

University of New Mexico
STAFF COUNCIL MEETING
March 18, 2014
SUB, Lobo A&B

Members Present: Marcos Abeyta, Sophia Alvarez, Joaquin Baca, Bradford Beck, Carol Bernhard, Anne Burtnett, Mary Clark, Marjorie Crow, Renee Delgado-Riley, Tyson Eakman, Chris Gallegos, Mike Gatchell, Danielle Gilliam, Lisa Gilmore, Veronica Griego, Christopher Gutierrez, Gene Henley, Traci Jastrzemski, Joanne Kuestner, Karen Mann, Marie McGhee, Kathy McKinstry, Stephen Murillo, Michele Navarette, Amie Ortiz, Melissa Pacheco-Armijo, Mark Reynolds, Ann Rickard, Frances Rico, Joni Roberts, Carla Sakiestewa, Kathy Turner, Gina Urias-Sandoval, Daniel Weems, and Tracy Wenzl.

Members Excused: Danelle Callan, Gloria Carol, Kenneth Carpenter, Pam Castaldi, LaNika Espinoza-DeValut, Janisha Garcia, Jarrett Hines-Kay, Stella Ramos, Elmo Riggs, Deanna Sanchez-Mulcahy, Marie St Claire, Bridgette Wagner-Jones and Chelsea Beth Walker.

Members Absent: Emily Arzate, Crystal Davis, Nathan Holscher, Amber Lucero, Shawn McGee, Justin Walters and Tish Young.

Parliamentarian: Adam Hathaway, Professional Registered Parliamentarian, excused.

Call to Order: at 1:00 p.m. by Speaker, Tracy Wenzl.

Agenda, approved.

Minutes of February 18, 2014, approved.

Constituent Comments

Maria Wolfe, UNM Alumni Relations Office, spoke about 2014 Homecoming events. 2014 Homecoming will be 9/22/14 – 9/27/14.

President's Report, President Gene Henley

President Henley read the remarks he made to the Board of Regents on 2/11/14. President Henley recommended that Councilor Melissa Pacheco-Armijo serve on the 2014 Homecoming Planning Committee. This was approved by the Council. President Henley stated that the Council received a one-time budget increase of \$10,000 specifically for the 2014 Staff Appreciation Month events.

Executive Committee Report, President Elect Renee Delgado-Riley

Staff Council Strategic Framework planning began last month. Roles and responsibilities within the Council and the Executive Committee will also be reviewed. The Executive Committee conducted a Staff Appreciation survey to determine a venue for the annual picnic and also to determine ticket pricing to fit within the Staff Council budget.

Speaker's Report, Speaker Tracy Wenzl

The first meeting of the Staff Appreciation Month (SAM) Steering Committee will be held on 3/21/14. Precinct elections will take place from 3/24/14 – 3/28/14. Speaker Wenzl promoted a Smart Meetings workshop to Councilors who are interested in learning more about Robert's Rules.

New Business

Karen Mann, Chairperson of the Resource Overview Ad Hoc Committee, presented the Committee's final report. Speaker Wenzl stated that, with submission of the report, the Committee is dissolved.

President Henley moved to adopt UNM Staff Council 2014 Resolution #2, Request for Additional Council Funding. This was approved by the Council.

Guest Speaker

Josephine De Leon, Vice President for Equity & Inclusion, gave a summary of the Equity & Inclusion Survey results.

Committee Reports:

Campus Environment, Karen Wentworth: The Committee coordinated a tree-planting event on the north campus on 3/14/14. Over the last few years, the Committee also provided trees and/or plants for areas around Johnson Center and Mechanical Engineering. The Committee is seeking new members.

Communications & Marketing, Mark Reynolds: The Committee continues to work on the Brown Bag Series, edits to the Staff Council Handbook, UNM's 125th Anniversary, improvements to the Staff Council website and providing a copy editing service to the Council. The committee will participate in the KUNM pledge drive in April. In conjunction with the Executive Committee, the Committee is helping to review the roles and responsibilities of Council committee chairs and members.

Councilor Open Forum and Comments

President Elect Delgado-Riley facilitated a brief discussion about what the Staff Council is and what it can do for Councilors.

Mary Clark commented on the New Mexico Health Insurance Exchange and Medicaid.

Danielle Gilliam invited the Councilors to attend the International Festival on 4/17/14.

Meeting adjourned at 2:32 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>.

UNM Staff Council

Ad Hoc Resource Review Committee

Final Report

Submitted to Staff Council Executive Committee 2/26/14

Presented to Staff Council 3/18/14

Committee members:

Karen Mann, Chair

Robert Christner

Renee Delgado-Riley, Ex Officio

Danielle Gilliam

Marie Ann McGhee

Bonnie Leigh Reifsteck

I. Introduction and Committee Charge

At its October 15, 2013 general meeting, the Staff Council approved an ad hoc committee to review resources allocated to Staff Council, which serves the collective needs of more than 6,000 UNM staff members. Similar campus constituencies are to be included in the review and development of the final recommendation.

The four UNM organizations that represent important on-campus constituencies are:

- Associated Students of the University of New Mexico (ASUNM) represents all undergraduate students.
- Graduate and Professional Student Association (GPSA) represents all graduate students.
- Faculty Senate represents all faculty.
- Staff Council represents all staff.

The Committee was charged with the following:

1. Research the current level of funding and resources provided to each of the above-mentioned organizations;
2. Determine an appropriate funding level for Staff Council; and
3. Submit a written recommendation with supporting data and documentation by December 2, 2013. The information may be incorporated into next year's budget request.

II. Committee Process and Assessment

The Committee identified and researched the basic allocations and missions for Staff Council, ASUNM, GPSA, and Faculty Senate.

Staff Council

The Staff Council represents all 6,227 staff employees on the Main and HSC campuses of the University of New Mexico as a voice in the governance of the University. Sixty elected Councilors represent all staff grades and precincts (areas) of campus. Councilors receive time off from work for meetings and events (University Administrative Policy 1150). One full-time Administrative Officer, with an office in Hokona Hall room 350, supports the Staff Council and schedules the Conference Room, Hokona Hall room 352. Staff Council officers and councilors receive no additional compensation.

Faculty Senate

The Faculty Senate serves all 3,993 faculty members on the Main, HSC, and branch campuses and elects its representative Senators in accordance with the UNM Faculty Constitution.

The Faculty Senate is supported by seven staff members in the University Secretary's office in Scholes Hall, Suite 103. This staff is also responsible for scheduling the room 101 Conference Room and the Roberts Room in Scholes Hall. In addition to providing staff support to the Faculty Senate, the University Secretary's office is responsible for the Faculty Handbook, evaluations of senior leadership, such as Deans and Provost, Honorary Degree and Posthumous Degree processes, Graduation Ceremonies, Freshman Convocation, and Presidential Inauguration.

Senators receive no additional compensation. The Faculty Senate President receives \$10,000 SAC and \$6,000 course release paid to his or her department. Some committee chairs receive a small stipend (AFT & Governance). Funding is provided by the Provost and is paid through the University Secretary's office.

ASUNM

The ASUNM's 33 elected Officers and Senators serve all 21,000 undergraduate students on UNM's Main campus. ASUNM staff supporters are three full-time accountants and four student employees in the Student Government Accounting Office and additional student employees who work for ASUNM directly. The ASUNM office is in room 1016 in the Student Union Building.

GPSA

The GPSA's 62 elected Councilors and Executive Officers serve all 6,262 graduate and professional students on UNM's Main campus. GPSA is supported by three full-time accountants and four student employees in the Student Government Accounting Office and additional student and GA/PA employees who work for GPSA directly. The GPSA office is in room 1021 in the Student Union Building.

The UNM Retiree Association was also researched.

The Retiree Association is an officially recognized University campus group that serves all UNM retirees. Funding is obtained by voluntary dues paid by retirees who wish to be members of the association. A half-time support staff person is provided and funded by the Provost office and has office space at the UNM South Campus. Board members and officers are elected and are not compensated.

III. Focus of Report

As the Committee reviewed the resources and scopes of the various constituent groups, it became clear that each one was unique in the scope of its mission and its sources of funding and office support, which prompted a slight change in the focus and direction of our work. The committee concluded that a direct comparison of resources is not as helpful or as valuable as an evaluation of the financial priorities of Staff Council, its Councilors, and the constituents it serves, and chose to focus on what the financial priorities of Staff Council are or should be, according to Staff Councilors in consultation with their constituents. We believe this approach is more constructive within our campus community to achieve the ultimate goals of identifying priorities, needs, and initiatives for staff, and acting upon those with either current or increased funding.

Our guiding question became: What are our priorities with the resources that we DO have, as well as with the resources that we may request in the future?

The committee believed that to form its recommendation, input from staff represented was needed. Because of the quick turnaround of the task and to reduce the potential for campus “survey fatigue,” the survey was kept very brief and sent to Staff Councilors, asking them to reach out to their constituents to identify priorities and provide us with that feedback. To keep focused on the committee’s charge to recommend financial priorities, the survey question was developed that asked what the Staff Council’s priorities should be and what financial resources are needed to accomplish those priorities.

The results of the survey were reviewed by the committee on October 31, 2013 with several recurring themes observed. Each committee member was asked to submit his or her top three to five key themes for short-term goals, as well as one or two long-term goals. Results of the survey (without personal identifying information) will be shared with Staff Councilors and are attached to this report.

Based on survey feedback, the committee summarized the top three to five key themes for short-term, reachable goals, and for long-term, aspirational goals, within the purview of Staff Council.

IV. Recommendations

Short-term financial priorities for the Staff Council:

1. **Professional and career development for staff.** This would include scholarships beyond tuition remission to cover course fees and books, as well as conference scholarships, training, and speaker events. We recommend offering five \$500 scholarships for a total of \$2,500. The scholarships can be used to cover any professional or career development opportunities.
2. **Additional Staff Council office support to help with marketing, outreach, and events.** Hiring a student would not only help the student with finances and give him or her work experience, but also would allow the Staff Council to reach and serve more staff members by having a well-maintained website, using social media, and providing much-needed extra hands for recognition and appreciation as well as professional and career development events. A student working 20 hours per week, 50 weeks a year at \$9.00 per hour would cost approximately \$9,000. This cost can be subsidized by up to 70 percent if the student hired has a work-study award, bringing the cost down to approximately \$2,700.
3. **Greater supportive structure for Staff Council leadership.** For staff to be involved in Staff Council leadership roles, they must have the support of their departments. This means not only release time supported by the Department Supervisor, but may also require some funding to help backfill the position. This is critical for the positions of Staff Council President, President-Elect, and Speaker. UNM Policy 1150 gives guidelines for release time of up to 10, 8 and 8 hours per week, respectively. We recommend that funding be provided directly to the employee’s department of \$1,000 for Staff Council President and \$750 for President-Elect, for a total of \$1,750. These funds would be for the Department to use to help defray the cost of the employee’s absence.

Long-term financial priorities for the Staff Council:

1. **Greater outreach and inclusion of the branch campuses—where do they fit in?** There is a need to serve all staff, but current funding for Staff Council is provided only by the main campus. The branch campuses are funded separately.
2. **Retooling Awards and Recognition programming.** We believe that this report is a valuable resource for Staff Council to identify with and act upon the financial priorities of UNM staff, by allocating any existing or new funding streams accordingly.

Attachments

- a. **Charge to the Committee**
- b. **Raw Survey Results without personal identifying information**



Colleagues,

First, thank you for agreeing to serve on the ad hoc Resource Review Committee! Your enthusiasm is refreshing and appreciated.

During my time as President and before that, President-Elect, I began to understand and believe that Staff Council may require additional resources to better fulfill our mission and to better serve our fellow staff. UNM has four organizations that represent very important constituencies on this campus:

- ASUNM – represents all undergraduate students
- GPSA – represents all graduate students
- Faculty Senate – represents all faculty
- Staff Council – represents all staff

Each of these organizations has a variety of resources provided to assist organizations and its leaders in their roles representing their respective constituencies.

An organization such as ours, which focuses on the collective needs of over 5,000 staff members, requires not only a commitment of time, but also various resources. To better determine the appropriate level of funding and necessary resources to support the mission of Staff Council, I am asking this committee to complete the following tasks:

1. Research the current level of funding and resources provided to each of the abovementioned organizations;
2. what the appropriate funding level for Staff Council should be; and
3. By December 2, 2013, submit along with supporting data and documentation, written recommendations to my attention for utilization of the anticipated increase in funding.

After thorough review and discussion, this information will be incorporated into any requested funding increase in the next budget cycle.

Staff Council Resource Allocation Survey Results - October 2013

Open-Ended Field

Staff Appreciation Month activities, particularly the Staff Picnic

salary of at least two staff members to support SC staff as students events Gerald May Award staff appreciation month

1. Participate in the other events with ASUNM, GPSA, Fac Senate to promote the SC - booth, give aways, product - funds to stand this up 2. Revamp the SC webpage to bring refresh its look with more social hooks, Youtube snippets, dependencies with Facebook, Twitter 3. Slush fund for adhoc events throughout the year to support Staff (food,banners,tables) I:E: cost of doing business to promote UNM staff 4. Funding to bring in 'speakers' that benefit Staff - not just 'free' speakers 5. Student support for Staff Council business continuity needs - funding to hire said students/IT support, documentation, etc. 6. Marketing funds to hire a marketing agency or like to evaluate opportunities we may be missing or partner with UCAM to use their resources - this may require funds for filming, editing, marketing measures we do not have today

Professional Development Opportunities

1.0 Mkt and adv of value of staff ocuncil to UNM community 2.0 Motivational events for all staff as as the staff day at isotopes

Priorities should be to mentor students. Funds should be used for Staff Appreciation. Funds should be used by Govt Rel. committee to attend UNM Day at Legislature. Funds should be used for outreach to outside of main campus precincts. Outreach is also needed by advertising to staff in Daily Lobo and with flyers and other info. in that order

1. Funding release time so that the Staff Council President has the same opportunities to serve as the Faculty Senate President; this should come in two forms. 1: a 'buyout' to allow the department to cover some of the time the SC President is out of the office and 2: some funding that goes directly to the President (similar to a faculty SAC). Further, I would like to see the Council office get some web site/social media support, even if that comes in the form of a part-time student hire.

First and foremost: Staff Pay Equity. 80% Second: Investigating Areas of Unusually High Attrition. 15% Third: Finding ways for Faculty and Upper Administration to understand the value of Staff on Campus. (See 2 above for ideas of where to begin.)

The priority should be to reach all staff. Right now, Staff Council mostly just serves on campus staff.

Equal pay raises for both faculty and staff. It is BEYOND unfair to say one level gets a 3-4% raise while the other gets a 1%. It is a slap in the face to all staff and tells us just exactly where we stand in our organization.

Financial priorities should be: 1) Government Relations 2) Employee Life 3) Campus Environment 4) Ethics The remainder, Communications and Marketing, Executive, HSCSC, Rewards and Recognition, Rules and Elections, and Student Success should be equally supported after the above 4.

Priority suggestions in no particular order:

- Outreach materials and events to reach out to and support all UNM staff members.
- Awards to exceptional staff and staff council members.
- Assistance to staff members and dependents pursuing degrees, particularly fees and books.
- Travel expenses to Santa Fe to support staff interests during state legislative sessions.
- Fund to award money for special projects proposed by Staff Council committees.

grievances

Scholarships for tuition, books, and fees.

Expand academic opportunities including sabbatical for professional staff. Also consider having staff have access to fall break and spring break.

Time devoted to how changes in policies that affect staff is a good priority. It allows us to have someone watching out for us and speaking as our voice. What can SC support that promotes staff career advancement at UNM. How can staff achieve more success in the workplace. Work/life balance- seems like this is getting to be a harder piece as many depart have learned to less with more- how can we begin to grow the needed staff again-what can that process be?

I think it would be helpful to set aside some money for an analyst to look carefully at benefits for unnm employees as compared with other employers in the area. The Staff Council could then give us a genuine idea of how UNM rates as an employer in this market.

Monitoring the activities surrounding retirement benefits.

1. Scholarships for staff as students fees, books, etc. 2. Professional development seminars, lectures, or conferences. 3. Staff appreciation MONTH! 4. STAFF club. 5. Staff recreation, trips, team building, networking luncheons/dinners.

the following is a response from one of my constituents: Staff scholarships: Scholarships should get a larger portion of the budget
Conferences: If a report on the conference is required upon return then this is definitely a good area to finance. Branch Support: Not sure how the branch campuses are included at the moment, but it is important to keep everyone on the same page. Here are my preferences/priorities: 1. Professional Development Scholarship 2. Conference Scholarship

1. More workshops and opportunities for staff (at ALL levels, but especially the lower levels) to get information and mentoring on career development opportunities. 2. We need a more supportive structure for our Staff Council leadership. We have had a lot of turn-over in President-Elect candidates due to the substantial time commitment for that office. The major issue cited is a lack of department support. Perhaps develop a funding pool so that the department may hire a student or a temp to take over some of the President's duties in their absence? This may help with recruiting and retaining Staff Council leadership. 3. Additionally, there are increasing demands for Staff Council to provide more programming, but in order to do this we will need an increase in financial and human resources. I recommend putting together a budget that considers the expansion in programming and include a provision for more Staff Council office support. Even a student over the summer during Staff Appreciation Month would make a huge difference.

A few of the following comments are mine, but the vast majority come from my constituents. Staff Appreciation/Incentives/Awards - I think Staff Self-Appreciation Day may not be the best way to say thanks to our dedicated staff. I don't mean that we shouldn't do it, but it needs to be more meaningful. Fewer, more inclusive (of branches) events, that reward us as professionals and adults, not ice cream socials, which aren't, or standing in line for a hamburger. That's kid stuff. I would rather see more effort go to paying everyone who works here a living wage (not currently the case), keeping healthcare costs down, better dental insurance, a secure retirement fund. Also I think bullying at work (by managers, chairs, etc.) is prevalent and HR does nothing meaningful to stop it. Good solid training for staff working with UNM systems is desperately needed. I still struggle almost all of them. The training has been consistently poorly designed for these complicated systems. We need to improve the quality of work life here at UNM for staff. We need to be seen as an equal contributor in the success of UNM. - I don't know how this could be funded, but I'd be interested in more cross-hierarchical events - staff/faculty together - celebrating what this university could be if we all knew we were/are actually working together toward the same goals. In many ways, lip service is given to the value of the staff... but again and again, the voice of the U rarely includes this group.

. I'm very happy in my job and have a wonderful work situation, but have observed this hierarchical nature in the academic culture and find it a bit dismaying. - Areas I would love to be supported on would be events that bring staff together to interact – not simply by standing in line with my friends to get pancakes or an ice cream cone, but events that have ice breakers that allow us to truly interact to get to know each other. How about a motivational speaker, someone who can lead us in better understanding personality types in the workplace, or someone who pulls staff together on diversity issues. Instead of monthly nominate your favorite staff awards how about a recognition lunch for everyone, noting how we all work hard to support UNM. - More funds to sponsor Staff Appreciation Month to could go towards the staff picnic and purchase of prize items. It just doesn't seem like much of an appreciation when we give out departmental promotion items (water bottles, coffee cups, etc.) How about restaurant gift certificates, hotel stay, Visa gift cards, etc. - I think it would be a great bonus to employees/staff at UNM if there were even more incentives/rewards for working here. For example, it would be pretty great if Employees at UNM could receive discounts for the Santa Fe Rail Runner and sporting events. I would even appreciate some 'free' nights or year-round discounts at museums. -

Thank you for asking this important question. I haven't been at all interested in events such as the picnics and so forth - what is more crucial to me is that the Staff Council have the resources to really be able to represent Staff interests within the U context. To be informed and to inform. - Since Extended Learning can no longer support paying the \$100 distance education fee for staff enrolled in online courses, how about a scholarship fund that covers this fee. - At the Cleveland Clinic, in addition to yearly raises, anywhere from 2-5% depending on the departmental bucket/allotment, there were several programs and activities that got staff members involved. There were pot lucks (again a departmental thing), healthy initiatives (that encouraged people to work out, attend weight watchers meetings, lose weight, quit smoking, etc) that kept those who complied's health care premiums from increasing every year, and credits for taking public transportation to work. - A conference scholarship. The latest student affairs conference was amazing. I had to beg for funds to go, and many of my colleagues couldn't go. Conferences renew our passion for what we do, provide training, and bring staff together. Faculty and students have scholarship funds available for travel and conferences – it would be great to have an opportunity to request support from our staff council for such events.

. I would say awards and recognition, Staff appreciation month, new staff appreciation initiatives quarterly. Raises - Raises for inflation for everyone every year! - I wanted to find out how certain grades within the institution are always getting pay raises while other don't see anything except for the recent 1%. How does that happen? - I think the Staff Council should focus on getting raises for all Staff, as we've had minimal raises over the last 5 years and in fact, we are losing ground with what we have to pay out of pocket for now. - Giving staff a decent raise that will produce a higher net income than what was earned 5 years ago. - I would like to feel more appreciated for being an employee at UNM. I have been here a year and in that year I have seen my take home pay progressively go down. Not only were there no salary increases, but healthcare premiums went up. I love what I do and I do it with gusto, but it's hard to buy food when those costs keep inflating and my pay stays the same. (Ask me why I have become a vegetarian!) I received an 'exceeds expectations' mark for my employee evaluation (especially since I have worked sooo incredibly hard to set up our new research lab; I have even written a grant and got it funded on top of everything else), and I felt like my boss and I both wasted our time on 'employee development' since our salaries didn't see any sort of increase at all. - I would like to see funds expended to organize and mobilize staff to campaign for meaningful raises.

Raises (I am sure every staff member feels this way right now). Pay Equity - I would like to suggest increasing the pay of the lower levels of the grade (which includes those of us who are senior collection managers at the Museum of Southwestern Biology). We have talked with the previous chairman of the Biology Dept. and with members of the A&S Dean's office about pay increases, but with no luck. I think part of the problem is that we're a small group of 13s, but we're PhD-level biologists and would like parity with the rest of the grade. I'm betting we're not the only small specialized group within the grade; I think it's easy for these groups to be overlooked. I believe that the responsibilities of our job positions as program managers should be re-evaluated and upgraded to level 14. More and more responsibilities have been added to the Program Manager positions without commensurate recognition and pay. Health Insurance (PC) There were many several more comments that referred or alluded to rising health care costs, but were primarily about something else (like raises), so I don't think this category is adequately represented. I am guessing that most people think Staff Council has no power to influence these costs. These costs directly affect our paychecks and should be considered part of the whole compensation issue (and retirement as well - although to a lesser extent since many people do not intend to retire from UNM, but everyone needs health insurance.) -

Securing Health Insurance premiums from soaring higher and maintaining health care benefits. - Health insurance benefits degrade each year as the costs skyrocket. Does staff have any say in what happens with healthcare? No one has asked me. Retirement - I also would like Staff Council to make sure that our retirement funds are available as promised from the ERB. I would support tweaks to the existing system if it would improve the financial viability of that organization. - Securing the ERB pension and prevention of more and more of UNM going to private entities. I want to know that I WILL have health insurance as part of retirement package, and I can depend on my pension until the end of my days. I am very nervous about this. Sustainability - Personally, I would like to see some sort of incentive for those folks who walk, bike, or take public transportation to work every day. I have been here since Oct. 1, 2012 and I have biked to work every day. There were two days last year that I wasn't feeling well and I took the bus. I have never paid for parking and I don't intend to. I think there should be some sort of incentive for those people who are reducing their carbon footprint. Like a 'carbon footprint' bonus at the end of the year or something. At least reward your employees for doing something that is good for this city. - Funds to sponsor small kitchen areas across campus. What I mean by this is a sink, counter space, cabinets, and a refrigerator (a small oven or stove would be nice but may not meet compliance). In our area and several others on North Campus larger and larger amount of staff bring their breakfast and lunch. It would perhaps encourage more to live a healthier life style if given the space and facilities to prepare and cook healthy meals and snacks at work. Given the right amount of space could also promote recycling and live in a greener lifestyle. For example, when we have to supply refreshments for a meeting (even large 20+ people) we mostly brew our own coffee, filter the water from the facet, use washable cups, plates and utensils. Washing is much better on the environment than all the plastic and paper that gets thrown away on this University each day.

Most of our staff are in the habit of using washable plates, cups, bowls, etc. instead of plastic just because we have improvised a small kitchen in our area. This also would be a one-time expense instead of a reoccurring one. Branches - More inclusion in Main Campus activities such as staff appreciation month. We only get 2 events here: the book exchange (because I run it) and the ice cream social. We miss out on the lunches and concert series during staff appreciation month. Are you taking into consideration that there may be active Staff Counsels at the branches? Any funding you secure for the main campus Staff Council should include funding for the branch campus staff organizations as well. I could see this as a meaningful first step towards including the branch staff in your political structure and a step closer to the one UNM philosophy we hear so much about. - Sorry I am getting this to you so late. I would like to suggest that in an attempt to "hear all staff voices" there be some resources available to enable the "off campus" units to participate in the meetings on a "real time basis". What I am suggesting here is to have an ITV system set up at the meetings so we can really participate and not just be able to view the meetings after the fact. There are several of us in the "hinterlands" who contribute to the UNM vision of access to the entire state of New Mexico, and frankly we feel left out. No funds are ever available for us to participate in the staff appreciation activities... we couldn't possibly leave our units and come to main campus for these activities, but couldn't funds be appropriated to allow us to do a similar activity (like the burrito breakfast) in our Centers, of course on a much, much smaller scale.

It would mean a lot to the UNM staff in rural communities to see that the UNM Staff Council is making an attempt to include them in some of these activities. I can't speak for the units at the branch campuses because they do have that UNM link, but I know those of us on other community college campuses, we fight like heck to present and promote the UNM brand with very little acknowledgement from main campus. - I don't even work at a branch campus, and I feel ignored on their behalf. Shameful. Services & Resources for Staff - Last time I had a health concern at work, I had to shuttle to the parking lot to get my car, drive to Lobocare, briefly chat with the doctor, drive back to my parking place and shuttle back to work. I lost nearly a half of work time due to transportation. It would be super great if Lobocare provided a staff physician at Student Health Services for staff. - Parking is so stressful. It affects my job every day. - Many of my colleagues have technology equipment (netbooks, laptops, Kindles, iPads, etc) that assist them in their job performance. My department doesn't have the funds to provide staff with such tools, and I can't afford to purchase them myself. If we could apply for a scholarship toward technology funds that would be wonderful. - How about office equipment and/or furniture for staff workspaces? Many departments don't have the funds to upgrade computers, install the latest software, or purchase ergonomic chairs and desks for their staff. That's my vote. - I would like to suggest that someone be hired to do an efficiency study on University practices and suggest possible process improvements. Their primary focuses could/would/should be how efficient are our electronic systems, i.e., Banner, UNMJobs, LoboMart, Workflow, and those multiple systems used by the Admissions and Graduate Studies Offices, and also the inner-workings of the HR/OEO/Faculty Contracts offices. Staff Council - Just tell me how much you get and where [SC funding] goes! Is there a transparency problem with the staff council? (In response to this comment, this information was given to his individual.)



UNM Staff Council 2014 Resolution #2
Name: Request for Additional Council Funding
Author: Gene Henley
Presented to Staff Council on March 18, 2014
Council Action: **ADOPTED**

1. WHEREAS: Staff Council is an all-volunteer organization representing over 5,000 staff at the University of New Mexico; and
2. WHEREAS: the Staff Council approved the creation of an Ad Hoc Committee to study resource allocation among the four major governance groups at the University of New Mexico; and,
3. WHEREAS: the Resource Allocation Ad Hoc Committee prepared an analysis of resources needed to better serve staff at the University of New Mexico; and,
4. WHEREAS: the report has recommended a request for additional resources for professional development for staff, part-time Staff Council office support for web maintenance and leadership support; and,
5. WHEREAS: the Annual Staff Appreciation Month events including the Annual picnic have seen substantial increases in price and participation with no increase in funding; and,
6. WHEREAS: the Staff Council Executive Committee has endorsed these recommendations; and,
7. THEREFORE, BE IT RESOLVED that the UNM Staff Council supports a request for additional funding to implement the recommendations of the Resource Allocation Ad Hoc Committee.
8. Copies of this Resolution shall be sent to Robert Frank, President of the University, David Harris, Executive Vice President of Administration; Andrew Cullen, Associate Vice President, Office of Planning, Budget and Analysis, Chris Vallejos, Associate Vice President, Institutional Support Services and Lisa Marbury, Executive Project Director, Institutional Support Services.