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University of New Mexico

STAFF COUNCIL MEETING

January 15, 2013

SUB, Ballroom A&B

**Members Present:** Elisha Allen, Emily Arzate, Anne Burtnett, Pam Castaldi, Bob Christner, Mike Gatchell, Danielle Gilliam, Gene Henley, Nathan Holscher, Karen Kinsman, Ana Parra Lombard, Karen Mann, Linda McCormick, Shannon McCoy-Hayes, Marie McGhee, Kathy McKinstry, Stella Ramos, Mark Reynolds, Joni Roberts, Carla Sakiestewa, Marie St Claire, Gina Urias-Sandoval, Bridgette Wagner-Jones, Chelsea Beth Walker, Tracy Wenzl and James Wernicke.

**Members Excused:** Carol Bernhard, Natalie Bruner, Kenneth Carpenter, Michael Chavez-Kerr, Mary Clark, Marjorie Crow, Renee Delgado-Riley, Lisa Gilmore, Veronica Griego, Carolyn Hartley, Traci Jastrzemski, Juan Larranaga, Cynthia Mason, Suzanne McConaghy, Amie Ortiz, Ann Rickard, Frances Rico, Candy Romero, Susy Salvo-Wendt, Michael Snyder, Katherine Turner, Justin Walters and Daniel Weems.

**Members Absent:** Kendall Alexander, James Clayton, Janisha Garcia, Richard Goshorn, David Luna, Lee McGehee and Andrea Rodgers.

**Parliamentarian:** Adam Hathaway, Professional Registered Parliamentarian, excused.

**Call to Order:** at 1:05 p.m. by Speaker Tracy Wenzl.

**Agenda, approved.**

**Minutes of November 20, 2012, approved with changes.**

**Constituent Comments:** UNM students, Damon Hudson and Natalie Hernandez asked the Councilors to support their Greek Week community service project which will be a donation drive on Thursday, 2/21/13, benefiting Animal Humane New Mexico.

**President’s Report, President Mary Clark**

President Elect Henley read a written report in President Clark’s absence. President Clark outlined the two legislative issues that will be of particular interest to UNM staff during the 2013 session and they include ERB and compensation.

President Clark stated that Governor Martinez appointed two new Regents. Conrad James will replace Regent Chalmers and Heidi Overton will replace Student Regent Wellman.

On 1/14/13, President Clark attended the second leadership retreat for UNM 2020 and reported that the survey received a total of 2070 comments. Initial results indicate that both staff and faculty prefer performance/outcomes based compensation and further discussion on this topic will be forthcoming. Survey results also indicate that UNM will move towards discussing and refining seven major concepts which include 1) UNM as a destination university, 2) preparing students for lifelong success, 3) promoting institutional citizenship, 4) enhancing health and health equity in New Mexico, 5) advancing scientific discovery and innovation, 6) ensuring financial integrity and strengthening the institution, and 7) advancing economic development in the state. The UNM 2020 process will conclude in May, 2013, with the adoption of the UNM 2020 Objectives and Performance Monitoring Program.

**Executive Committee Report, President Elect Gene Henley**

The Committee is concentrating on three items of considerable importance to staff and they are ERB, compensation and the retiree health insurance program. In November, 2012, the Regents directed President Frank to address a liability issue with the retiree health insurance program. President Frank then tasked the Faculty Staff Benefits Committee to come up with ways to address the liability issue. A Retiree Health Care Task Force was formed with Hans Barsun serving as staff Co-Chair. The goal of the Task Force is to present President Frank with alternatives, by February, 2013, to address the liability.

Staff Council representatives will also be in Santa Fe during the legislative session focusing on student success issues and other issues that benefit the UNM community as a whole. President Elect Henley encouraged Councilors to keep their constituents informed about legislative issues.

**Speaker’s Report, Speaker Tracy Wenzl**

Speaker Wenzl directed committee chairs to begin thinking about Staff Appreciation Month (SAM) activities and invited all interested Councilors to attend a SAM planning meeting, which will be held sometime in February.

The new Staff Council brochures have been printed and are available for distribution.

Speaker Wenzl recommended LaNika Espinoza-DeVault be appointed to the vacant Grade 8 seat. Approved by the Council.

**Guest Speakers**

Deborah Kuidis, Manager of Industrial Security, VPR, spoke about workplace violence.

**New Business:**

None

**Committee Reports:**

*Campus Environment, Linda McCormick –* The Ugly Duckling Contest has been extended to the end of the spring 2013 semester.

*Recreational Services Advisory Council, Cindy Mason –* No report.

*Rules & Elections, Karen Mann –* Staff Council 2013 elections will be for 30 Grade Representatives. At next month’s Council meeting, Mann will present a report that lists the number of staff by grade and subsequently determines the number of representatives for each Grade. Mann reminded the Grade Representatives that they can run for re-election. The election period is Monday, March 25, 2013 – Friday, March 29, 2013.

*Student Success, Bob Christner –* Renee Delgado-Riley was elected Chair of the Committee. The Spring Student Success Summit will be held on Thursday, 2/7/13. It is a mid-point review on the Foundations of Excellence with Dr. Kuh. Staff as Students was held on Wednesday, 11/14/12 and was very successful but the Committee continues to address ways to enhance the event. Byron Piatt, University Emergency Manager, gave a presentation on Community Emergency Response Team (C-CERT) and the Committee discussed ways to integrate this program into ROTC, Student Affairs and the Veteran’s Resource Center. The Committee is intimately involved with the following initiatives: Men of Color Initiative, Veteran’s Task Force, Foundations of Excellence, Educational Testing Service, One-Stop for freshmen, Coaching and Early Alert System.

**Councilor Comments:**

James Wernicke commented about the increasing growth in administrators at U.S. universities. He also distributed an article addressing this issue.

Emily Arzate and Terry Horger reported on activities in the Employee Life Committee. President Clark will address concerns with President Frank that spring break for APS/UNM will no longer be aligned in 2014. The Committee revised their mission statement. The Committee is reviewing the Catastrophic Leave Policy. A letter to Human Resources requesting catastrophic leave data was submitted to the Executive Committee, which will forward to HR. Other items the Committee is working on include re-establishing the Manager’s Work+Life Award, creating a supervisor’s annual review and developing a mentorship program.

Ana Parra Lombard stated that the Provost Committee for Staff selected three scholarship recipients.

Bridgette Wagner-Jones stated that a constituent reported that her supervisor was notified by EOD that she took a retirement class.

Chelsea Beth Walker commented on the EOD class notification issue.

Carla Sakiestewa commented that she knew someone who took a “dispute resolution” type course through EOD and the instructor informed the student’s supervisor of some in-class comments. The supervisor then threatened to “write up” that employee.

**Meeting adjourned at 2:02 p.m**.

**Minutes submitted by Kathy Meadows, Administrative Officer, Staff Council Office.**

**The meeting, in its entirety, can be viewed by going to** [**http://staffcouncil.unm.edu**](http://staffcouncil.unm.edu)**.**