



University of New Mexico
STAFF COUNCIL MEETING
October 20, 2020
Zoom

Members Present: Sandra Bauman, Angela Beauchamp, Lisa Beauchene-Lawson, Bradford Beck, Chelsey Begay, Jennifer Benitez, Garon Bodor, Armando Bustamante, Autumn Collins, Amanda DiMercurio, Sierra Donovan Cushing, Tyson Eakman, Dayra Fallad-Mendoza, Nathanael Faust-Shucker, Grace Faustino, Mark Fisher, Gilbert Gallegos, Christina Heinemeyer, Kelsey Higgins, Keith Hitz, Jennifer Kavka, Maren Krake Dalton, Mary Jacintha, Joseph Lane, Texanna Martin, Cindy Mason, Bryn McCabe-Kelly, Teya Nguyen, Amie Ortiz, Ignacio Ortiz, Cynthia Perez-Chavez, Mark Reynolds, Joni Roberts, Tony Robinson, John Rodriguez, Carla Sakiestewa, Athena Salazar, Scott Sanchez, Jessica Serna, Nancy Shane, John Shaski, Jessica Stanton, Azura Tallant, Jason Quinn, Gina Urias-Sandoval, Brian Vineyard, Tracy Wenzl, Marcus White, Winton Wood

Also Present: Professional Registered Parliamentarian (PRP), Adam Hathaway

Members Excused: Karen Lopez, Kristina Rucker, Stephen Murillo,

Members Absent: Angela Catena, Christopher Dow, Anna Goodwin, Zachary Page, Jose Rodriguez, David Thomas

- I. **Call to Order:** at 1:01 p.m.
- II. **Roll Call**
- III. **Agenda approved.**
- IV. **Land Acknowledgement Read by: Councilor Sakiestewa**
- V. **Minutes from September 15, 2020 approved with change.**
- VI. **Guest Speaker(s): Barbara Morck, Director, UNM Parking & Transportation Services (PATS).** Morck spoke to the Council regarding the Resolution passed by Council, and then asked the Council a question. President Shane will send out a follow-up email to this presentation.
- VII. **Reports**
 - a. President's Report, President Nancy Shane
 - i. University-wide Committee & Liaison Appointments:
 - i. Sandra Bauman to the Basic Needs Task Force
 - ii. Autumn Collins to ASUNM liaison
 - iii. Texanna Martin to Alumni Association
 - iv. Kristina Rucker to Retirees' Association
 - ii. President Shane updated the Council on current initiatives: international staff, Basic Needs U-Wide committee & ASAR with Pamela Cheek, Branch campuses relations, University divesting from fossil fuels, Regents appeal committee testimony; budget and state legislature; BLT (Budget Leadership Team); Capitol Leadership Team; temporary volunteer reduction in staff hours; VP Equity & Inclusion 2040

Strategic Plan; Anti-Racism resolution (went over very well with administrators); HR retirement incentive, extended family medical leave ; Coffee Hour this Friday at 9 a.m.

- b. Executive Committee Report, President-elect Scott Sanchez updated the Council on approved SC events for Mental Health during covid series; Proposed constitutional amendments and recommendation to adopt amendments proposed by Rules & Elections; and review of feedback from recent Sc resolutions.
- c. Speaker's Report, Speaker Tracy Wenzl
 - i. Committee and Councilor Appointments as noted in Oct. 19th email including Ed Davis to G8 and Harriet Engle to P12. Approved.
 - ii. Wenzl gave a breakdown of why we are voting the way we are voting via zoom.
- d. Treasurer's Report, Treasurer Angela Beauchamp called for questions regarding emailed report
- e. Committee Reports
 - a. Rules and Elections; Amie Ortiz, Chair, Mark Reynolds, Vice Chair. Report sent via email.
 - b. Ethics; Kristina Rucker, Chair, Jessica Stanton, Vice Chair. No report for this month.
 - c. Communications & Marketing; Mark Reynolds, Cindi Meche, Co-Chairs. Report sent via email, in addition, welcomed new member, and updated the council on a resolution for accessibility in the works; and work to review SC templates.
 - d. Diversity, Equity, and Inclusion; Grace Faustino, Cindy Mason, Co-Chairs. Updated the council on current DEI initiatives.
 - e. Government Relations; Texanna Martin, Mary Clark, Co-Chairs. Report sent via email.
 - f. HSCS Committee; Christine Heinemeyer and Sierra Donovan-Cushing, Co-Chairs. No report this month.
 - g. IT Committee; Azura Tallant, Sean Fisher, Co-Chairs. Report sent via email, in addition reminded SC that direct services are not provided by this committee; their focus is advocacy.
 - h. Rewards and Recognition; Joe Lane, Dave Thomas, Co-Chairs. Report sent via email, in addition updated the council on the OSA awards ceremony; GWM scoring; and their work on staff appreciation ideas.
 - i. Staff Success; Brian Vineyard, John Rodriguez, Co-Chairs. Report sent via email, in addition reminded council of virtual Staff as Students event.

VIII. Unfinished Business

- a. Constitutional amendment: Councilor Vineyard moves to adopt the constitutional amendments which was previously shared [via email] and provided notice of during the September business meeting.
 - 1. Article 3: Adopted
 - 2. Article 6: Adopted
 - 3. Article 5: Motion fails after debate.
- b. Standing Rule on funding requests: Councilor Lane moves to adopt the funding and event procedures as standing rules: Requests for funds, of no greater than \$3000, may be made to the Executive Committee, who may approve such requests if action must be taken prior to the next meeting of the Staff Council. If the Executive Committee denies all or part of a request, the Staff Council may choose to fund any part of the denied portion.

Councilor White moves to postpone to next meeting. Motion passes.

IX. New Business

- a. Councilor A. Ortiz gives notice of bylaw amendment on electronic meetings.

X. Meeting adjourned at 3:01 PM.

Minutes submitted by Amy Hawkins, Staff Council Administrator.

Meeting minutes can be found online at: <http://staffcouncil.unm.edu/business-meetings/index.html>

President's Report October 2020

Appointments

- Basic Needs Task Force – Sandra Bauman
- ASUNM Liaison– Autumn Collins
- Alumni Association Liaison– Texanna Martin
- Retirees' Association Liaison– Kristina Rucker

I would also like to thank Joni Roberts and Texanna Martin for volunteering to read for the Sarah Brown award nominations; I am doing the same.

Presidential/ Executive Committee Projects

International Staff

1. Listserv for international staff – Provost is helping after two international staff teamed with several councilors to write it. Possibly for faculty too.
2. Accurate info/ list of international staff – run into several dead ends, need to talk to HR about this
3. Tuition remission. International staff w/o green card must pay the difference be in-state and out-of-state tuition despite years of service at UNM. Being examined by Faculty-Staff Benefits Committee.

University SEAL

Final approval for Design C from ASAR and will be considered by Regents this week; I expect it will be adopted.

Student success

Dr. Pamela Cheek, Associate Provost for Student Success, very interesting presentation to ASAR. For one, she pointed to a study that showed people working at home now are putting in more hours of work than normal. If you are interested let me know. As you know, there's a new University-wide committee forming on this topic; I'm excited our Councilor Sandra Bauman will be representing us.

Branch Campus

Staff Council is seeking to deepen relationships with branch campuses. Turns out this is happening at the University level as well, mentioned by Provost to Regents. Administrators that I have talked to support the idea that branch staff could hold Council seats, just as branch faculty hold seats in Faculty Senate. HR helped us reach out to each campus; we've heard back from two; and Scott and I are meeting with several staff from Valencia on Friday for the 1st time. VP of Equity and Inclusion invited SC president attendance when administrators visit branches in the future.

Divesting from Fossil Fuels

Coalition of staff, faculty and students working currently on getting on the agenda for the December Finance & Facilities Committee. Our Climate Change Resolution asked in part for the University to consider divestment. That was passed last year, so I cannot now represent Staff Council or staff but I can and do refer to the Resolution. Another staff person testified to the F&F committee last week.

Regent Appeal

I've testified twice now to try to prevent the Regents from eliminating the possibility of Regent Appeal. It does not seem they are considering removing the appeal now; but developing a modified proposal. There are approximately 10 cases a year that seek the Regent Appeal; and the defendant might be a student, faculty, or staff. Approximately half of the cases are related to sexual harassment; a fair number of incidents are reported on campus (as Rob Burford presented to Audit Committee last week). The Regents wished to free up some of their time, considering many cases baseless or frivolous. Regents already

have the ability to turn down any case. My position is that the regents can ask for a smaller packet of approximately 40 pgs to determine whether to hear a case, rather than the usual full packet consisting of hundreds of pages. The Regents can also combine the appeals for finding and sanction, rather than hearing these appeals separately.

UNM Budget

Still unknown whether there may be further cuts from the state for current FY. Definitely expecting cuts next year and after, esp. with full economic recovery in the state not expected until about 2025. Budget Leadership Team in beginning process of developing proposed budget for FY21 due to President Stokes April 1st. Word from the Provost is that the NM Legislative Finance Committee seeks to keep cuts to HED and looking for 'big actions' (University not entirely in agreement).

Temporary Voluntary Reduction

Not actually new. Available for HSC and Main campus employees. Not a way for the University to save money, bc few staff will probably use it; and Departments may have to pay overtime or hire temporary workers to make up for it.

Recognizing Tier 1 Employees

We had asked for special recognition for Tier 1 staff of some kind, but ran into problems related especially to not being able to ID Tier 1 staff (although by one definition, there seem to be over 1,000 Tier 1 staff, over 20%) and with the Administrators' worry that it would be misinterpreted as not appreciating Tier 2 staff as much, who are facing hardships of their own (e.g. childcare).

Odds and Ends

- VP Equity and Inclusion seeks to increase the presence of staff in the 2040 Strategic Plan and seeking assistance from staff councilors – let me know if that interests you.
- Budget Leadership and Capital Planning Leadership Teams have begun to meet regarding FY2022, but not much to report yet.
- Parking- we learned more about that today; hearing much support for the advisory committee idea.
- Anti-Racism Resolution also went over well with Administrators.
- Staff still have a little time to take advantage of the Voluntary Retirement Incentive – as yet unclear what cost savings that may bring. EVP Costantinitis taking as opportunity for staff to build skills for higher positions.
- As of the first of October, probationary periods have been unpaused; and HR is recommending everyone's probationary period end by December 31st if it makes sense to do so, so that most everyone will be off probation at the start of the new year.
- New policies regarding Extended Family Medical Leave, making far more people eligible – allows leave at 2/3 pay, but requires that staff exhaust AL and SL first.
- Regarding Retirement Incentive, probationary period, Extended FML, and other HR programs, recommend staff consult with HR representative bc each individual's circumstances are different.
- Policy-wise, efforts now to clean up Regents policies regarding HSC to equate EVP HSC expectations to other EVPs on campus.
- Police officer who posted TikTok some considered racist. No public apology, and officer has returned to work. from paid leave. University administrators share there were sanctions; but not a matter of public record. VP Equity and Inclusion shared her philosophy of 'calling in' not 'calling out.'



2020-2021 Committee Member Roster

Executive Committee (elected)

SCEXEC-L@list.unm.edu

Nancy Shane (**President, Chair**)

Scott Sanchez (Pres-Elect)

Tracy Wenzl (Speaker)

Angela Beauchamp (Treasurer)

Grace Faustino (P-at-large)

Brian Vineyard (P-at-large)

Armando Bustamante (G-at-large)

Texanna Martin (G-at-large)

Amy Hawkins (ex-officio)

Communications & Marketing Committee

SC-COMMCMTE-L@list.unm.edu

Grace Faustino

Cindi Meche (**Co-Chair**)

Mark Reynolds (**Co-Chair**)

Theresa Sherman

Azura Tallant

Brian Vineyard

Diversity, Equity, and Inclusion

SC_DEI_COMMITTEE-L@LIST.UNM.EDU

Gabrielle D Abousleman

Elizabeth Amador

Angela Beauchamp

Lorena Blanco-Silva

Minh-Thuy Nguyen Bui

Armando Bustamante

Cynthia Perez Chavez

Kelly Davis

Grace Faustino (**Co-Chair**)

Nate Faust-Shucker

Mark Fischer

Sean Fisher

Bryn McCabe Kelly

Joe Lane

Texanna Martin

Cindy Mason (**Co-Chair**)

Teya Nguyen

Carla Sakiestewa

Jessica Serna

Jessica Stanton

Azura Tallant

Dianea Willis-Gregory

Jennie Wong

Ethics Committee

Lisa Beauchene-Lawson

Ignacio Ortiz

Kristina Rucker (**Chair**)

Jessica Stanton (**Vice Chair**)

Brian Vineyard

Government Relations Committee

Garon Bodor

Armando Bustamante

Mary Clark (**Co-Chair**)

Autumn Collins

Dayra Fallad-Mendoza

Grace Faustino

Jennifer Kavka

Joe Lane

Texanna Martin (**Co-Chair**)

Carla Sakiestewa

Scott Sanchez

IT Committee

Grace Faustino

Sean Fisher (**Co-Chair**)

Cindy Mason

Amie Ortiz

Jason Quinn

Mark Reynolds

Azura Tallant (**Co-Chair**)

Brian Vineyard

Marcus White

Health Sciences Center Staff

SC_HSCS_COMMITTEE-L@list.unm.edu

Sierra Donovan-Cushing (**Co-Chair**)

Cindy Garcia

Christine Heinemeyer (**Co-Chair**)

Regis Lacher

Michal Mudd

Daniel Maes

Vanessa Roybal
Jessica Serna

Rewards & Recognition Committee

RANDR-L@list.unm.edu

Lorena Blanco-Silva
Natalie Brigance
Celeste Cole
Grace Faustino
Nathanael Faust-Shucker
Keith Hitz
Jennifer Kavka
Joe Lane (Co-Chair)
Mark Reynolds
Dave Thomas (Co-Chair)
Della Willis

Rules & Elections Committee

SCRE-L@list.unm.edu

Sandra Bauman
Mark Fischer
Stephen Murillo
Amie Ortiz (Chair)

Mark Reynolds (Vice Chair)

Staff Success Committee

SC_STUDENT_SUCCESS_COMMITTEE-L@list.unm.edu

Lorena Blanco-Silva
Marisa Castaneda
Cynthia Perez Chavez
Nathan Faust-Shucker
Evelyn Fleming-Cavit
David Hansen
Bryn McCabe Kelly
Cindy Mason
Bonnie Minkus-Holmes
Joanne Kuestner
Bryan O'Neill
John Rodriguez (Co-Chair)
Cristina Serrano-Johnson
Brian Vineyard (Co-Chair)
Gina Urias-Sandoval
Krystal Ward
Kate Williams



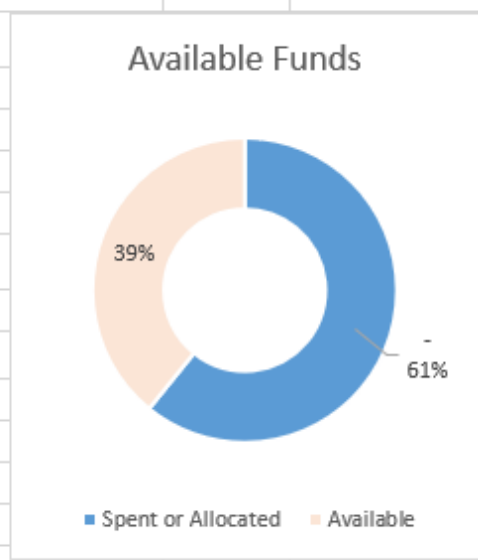
Treasurer’s Report – September 2020

The four Staff Council indexes include:

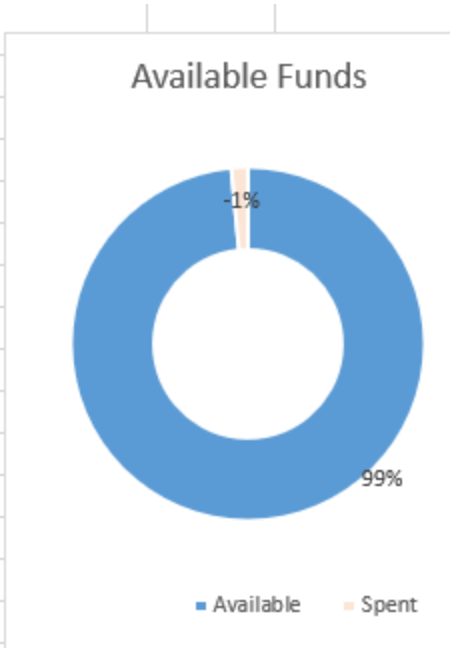
- Staff Appreciation/Events – major funding for events. \$2583.00 is deposited monthly into this account.
 - \$35,316.97 available balance 09/30/2020
- Operating – administrative funds for SC office expenses, salaries, meeting space rentals, event and award support
 - \$11,145.62 available balance 09/30/2020
- Supervisor’s Award – expenses related to Supervisor’s Awards only
 - \$4,041.71 available balance 09/30/2020
- Gerald W. May Staff Recognition – expenses related to Gerald W. May Awards only
 - \$13,722.79 available balance 09/30/2020

Please see details below for each index.

SC Operating Index		FY21 YTD
Revenue		
	FY21 allocation after payroll	\$24,751.10
	FY20 Reserves	\$2,393.10
		\$27,144.20
Budgeted		Expenses YTD
\$ (5,000.00)	SC President Stipend	\$ (5,000.00)
\$ (10,000.00)	Transfer to Gerald May index	\$ (10,000.00)
\$ (2,000.00)	Transfer to events	\$ (2,000.00)
\$ (7,751.00)	SC Administrative Costs	\$ (310.69)
\$ (24,751.00)	Total	\$ (17,310.69)
	Available Balance on 09/30/2020	\$11,145.62



Staff Appreciation/Events		FY21 YTD
Revenue		
	FY20 Reserves	\$28,099.89
	FY21 allocation	\$31,000.00
	Revenue Total	\$59,099.89
Budgeted	Expenses	
\$ (6,000.00)	Business Food	
\$ (35,000.00)	Food	
\$ (1,500.00)	Supplies	
\$ (1,929.00)	Promotional Items	\$ (528.00)
\$ (10,000.00)	Event fees	
\$ (3,000.00)	Rental fees	
\$ (1,000.00)	Other professional services	
\$ (300.00)	Banner tax	(5.28)
\$ (125.00)	Foundation surcharge	(2.64)
\$ (52,854.00)	Expenses Total	-\$535.92
	Projected to spend	
	Received	\$7,753.00
	Funding requests-	
	Spent	\$ (535.92)
	Available Balance on 09/30/2020	\$35,316.97



Supervisor's Award		FY21 YTD
	Revenue	
	FY21 allocation	\$4,000.00
	FY20 Reserves	\$41.71
		\$4,041.71
Budgeted		Expenses YTD
\$ (700.00)	Food	
\$ (350.00)	Supplies	
\$ (275.00)	Promotional Items	
\$ (267.00)	Rental Fees	
\$ (70.00)	Copying	
\$ (340.00)	Other Operating Costs	
\$ (16.00)	Banner tax	
\$ (23.00)	Foundation surcharge	
\$ (2,041.00)	Total	\$ -
	Available Balance on 09/30/2020	\$4,041.71

Gerald W. May Staff		FY21 YTD
Recognition Awards		
	Revenue	
	FY21 allocation	\$10,000.00
	Transfer	\$336.33
	FY20 Reserves	\$ 3,386.46
		\$13,722.79
		Expenses YTD
Budgeted	Monetary Awards	
\$ (8,000.00)	FICA	
\$ (740.00)	Unemployment Compensation	
\$ (7.00)	Workers Compensation	
\$ (25.00)	Business Food	
\$ (1,500.00)	Printing	
\$ (100.00)	Supply Costs	
\$ (1,000.00)	Other Supply Costs	
\$ (429.00)	Promotional	
\$ (1,090.00)	Rental fees	
\$ (500.00)	Contingency	
\$ 5.00	Total	\$ -
\$ (13,386.00)	Available Balance on 09/30/2020	\$13,722.79

Submitted by Angela Beauchamp 10/20/2020

ARTICLE III: MEMBERSHIP

Section 1. The University Staff

- (A) Any staff member employed by UNM in a regular, contract, or term position; who is at least half-time status; and who has worked at the University for at least six months is eligible both to run for membership on the Staff Council and vote for staff councilors, except those employed at the UNM branch campuses. The Council encourages full and equal participation and no staff member shall be denied full and equal participation for reasons of race, color, national origin, religion, ancestry, sex, age, physical and mental disability, serious medical condition, spousal affiliation, sexual orientation and gender identity.
- (B) The UNM Staff Council shall be composed of 60 elected representatives from among staff. Each grade of staff shall have representation. The total number of representatives from the grades shall be 30 and shall be elected in odd numbered years. Each staff precinct, as determined by the Staff Council, shall have representation. The total number of representatives from the precincts shall be 30 and shall be elected in even-numbered years.
- (C) A councilor may be removed for cause (malfeasance, misfeasance or nonfeasance) by an affirmative vote of forty councilors.
- (D) Persons eligible to vote in Faculty elections shall not be considered staff. Staff holding temporary part-time faculty appointments shall be considered staff for purposes of this article

Section 2. UNM Organization Liaisons. The Presidents, or their designees, of the Associated Students of UNM (ASUNM), Graduate and Professional Students Association (GPSA), Faculty Senate, Retiree Association, and the Alumni Association may serve as liaisons to the UNM Staff Council.

Section 3. Administrative Staff Liaison. The President of the University shall designate a senior administrative staff member to serve as a liaison to the Staff Council.

ARTICLE VI: EXECUTIVE COMMITTEE

Section 1. An Executive Committee shall be established, composed of the Staff Council President, President-Elect, Immediate Past President, Speaker, Treasurer, two Members-at-Large representing grades, and two Members-at-Large representing precincts.

Section 2. The Executive Committee shall set the agenda for all Staff Council meetings and represent Council decisions to the University. The Committee will receive issues for consideration of the Staff Council for entities outside the Council and make appropriate referrals to Staff Council committees. All referrals will be reported to the Council by the Speaker.

Section 3. Should a vacancy occur on the Executive Committee, the Staff Council will fill the vacancy at its next meeting.

Section 4. A Staff person shall be assigned to the Staff Council to provide administrative support, and shall be a non-voting member of the Executive Committee.