

6-9-2010

Staff Council Career Development Committee Meeting, 6/9/2010

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Staff Council Standing Committee Minutes



Committee Name: Career Development Committee

Meeting Date and Place: Faculty Staff Club, June 9, 2010

Members and Guests Present: Members: Joyce Krantman, Suzanne McConaghy, Penny Hogan.

Absent: Barbara Shortman and Marian Chavez

Minutes submitted by: Marsha Baumeister

	Subject	Notes	Follow-Up
1	Elections	Marsha Baumeister was elected as chairperson and Suzanne McConaghy as Recorder.	
2	Welcome to new member and brief synopsis of CDC activities	We welcomed Penny Hogan, Program Coordinator: NM Geriatric Education Center. Marian Chavez, Events Planner: Institute of Public Law is also a new member but was unable to be with us due to illness. We took turns giving an update of current issues, primarily that of the Career Development policy changes which do not contain more than cosmetic or housekeeping items but is, if it has not already been, going to be sent to UNM's Policy Office for review and posting for staff/faculty comment. Agreed that NOW is the time to press HR once again with our concern re the omission of career ladder information (see Item 3) below.	.
3	General Discussion re Career Development/Career Ladders	<p>We noted that in May's meeting we confronted Ed Baker with the fact that the career ladder limitation is not readily accessible information to staff or managers/supervisors because it exists <u>only</u> in the Compensation Guidelines as opposed to appearing in the Career Development (or any other) UNM policy. Our concern is that HR is thus able to hide what they interpret to be "procedure" but what we strongly view as policy. Staff is thus most likely often unaware of the current (as of this writing) 2 career ladder limitation per an entire UNM career. We noted that Ed Baker has or is amending the Compensation Guidelines (which appears on HR's website if one is persistent enough to continue drilling) to redefine the limitation as two "within the directorate or equivalent organizational component".</p> <p>The committee members agreed that this issue must be brought to the attention of the entire Council as</p>	Marsha to contact Exec re this topic being added as an agenda item.

		<p>well as to staff in general and that we needed to contact Exec to see if an agenda item could be added for the 6/22 Staff Council meeting.</p> <p>Goal is to get councilors' input, to ask them to get their constituents' input, and to ask Exec to take a leadership role in reporting any concerns on this issue to Helen Gonzales before the current housekeeping changes to the Career Development Policy are adopted and the policy finalized.</p>	
4	Staff Survey re Career Ladder and/or JAQ experience	It was agreed that Marsha would prepare a summary of the results and present them during the committee report at the Staff Council June meeting. We will have copies available for councilors.	Marsha will write draft of summary for CDC review prior to the Staff Council meeting.
5	Combining with Compensation Committee	Discussed that Joyce and Marsha had previously asked Exec to consider combining CDC with compensation because of low membership in both and because areas of interest somewhat overlap.	Marsha will remind Karin Retskin of our request.
6	Housekeeping	Agreed that we would continue to meet on 2 nd Wednesday of the month at noon in FCS.	Recorder will book future meetings.