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University of New Mexico
STAFF COUNCIL MEETING

May 16, 2006::draft

Members Present: Roberto Agüero, Don Burge, Patricia Carter, David Groth, Wayne Knapp, Susie Kuenzler~Krebbs, Wayne Mannion, Kathy Meadows, Alan Morgan, Elmo Riggs, Vanessa Shields, Nicholas Spezza, and Mimi Swanson.

Members Excused: Steve Borbas, Theresa Everling, Yolanda Hubbard, and Carole Vollbrecht. (Councilors to be seated, excused today: Justin Goodman).

Members Absent: Janet Luarke, Carlos Romero, Monica Thompson, and Kimberly Waesta. (Councilors to be seated today: absent: Bill Bloom and Mike Swick)

Guests: Councilors to be seated today: Monica Acosta, Ann Armendariz, Sabra Basler, Maria Daw, Rita Flores, Barbara Gabaldon, Blanca Garcia, Patricia Kemp, Kathy McKinstry, Hollie Medina, Deborah Moore, Lorraine Parker, Fred Rose, Bonnie Stepelten, Mary Turner, and Randy Wright. Other guests: Susan Carkeek, HR; Shelley Rael, W+L; Annette Torres, Registrar's Office and Lisa McHale, Anderson School.

Parliamentarian: Adam Hathaway.

1. Call to order: David Groth, in his capacity as President-elect, called the meeting to order; there were no objections.

2. Approve the agenda: Agenda is amended and approved as amended.

3. EXEC Reports, outgoing:

Sabra Basler, immediate past president: thanks are given for the teamwork of this past year that has made us successful; Sabra reads a letter she received, dated May 3, 2006 that she received May 9, from Raymond Sanchez addressing staff seat on the upcoming presidential search committee; the president~elect was cc'd on this letter. Councilors are encouraged to consider serving and the Executive Committee, although in transition, will coordinate the response.

At the last regents meeting I expressed, for us, the disappointment of using .25% of our compensation increase to cover the employer share of health insurance~health care premiums are to go up 9% and she advocates for all staff to become savvy healthcare consumers. Private medical experiences are shared.

Regent Koch shared a letter with me (David has a copy) that he sent to Dr. Beverlee McClure, NM Secretary of Higher Education, that addresses faculty salary increases over the next five years "needing to be brought up to speed" since staff compensation is at 100%~the jest of the

letter is that it is felt there would have been no need for a tuition increase this year had the legislature not taken the tuition credit and so they would like to have a zero tuition credit for next year, and by having a low tuition they feel they are relieving the pressure on the lottery scholarship. He asks Dr. McClure to work with them, and since faculty is at 91.3% of peers and staff are at 100% of market, they are asking that the 2007 legislature agree to waive any tuition credit and so that the regents could dedicate that amount fully to a special increase in faculty salaries to bring them closer to peers. We will see if they want to separate out faculty and staff from a salary increase. Other higher ed presidents that I have spoken with, at a board retreat, do not think it is a good idea to separate faculty/staff salaries. Dr. McClure is conducting a faculty/staff compensation study at state funded public higher education institutions this summer. This will then be reviewed in light of national trends and the survey will be sent to UNM-for our participation. When we discuss staff salaries at the higher ed meetings, people felt staff salaries were below the national averages. Fred Rose accepts this information to take to the Compensation Committee.

Sabra reviews other aspects of the higher ed retreat. There will soon be a university retreat where priorities for a mission statement will be discussed.

David Groth, out going president~elect : thanks were given to those that helped him all last year. Some EXEC members met with our new "boss", Steve Beffert...we are updating our MOU which needs updating.

Mimi Swanson: out going Speaker: thanks all for their active involvement and heated discussions last year... thank you as well to all our committees. Projects that will continue, Tier II Search Committee workshop; also plans are in the works for a workshop on how to write or complete a nomination form.

Blanca Garcia: out going Treasurer: We received an allocation of \$52, 418 for FY 05-06; we had a balance forward of \$23,442.15 from several years, making the total budget for the Council of \$75, 298.16. Total expenses this year so far are \$37, 415.70; there is an encumbrance of \$8,360 for salary and we will have a balance forward and we still have needs that need to be met and we are not sure what the balance forward will be.

Steve Borbas: out going at large member: Steve states that experience gotten in the Council is absolutely necessary for serving on the EXEC and encourages considering this today when we have our elections...we need both new blood and old blood on the EXEC and we need broader representation from staff to serve as well. EXEC meets about three times a month, for about an hour.

Lisa McHale: out going at large member: States it is a great networking opportunity and a little time consuming, but very worthwhile to serve on the EXEC...you might be well advised to talk to your supervisor about serving.

4. Seat New Councilors: Don Burge, Rules and Elections Committee Chair: The roster names of the newly elected Precinct reps, as well as vacancies, are read for the record. Don states that the 2006~07 Staff Council is now seated. On the constitutional amendments, 52.5% for and 47.5% against; the smoking question, which was informational only and holds no binding effect on anybody, passed 61.3% for no smoking on campus and 31.9% against. As the last action of the election, Rules and Elections would move that the Council give permission to destroy the 2005~2006 election data detail-the ballots, spread sheets,etc..all we need to keep are the official

tally of total vote sheets. Motion is made and seconded and the motion is approved.

5. Executive Committee Elections: Don Burge led the election for President. David Groth is nominated for the office of President, there are no other nominations, and David is elected by acclamation. Vanessa Shields and Nicholas Spezza are nominated for the President elect position. Candidates speak on their own behalf and councilors choose to vote by hand count for this office. Hand count shows Vanessa being successful, 18 to 9. Mimi Swanson is nominated for Speaker; Barbara Gabaldon declines her nomination. Don moves to elect Mimi by acclamation, there is no objection, Mimi is elected Speaker. Blanca Garcia is nominated for the office of Treasurer, there are no other nominations, and Blanca is elected by acclamation. Grade at large nominations are open for two reps-Elmo Riggs and Nicholas Spezza are nominated; there are no further nominations and it is declared that Elmo and Nicholas win by acclamation. Precinct at large nominations are open for two reps-Ann Armendariz and Sabra Basler; there are no further nominations and Don moves to elect by acclamation and they are elected by acclamation. The Council thanks Don for running the election and he turns the meeting over to the Speaker.

6 Approve Minutes: Minutes of April 18 pass without changes.

7. Committee Reports:

Governmental Relations: Ann Armendariz, in Bill Bloom's absence, reports that the committee met with Carlos Romero recently, but of note is a meeting we had with him last year where we recommended that compensation funds have the employer contribution to ERB be split out from the compensation awarded to staff to show staff what salary increases they could realistically expect...and he did this for us...so, this recent meeting was to discuss other options for upcoming legislative session. We discussed that compensation was still a priority for staff, discussed the Higher Ed summit-which he told us he has told other university presidents is a good thing in that higher ed staff are a voice that can help.

Carlos had shared with us in the past that the legislature sees us as not working year round and that we need to educate them on this issue...we did a good job this past year with our video that Bill had going, but we need to still work on that.

KUNM Radio Board: Ann has a handout on suggested program changes and it basically covers keeping 18 mins of local news; we have some new board members as well. My minutes went out to all...call for questions, there are none.

Rewards and Recognition: Kathy Meadows passes out the schedule of the Third Annual celebrating Staff Week; the "picnic" this year will happen in the fall working with HR and the Athletic Department. Volunteers are needed and we will email you our needs. On Thursday, Pug Burge's department at the SOM has funded our event at north campus.

Faculty Staff Benefits Committee: Barbara Gabaldon stated she attended the Benefits Manager interviews, results are not known yet. Ryan Deller, Lobo Care, will be coming to our next meeting-he is the "ombudsperson" for Lobo Care...the go to person with Lobo Care questions if you have exhausted all other avenues of problem resolution. Criticism of Lobo Care seems to be claims based, not medical services based and they continue to try to improve this area. We will meet over the summer as we feel we have plenty to discuss...faculty joining us is an issue as they are not on campus in the summer. Currently we are having open enrollment and it closes

5/31-this is the time to make plan switches if you want to.

Sabra states that she took the Health care Benefits Class, via Learning Central, and it was very good and they were very forthcoming in teaching the class-Joey from HR and Ryan taught it.

Work+Life: Shelley Rael has a handout today addressing a proposal for childcare on campus as brought to them by Mimi. This is for information this month and we will vote on the recommendation next month-this is for staff, faculty and students to help find childcare services in Albuquerque. Also, on the HR website there is a link to the Work+Life pages, under construction, so look at it and give us feedback.

11. Councilor Comments:

David Groth, as the new president, lists three areas that he hopes to focus on this year: 1. Councilors communicating with constituent groups..the Speaker will do a brief summary of the monthly meetings for you to send out on your lists, alternating with Grade Reps one month and Precinct Reps the next so that we get the info out and each of you involved with your constituents. 2. Top staff issues-I want us to do this again via a survey that we will get out to you electronically for you to get out on your lists-last year I don't think we had our priorities set and what I'd like to do is use this info to help us with our goals this year-working on the top three issues of staff. 3. Membership drive-fill our representative vacancies and the committees as well-you need not be a Councilor to serve on a committee.

Barbara Gabaldon speaks to committee work and the volunteer opportunities for Celebrating Staff Week. She also speaks to Karin, the Council's support person, and asks Councilors to take advantage of her knowledge of the Council and contact her with questions and concerns you may have.

Ann Armendariz asks members to think of qualities for our new UNM President so that the EXEC can make sure our input is heard-and encourages staff that can, to attend the monthly Regents Meeting. The voices of staff are heard at this level and we do matter and we need to continue to make sure our voices are heard.

Mimi Swanson reminds Councilors that Big Red addresses paid leave to attend to Council business and if there was a concern from managers, they should contact David.

Juan Larranga, staff member and guest, thanks the Council for including the smoking question on the recent elections ballot. He announces that the Read to Me Program-book collections all across campus-garnered 20,00 books.

12. Meeting is called adjourned and is seconded; the vote passes.