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University of New Mexico
STAFF COUNCIL MEETING

August 16, 2005

Members Present: Sally Bergen, Bill Bloom, Steve Borbas, Don Burge, Lou Castillo, Theresa Everling, Barbara Gabaldon, Blanca Garcia, David Groth, Susie Kuenzler~Krebbs, Kathy McKinstry, Mark Ochsankohl, Ruly Rico, Elmo Riggs, Tom Rolland, Fred Rose, Carol Sanchez and Carole Vollbrecht.

Members Excused: Roberto Agüero, Ann Armendariz, Sabra Basler, Nora Boyer, Patricia Carter, Cyndi Dean, Matthew Elbrecht, Wayne Knapp, Kathy Meadows, Carlos Romero, Patti Sanchez, Vanessa Shields, Sara Simon, Mimi Swanson, Mike Swick and Helen Trujillo.

Members Absent: Evan Brown, Judith Davis, Steve Jaramillo, Bettie Kaehele, Janet Luarke, Lisa McHale, Wayne Mannion, Alan Morgan, Paul Perea, Jennifer Prevost, Marie St. Claire, Tim Wawrzyniec and Kimberly Waesta.

Guests: Lynn Ribble, HR/Compensation; Charlotte Hendrix, HR; L.C. Baldwin, UNM Gallup; Valerie Grant, HR; Ryan Dell, Lobo Care; Pug Burge, Ass't Dean, SOM; Donna Lockridge, Lobo Care; Christina Sanchez, Lobo Care; Tabia Murry, Real Estate Office; Roberta Menicucci, Engineering Dept; Loyola Chastain, Anderson Schools and Patty Canard, Student Health Center.

1. Quorum not established. Acting Speaker David Groth presides. Committee reports:

2. Presidents Report: David Groth for Sabra (@ Regents' meeting); Mimi, our Speaker is out today, so I have been asked to preside at the meeting.

Finance and Facilities Meeting: yesterday UNM's natural gas contract, signed early, and has netted us \$600,000 savings thus far. New buildings and projects are approved/ underway-at Taos campus, Gallup North Campus, dermatology addition here in Albuquerque and finally a new PET Scan at CRTC.

Purchasing of the new Lobo Center was approved-this all came out of Sandia Foundation funds with a caveat that the university would purchase the building at some point in the future-funds have been id'd and it will be bought from the foundation. Yesterday it was announced that the executive bonus plan pilot project/program, announced a few months ago, was rescinded. Executive bonuses were reduced to one time only for now; timing and equality to all staff were cited as contributing factors for rescinding. David feels that there was quite an email campaign from staff to administration when this program was first announced, so administration heard our displeasure at this in balance of compensation.

Initial funding priorities have been submitted to CHE-early in the process and most priorities were small, with larger projects coming-about in November. Revenue bonds that are 125 million package that is being paid for by student fees have gone out for sale and there were more offers than anticipated so we were able to get a lower interest rate.

Executive Committee: met with Breda Bova July 28 to try to establish monthly contact with the president's office and we discussed ERB and the upcoming legislative session; rewards and recognition and funding for staff awards, especially needed fiscal support from the presidents office. Also discussed at this meeting was our continued effort to align APS and UNM's spring break schedules and Breda offered to see how State Education Secretary Veronica Garcia feels about this. Members also met with Evalynne Hunnemuller prior to the meeting with Breda and information was difficult to get from her, but eventually did come to us via Breda.

3. Quorum is established, meeting is called to order.

4. Approve agenda: moved by Don Burge, seconded. Amended to add IT report by David Groth. Amended agenda is approved.

5. Approve Minutes July 19, 2005: Don Burge moves approval, seconded. No changes are offered. Vote is called and minutes pass.

6. Committee Reports:

a. Rules and Elections: Don Burge: We met 8/5 and began discussing electronic ballots for next springs election-we looked at security issues, web based access using net id, discussed paper ballots for those with out computer access. CIRT assures us that is not an issue-they are certified and bonded. Last years paper election cost us a little over \$2,000 and eVOTE would cost us maybe \$50.00, with another \$50.00 for the nomination process. Barbara Gabladon asks that if she logs on will the process know what precinct she is in? Don replies, yes, that type of ease of use is what we are after..we intend to do a staff wide post card campaign to eligible voters to let them know this is coming up and that they need to get a net id if they do not have one, or let us know if they will not get one so we can make other arrangements. CIRT has assured us they can monitor who has voted so no one can vote more than once, and actually that tally is easier to keep with electronic voting. Question is asked if north campus staff needs to get a UNM net id and Don says no, their address is part of the UNM system.

Don asks if we should proceed with looking at eVOTE and the Council supports this idea; the committee is also looking at rewriting the Election Code so that it is permanent and will only need accurate dates plugged in it yearly by the Council.

b. Employee Rights and Policy Review: Don Burge: Committee is looking at the growing number of single incumbent positions: prior to UNM Pact there were almost 4,000 job descriptions; UNM Pact got it to 800: now we are at 1600. Sometimes these single incumbent positions are used to avoid issues of equity. We are looking to see if that is a real problem. We are also looking at the salary schedule to see why it does not reflect the new \$8.00 minimum salary imposed this summer. We are also tracking the status of the whistleblower policy presented to David Harris in June.

c. Work + Life: Loyola Chastain: Manager/Supervisor Award Ceremony will be Tuesday, October 25 from 3~4:30, SUB Ballroom A; at this event we hope to have a speaker on current work+life topic as well as the ceremony. This event is a joint venture with HR and Staff Council. Work+Life meets the 1st working Monday each month at Anderson, 2082, next meeting is 9/12.

d. Rewards and Recognition: Theresa Everling: We met yesterday and discussed our co-chair situations...Kathy and I will finish out the year to get us through the upcoming events and then we will see where the committee is by the new year. We expressed our gratitude to our members and stressed that we will need a smooth transition in leadership while we continue to reach our goals and mission. Tim Backes has offered to co-chair. We meet second Tuesday of each month at noon and we are searching for a more central location for meetings.

We looked at the remainder of our year-Work+Life award nomination review and possibly help at the reception; we have been contacted by the athletics department to work with them on staff/faculty appreciation days...free admissions etc.; we discussed Staff Appreciation Week and will discuss it more next month; 2005 Gerald W. May Award celebration is tentatively scheduled for 12/7 from 3 to 4:30 possibly at the SUB. President Caldera has been asked to present the awards again this year. Deadline for submission is 9/30; committee will review 10/3~10/6; final scoring 10/10; submitted to EXEC and the president on 10/11. At our next meeting we plan on looking at the requirements for drafting a proposal to increase the endowment to match the HSC Annual Dean's Staff Award. We are looking into funding options for this as well.

Work+Life are considering contacting the governor's office concerning work+life issues and we are thinking maybe we could collaborate with them as well and add staff appreciation programs into that. Tom Rolland asks about having the staff picnic on Johnson Field in the future and Theresa will add this to the committee discussion.

e. IT: David Groth: This group is doing an overall picture of UNM's IT-last year we spent over \$100 million on IT and the question is where did it all go? We are looking in to that as well as all UNM students have to have a ".unm.edu" address for authentication for getting into banner and classes. This might very well carry over to all faculty and staff-other groups with their own mail servers are reacting to this-HSC, Law, Computer Science etc. Development wants to get everybody in NM with a ".unm.edu" address. Today, Bill Atkins announced a set of guiding principles for IT efforts-and I ask you to let me know what do you expect out of IT here at UNM?

7. Old Business: UNM Retirement Committee Charter: Speaker reads:

"WHEREAS the UNM Staff Council has determined that issues of retirement are proper concerns of the Staff Council,

THEREFORE, be it resolved, the Staff Council this 16th day of August, 2005, hereby creates a standing UNM Retirement Committee. The committee shall have as its mission and goal to address issues that concern staff members' retirement as they relate to the state of New Mexico's Educational Retirement Act and board. Membership on the committee shall be as provided for in the Staff Council By-Laws."

Sally Bergen moves approval and it is seconded. Discussion is called for and Don Burge offers grammatical changes. Tom Rolland asks who will chair this committee and says that much of this issue is covered in the Compensation Committee. David states that the committee will determine their own chairperson. Steve Borbas does agree that there is some crossover of efforts on behalf of retirement, but there seems to be urgency about this particular committee. The crux of the retirement committee is going to be generating staff and faculty from all NM higher ed schools as a block of voters that can have a greater, louder impact.

Don Burge suggests this gets established as an ad-hoc committee for now, especially since the scope of the committee will out reach the Council, as it is a broader problem. Steve Borbas agrees. Tom Rolland disagrees. There is no other discussion and Don moves changes to the charter that reflect the committee getting established as an ad-hoc and reporting back to the Council March 2006. The changes are seconded. The amendment passes, with 1 nay vote. The vote is called on the main motion and the motion passes.

8. Speaker's Report: Tabia Murry, Real Estate Office, would like to become a Grade 10 rep; the vote is called and passes. Committee's are traditionally approved at this meeting. Don Burge moves to dispense with the reading of the roster of membership and moves approval; the motion is seconded the vote called and the motion passes.

9. Guest Speakers: Lobo Care Network: Guests Ryan Diller, Pug Burge, Donna Lockridge and Christina Sanchez explain that Lobo Cares providers and facilities are included in our network of healthcare plans-Lovelace or United. They have begun to put in place for us: expedited services as a Lobo Care patient, same day access at the new clinic soon to open in the Student Health Center for staff and their families with UNM/HSC staff with this insurance program. Electronic medical record access will allow staff to access facilities that are most convenient at any given time. If this satellite clinic at SHC is successful we hope to locate a permanent site on campus in a year or so. Art Gonzales states that insurance policy coverage details/booklets from both plans are coming to enrollee's homes soon.

10. Treasurers Report: Blanca Garcia: At the July Council meeting there was a request for a treasurer report for last fiscal year. Although I was not the treasurer and with permission from Dupuy Bateman, the printout out from banner for 2005 is handed out to you today. Also included are what some of the expenditures were. Call for questions and there are none.

11. Councilor Comments:

Steve Borbas: would like to keep in our view the possibility of changing the President-elect title to Vice President. Don Burge replies that the Rules and Elections committee is also looking at if we should elect the Council president staff wide rather than from among the Staff Council membership and that would effect changes as well. We will discuss these further. Steve states that this has come up for the past few months and he hopes it will be resolved soon. Don states that Rules and Elections is not prepared to bring it forward at this time. Steve asks that it come back to the floor next month. Barbara Gabaldon asks for clarification on Don's remark concerning electing the Council president and asks where this idea originated. Don replies that arguments both pro and con will be presented to the Council so they can decide which way they want to go...the committee is researching.

Barbara Gabaldon makes a motion that we request the Lobo Cares staff set up public presentations soon for staff to convey the information we learned today. The motion is seconded and passes unanimously.

12. 3:00 Motion to adjourn called by Don Burge; seconded and the motion passes.