% out of their tuition increases. Scenarios A, B and C-from admin-offer a 2% comp increase and this is with tuition increases of 8,10 and 12%. The 2% increase would actually be 1.75% since we will have a portion of our comp funds given to help shore up ERB. We are submitting our own scenario and will look at our ideas on reallocating on the line items-they did not include any of our recommendations and we are going to work on that. Budget Summit will be web cast but try to come by and see it in person if you can..we did send out the url so share it with your constituent lists.

7. Speaker's Report: Introduces guests, Helen Gonzales, Marie St. Claire, Karen Mann, Steve Jaramillo and Lynn Ribble.

8. Guest Speaker: Moira Garrity, Director IT Services: Introduces Dr. Frank Reinow, an organizational consultant with CIRT and Linda Miller, who runs IRC at CIRT. CIRT is in the process of doing a strategic plan and one of the most important steps is reaching out to our constituents and getting a sense of where we are and where we need to be in the future. We have been doing focus groups-IT UNM, research areas, residence halls, CUC-a faculty computer use committee, and we are here today to get staff involved. We are looking for volunteers to take about 1 to 1 ½ hours of your time to meet with us-Frank does the facilitation looking for our strengths, our weaknesses and what do you perceive our role to be? And what services can we provide in the future. We hope to have a total of 10 focus groups around campus, and then we take that information and dovetail it into our strategic plan. This is a good time to take a good look at CIRT and IT in general. Volunteers are called for and Wayne Knapp, Lou Castillo, Mike Swick, Ruly Rico, Sabra Basler, Cyndi Dean, David Groth, Mimi Swanson, Steve Borbas and Karin Retskin volunteer.

Cyndi Dean, P15, says that she was asked to complete a computer use survey and will one go to staff. Moira replies that the survey came from the faculty user group and it not related to this venture-it is money and hardware centered survey. Steve Borbas, G14, asks about a survey for staff in addition to the focus groups. Moira says she is on a tight timeline and hopes to have this done by 2~3 weeks, the details will get worked out with the focus members: she volunteers to return in the future to address any CIRT questions we may have.

9. Committee Reports, part II:

Rewards and Recognition: Theresa Everling: Nominations for Staff as Students Managers Award is currently underway and Councilors are encouraged to nominate a worthy manager; the graduation is May 26 from 3~5 in the SUB Lobo A&B; we are reviewing the Jim Davis nomination award and that can get posted soon and this award will get presented at our luncheon June 7 during Celebrating Staff Week.

Staff Appreciation Week is June 6~10 and on Monday, pancake breakfast served by vp's; Monday evening is the art reception at Masley Gallery and the show is up all week; Tuesday is our meeting-Marking 15 years of service to the UNM Community and we are having a luncheon and a keynote speaker as well as presenting the Jim Davis Award. Wednesday is our book thing and this year we are donating eyeglasses to; Thursday is Healthy Staff is a Great Staff with fruit cups and freebies and a blood drive; Friday a special tour led by Joe McKinney and it will wind up at Honor's Plaza at noon for music. On Saturday we go to the Isotopes ballgame-fireworks after and all attending get a game ball.

Work + Life: Kathy Meadows: We are meeting with APS next month to begin the calendar alignment conversations and we are going to work on a resolution for the ASA meeting as requested by Steve for the regents. We did not meet this month and instead we had a successful panel discussion and our guests were Omar Ahmed and Richard Santos-who won the first W+L Managers Award. About 60 staff attended and we had a great discussion. Communications and Marketing paid to have the discussion videotaped and we thank them. Kathy then plays the Santos portion of the tape for all to enjoy. Next meeting is 4/4 @ 11 in Hodgkin Hall.

Faculty Staff Benefits Committee: Karen Mann, co chair: A subset of FSB has been working on the healthcare RFP-2 faculty members, a consultant from Mercer, an HR staff person and I reviewed every RFP and the recommendations that we made were approved by the regents on March 14. The two carriers were United Health Care and Lovelace~Sandia Plan. There is a handout that really gives you good details. This committee was great to work with-we tried to keep all the staff needs in mind while reviewing these-it was a good learning experience. The faculty members were very sympathetic to our needs as well. The other issue we looked at was adding another tier of coverage to healthcare and we looked at a 70/30 split for staffing the 25,000-35,000 range and this would impact 1200 employees and this is in our Budget Summit paper and we are very hopeful that this will happen. We are ok on bids/RFP's not needing to happen too soon-we are about a year or two away.

10. Councilor Comments:

Cyndi Dean, P15, asks for clarification on the focus group and getting comments from co workers and staff in general. Steve says he sees it going out on eNEWS. Cyndi states that she was in the IT UNM focus meeting and what we might consider doing is sending out the email with the questions she was sent for that and it would be nice to ask everyone the same questions for cohesiveness. If we do poll staff, it might be a challenge to differentiate between what the department provides and what CIRT provides-like at the Law School we provide and support our own email. Cyndi will share the emailed questions and Karin can coordinate it.

11. The meeting is adjourned at 2:30 pm.