



University of New Mexico
STAFF COUNCIL MEETING
September 15, 2020
Zoom

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

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

Members Excused: Christina Heinemeyer, Keith Kitz, Jessica Stanton, Marcus White,

Members Absent: Christopher Dow, Anna Goodwin, Teya Nguyen, Zachary Page, Athena Salazar, Debra Sparks

- I. **Call to Order:** at 1:05 p.m.
- II. **Roll Call**
- III. **Agenda approved as amended.**
- IV. **Minutes from August 18, 2020 approved.**
- V. **Reports**
 - a. President's Report, President Nancy Shane called for any questions about report sent via email; in addition, Shane calls for liaisons for the retiree association & ASUMN
 - b. Executive Committee Report, President-elect Scott Sanchez gave a brief report of items discussed in Executive meetings including: request for committee information; review of resolutions; feedback from Councilors and constituents
 - c. Speaker's Report, Speaker Tracy Wenzl
 - a. Appointment of Committee Members and Chairs. Approved.
 - d. Treasurer's Report, Treasurer Angela Beauchamp calls for any questions about report sent via email.
 - e. Committee Reports
 - i. Rules and Elections: Amie Ortiz, Chair; Mark Reynolds Vice Chair: No report.
 - ii. Ethics Committee: Kristina Rucker, Chair; Jessica Stanton, Vice Chair: Reports on potential survey & meeting with Executive Committee.
 - iii. Communications & Marketing: Mark Reynolds, Cindi Meche, Co-Chairs: Report sent via email.
 - iv. Diversity, Equity, and Inclusion: Grace Faustino, Cindy Mason, Co-Chairs: Report sent via email. In addition, the committee reports on the Inclusion Book Club, and calls for participation in Amplifying Diverse Voices.
 - v. Government Relations: Texanna Martin, Mary Clark, Co-Chairs: Reports on planning for request for capital outlay, and at their last meeting had a presentation on Geo Bonds by Cinnamon Blair.

- vi. HSCS Committee: Christine Heinemeyer, Sierra Donovan-Cushing, Co-Chairs: Report sent via email.
- vii. IT Committee: Azura Tallant, Sean Fisher, Co-Chairs: Report sent via email. In addition, the committee reports on a change of meeting time for this month to accommodate a guest speaker.
- viii. Rewards and Recognitions: Joe Lane, Dave Thomas, Co-Chairs: Report sent via email. In addition, the committee reports on final scoring for OSA and planning for GWM.
- ix. Student Success: Brian Vineyard, Cindy Mason, John Rodriguez, Co-Chairs: Report sent via email.
- x. Parking: Autumn Collins, Lisa Beauchene-Lawson, Co-Chairs: Resolution today, which finalizes this committees charge.
- xi. Campus Safety (U-wide committee) Mark Reynolds, Amie Ortiz: Report sent via email.

VI. Special Order

- a. Shane moves on behalf of the Executive Committee that the Council adopt [Resolution #6 Anti-Racism](#). Motion passes.

VII. Unfinished Business

- a. Parking Resolution: Collins moves that the Council adopt [Resolution #5 Parking](#), on behalf of the Parking Committee. Motion passes.
- b. New Committee Charges: Wenzl moves that the Council adopt the Committee Charges as received via email this day. Motion passes.

VIII. New Business

- a. Notice on Constitutional Amendment: Vineyard gives notice on Constitutional Amendment to be brought forth in October’s meeting.
- b. Land Acknowledgement: Sakiestewa moves, on behalf of the DEI Committee, that the first item on the agenda for each Staff Council Business Meeting immediately following the approval of the agenda shall be a reading of the UNM Land Acknowledgement statement specified in chat (below). The reader will be chosen by the Staff Council Diversity, Equity and Inclusion Committee for each meeting, and the name of the reader will be communicated to the Speaker and the Staff Council administrator for inclusion on the agenda. The Land Acknowledgement shall also be posted to the Staff Council website.

“I would like to acknowledge the original Peoples of this land with respect to the Pueblo of Sandia and the original peoples of New Mexico Pueblo, Navajo, and Apache on whose ancestral lands we conduct this gathering. We are honored to be here and look forward to a positive and productive meeting “

Motion passes.

- c. Motion to change name and charge of Student Success Committee: Vineyard moves, on behalf of the Student Success Committee, to change the name of the Student Success Committee to the Staff Success Committee. Motion passes.

IX. Meeting adjourned at 3:04 PM.

Minutes submitted by Amy Hawkins, Staff Council Administrator.

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

Staff Council President's Report

September 2020

University Finances

The Budget Leadership Team is beginning to meet every two weeks to prepare for its budget recommendations to President Stokes due April 1st. This group of about 40 officials across main and branch campuses is co-led by EVP Teresa Costantinitis and Provost Holloway. As you know The University is dealing with about 7% cut in I&G (as well as some loss in enrollment, though less than expected). This has resulted in 21 staff layoffs since March—two-thirds from main campus and one third from north campus. The group is conservatively anticipating a mid-year rescission in FY21 funding and another 5% cut in I&G for FY22. Moreover, we are not expecting a return to prior levels of funding to higher education for a few years. The group is currently working in part on the principles and strategies for decision-making and how these might be made amenable to Deans and Dept chairs.

The Voluntary Retirement Incentive Option is still available for main and branch campus employees. Some HSC staff were very disappointed about not having the option; and HSC released a statement stating that both staff and faculty are essential to HSC missions during the pandemic; and that the University cannot afford to lose its most experienced and productive employees. Some councilors are interested in learning whether Tier One staff might be able to count their time working on campus during that pandemic as double for the purposes of qualifying for retirement. Interested staff are advised to work directly with Human Resources rather than their supervisor. Although HR has notified some 400 staff who they know qualify, there may be additional staff who do if they have earned hours with PERA that can be transferred to NMERB. I have not yet heard projections on how many people will use the option – we have until October 31st to decide.

Cinnamon Blair requests support for Get Out The Vote regarding the 2020 GO Bonds for Higher Education, this year's request is \$155m (\$51.4m for UNM & branches). For details see: <https://bonds.unm.edu/>

COVID at UNM

Having completed most of the planning and documents around the shut-down and returning to full operations, the HEROICS subgroups have stopped meeting regularly although they have not disbanded. The University is largely driven by the Governor's executive orders around COVID, sometimes taking a more conservative approach (e.g. around the start of dining inside). So far, we have experienced few positive cases among employees and students.

Board of Regents

The Board had a special meeting to consider FY22 Research and Public Service Projects, due to Higher Ed Department. The Regents approved all 6 requests, \$4.2m (\$50m funded FY21). These are expansions to Athletics, the Cancer Center, Poison and Drug Information Center, and Office of Medical Investigator; as well as two new projects – UNITED ECHO (Rural education, not health) and Project for NM Graduates of Color Mentoring Program (1st time funding thru RPSF).

You may have noticed in the Journal that the most controversial project was an expansion to athletics of \$1m, mainly due to a Regent noting lack of money for Academics.

The Board's Ad Hoc Cmte addressing the scope of appeals and the general relationship between BOR and UNM Administration also met this month to restart their work.

Childcare and Children in School

Staff childcare needs might be met by using the UNM Community job board. Parents may also post ads for tutors. <https://stuemp.unm.edu/off-campus-employer-info/off-campus-employment.html>

Staff Council Resolutions

Policing. As you have now seen advertised, the Policing Town Hall will take place September 24th,

Climate Change. The ‘asks’ in this resolution, passed Date, is receiving attention because of the possible cost-savings to the University in terms of reducing our use of energy – buildings are the University’s largest contributor to carbon emissions. As well, Administrators are interested in a more diverse economy in the state and helping create demand from renewable energy.

As well, a collaboration of disparate University organizations and individuals, including White Coats for Black and Indigenous Lives, HSC faculty, faculty retirees, the student organization UNM LEAF and others are working on ways to ask the University to divest from fossil fuels.

Parking. In anticipation of passing a Resolution around parking, we invited the Director of Parking and Transportation Services, Barbara Morck, to our October Business Meeting.

Other Staff Council Initiatives

Building names. Postponed, but not forgotten. UNM DEI will take this on after the Policing Town Halls.

International Staff. Staff Council is working through two issues. One is the University’s discontinuance in 2013 of a waiver that allowed anyone taking 6 or fewer credits to be offered in-state tuition, which is what the Tuition Remission benefit covers. Because of the length of time it takes to be issued a green card, many international staff are considered out-of-state residents, meaning they are charged the difference. This issue is now in the hands of the Faculty-Staff Benefits Committee.

The other issue of importance to International staff and faculty is communication with one another and receiving information about policies like travel bans. A small team of councilors and international staff are working with HR, UNM Counsel, and the Provost’s Office to try to put together an opt-in listserv as well as improve records.

Appreciating Tier 1. We have asked the President of the University to send some words of encouragement; and HR has agreed to supply the names to her office. If Staff Council wanted to put their money where their mouth is, we might consider purchasing coupons for Tier 1 staff for the Frontier -- \$5.25 covers the cost of a breakfast burrito. We have \$30K in FY20 funding we did not use for Staff Appreciation. Or we might consider something rather larger.

Parliamentary Training. We have completed 2 of the 4 one-hour trainings. A councilor requested a Mock Debate. Recognition that the time for ‘discussion’ is during Councilor Comments and through listserv.

Upcoming Policy Revisions. Travel (4000), Title IX (2720, 2740), and Compensation (3500). Policy Office is also looking through historical changes in the Tuition Remission Policy and examining the Sustainability policy since the Climate Change Resolution is receiving attention.



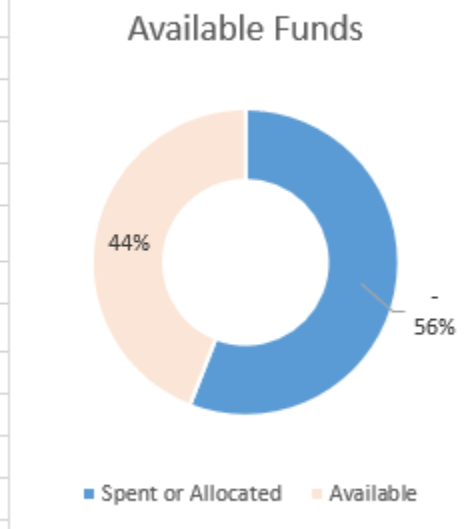
Treasurer’s Report – August 2020

The four Staff Council indexes include:

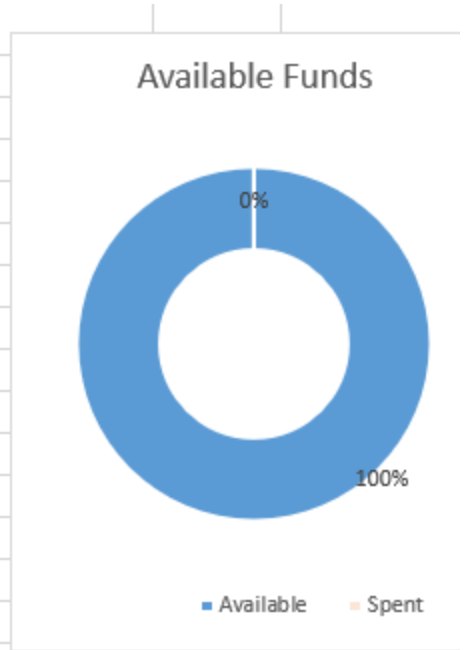
- Staff Appreciation/Events – major funding for events. \$2583.00 is deposited monthly into this account.
 - \$33,269.89 available balance 08/31/2020
- Operating – administrative funds for SC office expenses, salaries, meeting space rentals, event and award support
 - \$13,577.80 available balance 08/31/2020
- Supervisor’s Award – expenses related to Supervisor’s Awards only
 - \$4,041.71 available balance 08/31/2020
- Gerald W. May Staff Recognition – expenses related to Gerald W. May Awards only
 - \$13,386.46 available balance 08/31/2020

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	\$ (233.30)
\$ (24,751.00)	Total	\$ (17,233.30)
	Available Balance on 08/31/2020	\$13,577.80



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	
\$ (10,000.00)	Event fees	
\$ (3,000.00)	Rental fees	
\$ (1,000.00)	Other professional services	
\$ (300.00)	Banner tax	
\$ (125.00)	Foundation surcharge	
\$ (52,854.00)	Expenses Total	\$0.00
	Projected to spend	
	Received	\$5,170.00
	Funding requests-	
	Spent	\$ -
	Available Balance on 08/31/2020	\$33,269.89



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 08/31/2020	\$4,041.71

Gerald W. May Staff		FY21 YTD
Recognition Awards		
	Revenue	
	FY21 allocation	\$10,000.00
	FY20 Reserves	\$ 3,386.46
		\$13,386.46
		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 08/31/2020	\$13,386.46

Submitted by Angela Beauchamp 9/15/2020



UNM Staff Council 2020 Resolution #6

Name: Addressing Acts of Racism at UNM

Authors: Nancy Shane, Precinct 22; Scott Sanchez, Precinct 25; Tracy Wenzl, Grade 13; Angela Beauchamp, Precinct 4; Armando Bustamante, Grade 12; Texanna Martin, Grade 12; Grace Faustino, Precinct 6; Brian Vineyard, Precinct 14

Adopted by Staff Council on September 15, 2020

1. Whereas, the University of New Mexico was founded in 1889 and 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;
2. Whereas, as a Hispanic-Serving Institution of Higher Education, UNM is and should be committed to dismantling racism, nativism, and any form of discrimination and oppression on campus;
3. Whereas, serving UNM students and employees means enhancing the sense of belonging, engagement, identity, and personal knowledge of all minority communities;
4. Whereas, racist implementation of policy and racist actions will exist on campus, as everywhere, so long as whiteness is promoted in U.S. society, even in the presence of UNM policies;
5. Whereas, racist actions, even when unintentional, affect people of color by causing unsafe work environments, annoyance, humiliation, fear, anger, powerlessness, and resignation; and prevent employees and students from being their best selves in work and academics;
6. Whereas, unchecked acts of racism erode trust in the University especially when perpetuated by members or our own UNM community;
7. Whereas, the only way to undo racism is to consistently identify and describe it, and then work towards dismantling;
8. Whereas, recent racist postings on social media by employees within the University have made people of color feel unwelcome, angry, and unsafe, which has added to the continued divisions within our community;
9. Whereas, employees in positions of authority have the ability to impact the culture of the University, and that when racist, biased, and/or prejudiced behavior is conducted by individuals in such positions, it sends a message that is contradictory and has the potential to encourage that same behavior;
10. Whereas, the University Administrative Policies and Procedures Manual Policy 2240: Respectful Campus states within Section 2. Cornerstones of a Respectful campus that the University is committed to “a respectful campus calls for promotion of an environment in which:
 - Individuals at all levels and in all units value each other’s contributions and treat each other with respect;

- Individuals in positions of authority serve as role models by promoting courtesy, civility, diversity, and respectful communication;
- Individuals at all levels are allowed to discuss issues of concern in an open and honest manner, without fear of reprisal or retaliation;”

Additionally, Administrative Policies and Procedures Manual Policy 2720 prohibits discrimination.

11. Whereas, these events have illuminated the need to vigilantly bring attention to all unchecked racist acts and actions as learning opportunities and the need to support all members of the University, especially people of color;

12. Resolved, That the Staff Council condemns racism in all forms;

13. Resolved, That the Staff Council asks UNM employees to support each other and our student body by complying with UNM’s anti-racist policies, expressing one’s opinions respectfully, and actively calling out racist behaviors in the moment;

14. Resolved, That the Staff Council requests UNM administrators hold employees accountable for racist acts and ensure UNM does not tolerate racist behavior and attitudes;

15. Resolved, That the Staff Council supports UNM administrators in commending employees working to dismantle racism;

16. Resolved, That the Staff Council recommends UNM administrators provide offenders education in stopping racism and the opportunity to make amends to victims whenever possible;

17. Resolved, That the Staff Council endorses the wide distribution of administrators’ statements denouncing acts of racism using communication channels that reach all members of the community; and

18. Resolved, That the Staff Council asks UNM administrators to offer robust training opportunities about systemic racism to all employees.

Copies of this Resolution shall be sent to all UNM Staff; the UNM Board of Regents; Dr. Garnett Stokes, President of the University; Dr. James Holloway, Provost of the University; Teresa Costantinitis, Executive Vice President of Finance and Administration; Dr. Assata Zerai, Vice President for Equity and Inclusion; Dr. Valerie Romero-Leggott, HSC Vice Chancellor for Diversity; Dorothy Anderson, Vice President of Human Resources; and Dr. Finnie Coleman, President of Faculty Senate.



UNM Staff Council 2020 Resolution #5

Name: Parking Resolution

Authors: Lisa Beauchene-Lawson, Precinct 5; Autumn Collins, Grade 14; Azura Tallant, Grade 9; Teya Nguyen, Precinct 26; Sierra Cushing, Grade 11; Jessica Serna, Grade 10

Adopted by Staff Council on September 15, 2020

1. Whereas, before COVID-19, Staff Council Parking Ad Hoc Committee conducted a Parking survey. Out of the 1004 respondents, only 18.1% of survey respondents were satisfied with parking at UNM;
2. Whereas, according to the UNM Parking and Transportation Services (PATS) website over 44,000 students, staff, and faculty come to the UNM Albuquerque campus daily, approximately 17,000 parking passes are sold for only 14,000 parking spots;
3. Whereas, UNM staff are not receiving a raise in the 2020-2021 fiscal year, UNM on-site Preventive Health Checkups for 2020 were canceled due to COVID-19 Pandemic so staff are not able to earn the \$200 UNM Medical Plan Premium Credit, and UNM staff are experiencing health plan rate increases;
4. Whereas, only 12% of survey respondents are satisfied with the cost of their parking permit;
5. Whereas, only two of UNM's 22 peer institutions use salary-based permit rates, but even those two use more than two salary brackets;
6. Whereas, tiered parking cost based on salary is inequitable for staff members. The nearly 4,500 staff and faculty who make \$50,000 - \$150,000 at UNM are required to pay the same amount for parking as the nearly 750 staff and faculty at UNM who make \$150,000 or more; to further this inequity, staff members who make \$50,000 and higher are similarly in a higher bracket for health insurance benefits;
7. Whereas, if a UNM staff member who retires after 25 years, making \$50,000 annually, and park in a "proximity" spot will have paid an average of approximately \$12,000; if that employee chooses a "structure" parking spot, they will have paid approximately \$17,400; if that employee pays for a reserved spot, they will have paid approximately \$30,000 over the lifespan of their UNM career;
8. Whereas, 16 of the 22 peer institutions publish that their parking systems are self-funded like UNM PATS, and most schools have unique revenue streams to keep costs down such as parking permit rates for evening/weekend employees, retirees, carpools, ADA passes, community and special terms; UNM PATS does not currently utilize these revenue streams, which could offset permit or operational costs;
9. Whereas, the University lacks a voice from staff or any stakeholder in regards to parking decision making, while some peer institutions have an advisory council;
10. Whereas, over 100 survey respondents listed safety as a major concern with only 55% of survey respondents reported feeling safe or extremely safe while walking from their car to their place of work, and there were dozens of reported attempted or completed motor vehicle thefts on campus in 2019 and safety is a priority for the UNM Community;
11. Whereas, staff have reported safety is a concern of crossing the street when walking from a parking spot to place of work at the intersections of University and Lomas, by University and Camino de Salud, University and Tucker, Martin Luther King and University among many others;

12. Whereas, 94.4% of the staff survey respondents park on campus between 6:00 A.M. and 9:00 A.M., making parking difficult to find in some lots;
13. Whereas, it takes 21.1% of survey respondents more than 10 minutes to walk from their parking spot to place of work;
14. Whereas, 78% of the respondents, who responded to the question asking about individual challenges that staff face in parking on campus, stated four primary challenges: finding a parking spot, high cost, safety, and/or wait list issues;
15. Whereas, the majority of UNM staff members are still paying the full amount for a monthly parking permit despite UNM encouraging staff members to primarily work remotely (due to the COVID-19 pandemic), and to prevent the loss of access to their priority parking lot, which if lost, would result in a return to the waitlist;
16. Whereas, 29.1% of the survey respondents wait 6 months or more for a parking pass for their desired lot, and only 17.9% of survey respondents are satisfied with the waitlist process. The waitlist process lacks transparency and expedience. For example, one staff member applied for a parking permit and received notice six years later; meanwhile, UNM PATS never communicated the status;
17. Whereas, parking at UNM is perceived to be difficult to find and can be costly for the university community. According to UNM Staff Council Parking survey, 50% of staff polled who don't park on campus state the reason was because it was too expensive and 23.5% said that parking availability was too inconvenient;
18. Whereas, UNM PATS has policies in place that provide advantages to staff and the community; including free unlimited-use ABQRide Bus Passes available for staff (which costs UNM PATS \$100,000); and ADA parking spaces are free to staff, faculty, and students, these existing programs need to be more widely publicized; and
19. Whereas, UNM PATS has an opportunity to partner with the university to pursue a shared cost model which could help recruit and retain staff, similar to UNM health insurance;
20. Resolved, That the UNM Staff Council requests that the UNM leadership:
 - A. Form a task force to advocate for staff; and contribute to a shared decision-making process as it relates to policies surrounding parking, transportation, and related safety issues;
 - B. Request that UNM PATS be more transparent in their communications and reporting;
 - C. Determine the feasibility of an employer-subsidized shared cost model for staff,
 - D. Review and restructure the current tiered cost approach to be more equitable; and
 - E. Assess safety measures, such as additional Securitas, crosswalks, safety for entering and exiting parking lots; in consultation with the UNM Safety Task Force.

Copies of this resolution will be sent to the UNM Board of Regents; Garnett Stokes, PhD, President of the University; Chancellor for Health Sciences and Dean of the School of Medicine; James Holloway, PhD, Provost; Assata Zerai, PhD, UNM Division for Equity and Inclusion; Dorothy T. Anderson, Vice President for Human Resources, and Barbara Morck, Director of Parking and Transportation Services.

Citations

- A. Pats.unm.edu
- B. UNM Salary Book
- C. UNM Staff Council Parking Committee Survey
- D. UNM Parking Comparisons to New Mexico institutions, Peer institutions
- E. E. HR-Newsletter UNM At Work Newsletter – July 2020 (<https://hr.unm.edu/newsletter/2020/unm-at-work-july-2020.pdf#page=2>)
- F. F. UNM Benefits Open Enrollment News: Your Medical Plans 5/1/2020 (<https://hr.unm.edu/benefits/open-enrollment-active-employees>)

Committee Charges

Communications & Marketing

The Staff Council Communications and Marketing Committee provides communications and marketing services for Staff Council, primarily as a means of branding and marketing Staff Council to the University. This includes social media, the website, email newsletters and any other marketing program that communicates Staff Council matters directly to UNM Staff or any other UNM entities.

Government Relations

The Staff Council Government Relations Committee represents the interests of UNM staff as advocates for governmental initiatives, such as capital outlay and legislative priorities. Collaborates and supports the Office of Government and Community Relations at The University of New Mexico to build and strengthen relationships and encourage investment and support for staff.

Health Sciences Center Staff (HSCS)

As a standing committee of the UNM Staff Council, the HSCS Committee carries out the missions of the Staff Council as they relate to staff within the Health Sciences Center (HSC). The Committee collaboratively develops and implements activities, initiatives, and proposals that improve the work environment of staff within the HSC, and enhances the visibility and recognition of the important role staff play in the overall success of the HSC. Membership on the committee is restricted to, and optional for, HSC staff.

Technology Committee

The purpose of the Technology Committee is to (i) ensure that the University's technology programs support constituents' ability to use existing tools and technologies to perform their job duties; (ii) recommend technologies that will mitigate challenges with job performance as it relates to technology restrictions; (iii) identify/coordinate trainings and documentation to assist constituents with technology challenges; and (iv) advise the Staff Council and its committees on technology-related matters related to Staff Council.

Rewards and Recognition

The Rewards and Recognition Committee plans, coordinates, and executes awards and activities that strengthen staff commitment to the University by finding methods of rewarding and recognizing staff as a vital part of UNM community. The committee also coordinates, advertises, collects, and evaluates applications for council-sponsored awards, and plans and organizes volunteer recruitment for activities or events that show support to staff with regards to rewarding, recognizing, and appreciating UNM Staff members.