

3-16-2010

## Staff Council Meeting, 3/16/2010

UNM Staff Council

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### Recommended Citation

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University of New Mexico

## STAFF COUNCIL MEETING

Summary Minutes ~ View full meeting online at [staff.unm.edu](http://staff.unm.edu)

March 16, 2010 ~

Members Present: Elisha Allen, Sandra Bauman, Marsha Baumeister, Bob Christner, Mary Clark, Chris Elliott, Annabeth Fieck, Barbara Gabaldon, James Gale, Barbara Jackson, George Kelbley, Merle Kennedy, Joyce Krantman, Juan Larrañaga, Etta Linton, Janet Luarkie, Karen Mann, Christina Maris, Suzanne McConaghy, Linda McCormick, Shannon McCoy Hayes, Kathy McKinstry, Cindy Abel Morris, Shelley Rael, B. Frances Rico, Fred Rose, Eva Rouf, Inigio San Gil, Cody Saxton, Gary Stepic, and Roberta Zozaya.

Members Excused: Romeo Alonzo, Maria Daw, Nancy Huffstutler, Kathy Meadows, Hollie Medina, Roberta Menicucci, Jon Price, Lisa McHale and Judy Willson.

Members Absent: Jennifer Bayley, Ron Compher, Lesley Davidson Boyd, Kim Halpern, Mary Jacintha, Russell Morris and Barbara Shortman.

Parliamentarian: Adam Hathaway.

Guests: Amy Coburn, for UNM Real Estate Office and Ray Sykes, HR.

1. 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:

Amy Coburn, a consultant, working with the real estate office and Lobo Development, addresses the Council on upcoming student housing outreach sessions. We hope to provide housing for the growing university-and are seeking input from the university community. <http://ldc.unm.edu/> is the website to check for updated information of these events.

No other constituents come forward with comments.

5. Executive Committee Report: President elect Kennedy: The Executive Committee has met 3 times since we last met...on 2/24, 3/3 and 3/10. Magdalena Vigil of HR joined us to discuss CAT Leave and asked us for our opinion on donations for the upcoming open season. The plan currently is in good shape but we did support keeping the message the same and allowing for the usual donation request to go out.

We approved the SAW/SAM Task Force Committee recommendations of moving the event from a week of activities to a month of activities-with one activity/event a week; we also approved spending of \$500.00 for Staff Appreciation Month -door prize purchases. R+R will still cover the picnic, in July.

The tentative agenda for SAM-this year in July- is for our Summer Concert on July 1; July 8 is open for now; book exchange is scheduled for July 15 at main, north and south campuses. On our meeting of the 20<sup>th</sup> we will have our staff reception to celebrate our 20 years of existing. The Picnic is the 24,.. and then

the HR VP Breakfast is scheduled for July 29. The 8<sup>th</sup> is open and we would like a committee not already obligated with a day/event to step up...otherwise we will step you up.

We engaged in many conversations around the UNM budget and the upcoming Budget Summit; we approved a quick survey to staff seeking their ideas and input regarding budgets/seeking solutions that might be out there from staff. We are not sure of the exact date, but we are getting ready for this event.

There are no questions asked of Merle.

6. President's Report: Elisha Allen: Recently UNM and the AAUP local chapter held a day of protest in conjunction with national events held at universities all over. The topic was the "Crisis in Education"-I was asked to present and made some comments addressing staff. I would like to read you an excerpt of my remarks:

**It is a crisis driven by a national inability to adequately staff and fund educational initiatives or make effective decisions that fairly allocate resources and maximize the return on investment in educational spending. The crisis is deepened by a collaborative disconnect and fueled by the worst economic times since the great depression. The outcome is a climate of fear and distrust in an institution that should be the guardian of discourse, trust and optimism.**

**From a staff perspective, I fear that the crisis in education is limiting the ability of staff to engage at the level needed for the university to be most successful. Compensation packages below market limit our ability to recruit and retain staff. Lack of Cost of Living Adjustment increases push staff to divert their energy into making ends meet. Hiring pauses and staff shortages lead to staff taking on additional duties, and decreased the ability to respond to student and faculty needs. Staff has stretched to provide short-term solutions, but the recovery will likely take years, and quick fixes are brittle approaches to long-term gaps.**

**If the unfortunate reality is that current conditions will affect education for the long term, then the obvious response is to encourage creativity, collaboration, and initiative in rethinking our approach and priorities.**

My remarks were well received and I am trying to build the visibility of staff as conditions worsen-the public perception is that in order to offer classes all you need is for an instructor to stand on the street and for students to gather and learn-in terms of a modern university those do not meet the needs.

At the last BOR meeting officers were all re-elected to their same positions; the proposal for the foundation to change calculations for funds given to the university was an item of discussion-the intent is to give amore consistent idea of amounts able to be dispersed-ultimately it will impact the principal of the fund. The faculty teaching load was reviewed and the full discussion was postponed.

The legislature just gave us our 4<sup>th</sup> reduction in 18 months-the budgets are being prepared with 4 priorities: class room and student success/research/keeping costs down for students/protecting the workforce...trying to avoid salary reductions, furloughs and layoffs. The pause and hold will continue and our budget team is meeting with Andrew Cullen this week-and President Schmidly next week.

Thanks to the efforts of staff we successfully staved off salary reductions and increased ERB contributions.

UNM's Capital Campaign is getting ready to get kicked off-they would like to address us on this and an idea if mine is to see how we can get the Gerald may Award rolled in to that.

Merle and I met with Helen Gonzales and discussed SAM-our ad hoc committee made suggestions about release time and she is talking about release time policy broader that covers other university events; Career Ladders are not frozen at this point-there are some being approved in every area, as well as re-classifications-the key is putting together a case to show cost savings for the university. We discussed the Constitutional amendment that is on the floor today and I will comment on that later.

7. Speaker's Report: Mary Clark: Along the lines of cost savings we have started a mini

office supply exchange and you may take anything you can use and bring things next month you can pass on. Our guest has not arrived so we will move on with our business.

8. New Business: Speaker Clark: Proposed Constitutional amendment (to expand EXEC to include immediate past president as ex-officio): Copies were made available before the meeting and at this time I would accept a motion to adopt so we can get it on the floor for discussion. Bob Christner, G14, moves adoption and Linda McCormick, P13 seconds. The Speaker states that if there are no objections she wishes to offer some changes: everywhere it says “most recent past president” we delete that language and insert “immediate past president.” No objections are forth coming.

Joyce Krantman, G10, asks what if the person is no longer on staff-the Speaker says the seat would just be vacant. Elisha Allen, G16, states a concern for him is if the person is successfully contributing to the committee how they could be ejected and said EXEC assured him that was taken care of in the Council’s governing docs.

Speaker Clark states that after we approve this, it goes out on our election ballots for the staff to vote on, if approved by them it needs to find its way to the regents for approval and then we need to look at Big Red and our by-laws. The intent is that the immediate past president remain on EXEC so that we can take advantage of their knowledge and contacts.

Shelley Rael, G12, asks what would happen if the immediate past president was not a Councilor during his tenure as ex-officio and Speaker Clark says he would still be able to remain on the EXEC. Elisha states that release time in Big Red does give EXEC members 5 hours a week for meetings and so by becoming an EXEC member, this person would have that same release time privilege. Speaker Clark says that this person would have all privileges that other EXEC members have, to include a vote.

The vote is called and the motion is adopted by a count of the show of hands; now this goes to staff to be voted on during our upcoming Precinct elections.

#### 9. Committee Reports:

a. Bob Christner, IT Cabinet: IT Cabinet met March 2- student facing computing (computers for students at large..like pods around campus) needs are being surveyed- accreditation noted we only had 500... but now figure we have 22-2300; the centralized email/calendaring survey has gone out-this will be a long process. ASUNM has a student rep now on the cabinet; Banner 8 update is ongoing and seems to have been a smooth process; the president’s Strategic Advisory Committee has consulted on the IT perspectives for the university. CIO Gil Gonzales has said there is a 15 million dollars savings to be found in IT-but did not elaborate on that statement.

We had nice show of a new hardware device using iPODS to capture classroom presentations.

b. Linda McCormick, Environs: We met in March and discussed campus beautification –we are going to create a large cylinder for Kick Butts 3/23 in the SUB-it will be filled with butts from around various buildings; we are going to do our change jar collections in the SUB as well as outlying areas if we can, using the funds for benches. The four replacement trees have been planted by the dancer statue at Johnson Gym.

c. Shelley Rael, Work+Life: We are gearing up to re-survey staff to see how we stand from our original survey of 2004-we are seeking to see how things have changed or been updated. We have delayed getting this out and hope to get it out after Spring Break to celebrate our alignment if break with APS. We are planning our Greg Johnston Summer Concerts and we do have an initial goal of 3 concerts this year and know there are budget issues...we are planning the July 1 concert for SAM.

d. Rewards and Recognition: Kathy McKinstry: Our committee continues to deal with the Zoo making arrangements to have our picnic there; the service charge this year has almost doubled to 15% and we are looking in to that.

e. Christina Maris: Parking +Transportation: Currently P+T is looking closely at disabled/accessible parking placard abuse and north campus has a Get Green initiative going on- they set aside 7 spaces-first come first served-M lot users a more convenient area for those who qualify.

Romeo Alonzo, G8, asks what is the Council's position on this new policy. Christina replies that this is not anything her committee was asked to vote on. Romeo states he opposes this policy and states he will fight it...he feels it treads the fine line of discrimination –and we should address since it is our responsibly to protect staff. Christina says it is our right to protect those who are in the right in this case-with a legitimate placard.

f. Christina Maris: Faculty Staff Benefits: Last month I mentioned that the faculty passed a respectful workplace policy for their handbook-and they had staff in their sights while doing this. Carol Stephens of the Policy Office was at our meeting to discuss this with us-the question to be answered is where to place any reports that come out of this policy and it seems as if they will go to Audit...this is at very early stages and is not yet ready for early review or comments-yet. This policy is destined for Big Red.

Annabeth Fieck, P23, asks if the policy will define “bullying?” Christina says yes-it is quite specific and reads some of the criteria.

g. Elisha Allen: Student Success: We held our first meeting and 15 people attended. One issue we discussed was mentorship on campus and how we can get involved in it-there are many efforts on campus, but they are in silos-and they are not all well known. Someone is going to look into the 1 on 1 Mentoring program that used to be on campus; we are going to see how we can contribute to the Mentoring Institute and we discussed institutional knowledge-how do we make sure we have the correct info and perhaps some of this could go in to new employee orientation; we discussed brown bags and a newsletter as possibilities. We plan on meeting every two weeks for now and our next meeting is March 18 at noon at the Faculty Staff Club.

h. Juan Larrañaga: Smoke Free Committee: It seems as if this committee might come back together-no agenda as of yet; we had discussed that if designated areas are not used the president may take away these areas and that could have us totally smoke free. I will give a report when we have something to report.

#### 10. Guest Speaker:

Office of Equity and Inclusion: Mr. Azul La Luz: We are holding a fundraiser on April 30 and the funds will be used to support the ethnic centers that Dr. Deleon oversees. There will be an awards presentation-the President's Luminaria Award-2 each to faculty, staff and students and 1 to an outside person. The awards recognize diversity contributions. The tickets are \$50.00 and Winona La Duke is the guest speaker.

#### 11. Councilor Comments:

Romeo Alonzo, G7: We are looking for members and we are meeting tomorrow on “Other Duties as Assigned” at 3:00 in the Faculty Staff Club.

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