



**UNM Staff Council Resolution 2021 #2**

**Name: UNM Incentive Equity**

**Authors: Staff Council Health Sciences Staff Committee**

**Adopted by Staff Council on: August 17, 2021**

1. Whereas, UNM staff have already endured a year and five months of COVID restrictions while maintaining productivity and commitment to the University;
2. Whereas, COVID-19 cases in NM are rising;
3. Whereas, The CDC updated guidance regarding the spread of the Delta variant of the novel coronavirus in vaccinated individuals;
4. Whereas, The university announced an incentive program on July 19<sup>th</sup>, 2021 for UNM Faculty, Staff and Students to incentivize vaccination without exclusion for any group or campus;
5. Whereas, It was announced on July 20<sup>th</sup>, 2021 that UNM HSC, UNMH, and UNMMG staff and faculty are not eligible for the incentive;
6. Whereas, UNM's mission includes providing healthcare services;
7. Whereas, UNM HSC staff are UNM staff;
8. Whereas, UNM staff job duties are often the same on Health Sciences Center and Central Campus;
9. Whereas, No other branch was excluded from the vaccination incentive;
10. Whereas, UNM has participated in efforts to unite Central Campus, North Campus and Branch Campuses in social and professional endeavors;
11. Whereas, HSC staff are eligible for Staff Council Staff Appreciation, LoboPerks, and other UNM programs and benefits;
12. Whereas, The Staff Council HSC Staff Committee and many Staff Councilors have received feedback from many HSC staff members who felt the exclusion from the incentive is unfair;
13. Whereas, The Health System and HSC faculty, staff, and providers participated in vaccinations early and achieved a 93% vaccination rate within the first seven months of vaccines being available to the public;
14. Whereas, HSC staff have expressed feeling excluded for following vaccination protocols early; and
15. Whereas, Morale suffers when people feel excluded;
16. Resolved, As one university the UNM Staff Council implores the administration to consider inclusiveness, employee morale, and uniting staff across campuses and branches when implementing policies and incentives.

Copies of this Resolution shall be sent to Dr. Garnett Stokes, President of the University; Doug Ziedonis, EVP for UNM Health Sciences, CEO of the UNM Health System; Dr. James Holloway, Provost of the University; Teresa Costantinitis, Executive Vice President of Finance and Administration; and Dorothy Anderson, Vice President of Human Resources.

## References

- 2) <https://cvprovider.nmhealth.org/public-dashboard.html>
- 4) Stokes, Garnett S. President's Weekly Perspective, 19 July 2021.
- 5) #VaxThePack Campaign Incentive Clarification, 20 July 2021.
- 13) #VaxThePack Campaign Incentive Clarification, 20 July 2021.