



STAFF  
COUNCIL

## Staff Council Standing Committee Minutes – Rewards & Recognitions

**Meeting Date and Place:** November 9, 2023, 9:30 – 10:30 am @ Zoom

**Members Present:** Yadéeh Sawyer, Amie Ortiz, Bonnie Minkus-Holmes, Jennifer Kavka, Candi (Candelaria) Romero

**Excused Absent:** Jennifer Chamberlin-Payne, Andrea Quijada

**Ex-Officio:** Amy Hawkins

**Members Absent:**

**Guests Present:** Sarah Scott & Kevin Stevenson - HR

**Minutes Submitted by:** Amie Ortiz & Yadéeh Sawyer

	Subject	Item	Notes
1.	Meeting to Order		9:35 am
2.	<b>Indigenous Peoples' Land and Territory Acknowledgement</b>	<p><i>Reciting a land acknowledgment is a traditional custom dating back centuries for many Native communities and nations. For non-Indigenous communities, land acknowledgment is a powerful way of showing respect and honoring the Indigenous Peoples of the land on which we work and live. Acknowledgment is a simple way of resisting the erasure of Indigenous histories and working towards honoring and inviting the truth.</i></p> <p><b>Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico - Pueblo, Navajo, and Apache - since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and acknowledge our committed relationship to Indigenous peoples. We gratefully recognize our history.</b></p>	
3.	<b>Approval of Agenda</b>	<p>Approval of November meeting agenda</p> <p><a href="#">(11) November 2023 Rewards &amp; Recognitions Minutes</a></p>	Approved
4.	<b>Approval of Previous Meeting Minutes</b>	<p>Approval of October meeting minutes</p> <p><a href="#">(10) October 2023 Rewards &amp; Recognitions Minutes.docx</a></p>	Approved

5.	<b>Guest speakers</b>	HR (Kevin & Sarah) - to discuss staff milestones, and partnerships with the R&R in line with the Staff Appreciation events	<p>HR is planning to bring back the staff award luncheon in the spring (April 11, 2024), and is also looking for ideas to expand/revamp the staff service award program.</p> <p>Some ideas from the discussion:</p> <ol style="list-style-type: none"> <li>1. Recognition for obtaining a degree from UNM</li> <li>2. Recognition for just doing a good job, to acknowledge that people are working hard just to take care of daily business</li> <li>3. Having a consolidated list of awards to make it easier to know how/what to nominate people for</li> <li>4. Sit down mean feels very celebratory</li> <li>5. Gifts of UNM services, for instance free rounds of golf, free week of parking, gift certificate to bookstore</li> </ol> <p>Continue the conversation as a sub-committee and invite other SC and UNM staff to be part of the conversation, in line with Staff Appreciation events, too.</p>
6.	<b>Unfinished Business</b>	<ol style="list-style-type: none"> <li>1. <i>Update.</i> 3<sup>rd</sup> Quarter PAWS (Yadéeh)</li> <li>2. <i>Update.</i> Evaluate award cycle and where each award lives (Amy H.)</li> <li>3. Staff Appreciation Week/Events - Survey results and discussion (Yadéeh; <a href="#">SAW Survey Results Report.pdf</a>) <ol style="list-style-type: none"> <li>a. <i>Work with the budget of \$22,000. See <a href="#">BudgetEstimate_StaffAppreciation.pdf</a> for a breakdown of costs.</i></li> </ol> </li> </ol>	All unfinished business to move to December meeting. Gerald May catering request addressed via email after the meeting.
	<b>New Business</b>	<ol style="list-style-type: none"> <li>1. <i>De-brief.</i> Outstanding Supervisor Award (Yadéeh; <a href="#">sc-events-and-funding-request-form_OSADebrief2023.pdf</a>)</li> <li>2. Outstanding Staff Award: Invite to ISR (Jennifer)</li> <li>3. Gerald May (Yadéeh; call is open to mid-Nov) <ol style="list-style-type: none"> <li>a. Submit catering request (\$12,986.25; <a href="#">sc-events-and-funding-request-form_GeraldMay2023.pdf</a>)</li> <li>b. UNM News request – submitted (Yadéeh)</li> </ol> </li> <li>4. 4th Quarter PAWS – open for the month of November (Yadéeh)</li> <li>5. 2024 Outstanding Supervisor date: Wed, Oct 16, 2024. (Yadéeh) <ol style="list-style-type: none"> <li>a. Time? 2 – 3 PM.</li> <li>b. Location?</li> </ol> </li> </ol>	

		<p>c. Invite presenters – President &amp; HR VP?</p> <p><u>Future items through special working sessions</u></p> <ol style="list-style-type: none"> <li>1. Master budget review (Yadéeh) <ol style="list-style-type: none"> <li>a. <a href="#">R&amp;RTimeline&amp;SOP.xlsx</a></li> <li>b. Once determined how to approach Staff Appreciation events</li> </ol> </li> <li>2. Award re-structuring: <ol style="list-style-type: none"> <li>a. <a href="#">(Award Restructuring Fa2022.docx)</a></li> <li>a. Jim Davis (Yadéeh)</li> </ol> </li> </ol>	
8.	<b>Announcements &amp; Check-ins</b>	As time permits.	
9.	<b>Upcoming Events</b>	<p><i>Listed in chronological order:</i></p> <ul style="list-style-type: none"> <li>• 2023 - 2024 Staff Appreciation event planning (on-going)</li> <li>• Gerald May Award (Call mid-Oct through mid-Nov)</li> <li>• 4<sup>th</sup> Quarter PAWS (November)</li> <li>• 1<sup>st</sup> Quarter PAWS (Feb 2024)</li> <li>• Jim Davis 2024 (Call March)</li> <li>• Staff Appreciation Events (May 2024?)</li> <li>• 2<sup>nd</sup> Quarter PAWS (May 2024)</li> <li>• Outstanding Supervisor Award (Call August 2024)</li> <li>• 3<sup>rd</sup> Quarter PAWS (August 2024)</li> </ul>	
10.	<b>Adjournment</b>	Next meeting December 14, 2023, 9:30 – 10:30 am @ Zoom	10:35 am