



University of New Mexico
STAFF COUNCIL MEETING
January 19, 2021
Zoom

Members Present: Sandra Bauman, Angela Beauchamp, Lisa Beauchene-Lawson, Chelsey Begay, Jennifer Benitez, Garon Bodor, Angela Catena, Autumn Collins, Amanda DiMercurio, Sierra Donovan Cushing, Tyson Eakman, Harriet Engle, Grace Faustino, Nathanael Faust-Shucker, Mark Fisher, Christina Heinemeyer, Kelsey Higgins, Keith Hitz, Jennifer Kavka, Maren Krake Dalton, Joseph Lane, Karen Lopez, Daniel Maes, Texanna Martin, Cindy Mason, Bryn McCabe-Kelly, Stephen Murillo, Amie Ortiz, Ignacio Ortiz, Cynthia Perez-Chavez, Jason Quinn, Mark Reynolds, Joni Roberts, Tony Robinson, John Rodriguez, Jose Rodriguez, Kristina Rucker, Carla Sakiestewa, Scott Sanchez, Jessica Serna, Nancy Shane, Jessica Stanton, Azura Tallant, Gina Urias-Sandoval, Brian Vineyard, Tracy Wenzl, Winton Wood

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

Members Excused: Bradford Beck, Armando Bustamante, Athena Salazar,

Members Absent: Ed Davis, Dayra Fallad-Mendoza, Gilbert Gallegos, Mary Jacintha, Teya Nguyen, John Shaski,

- I. **Call to Order:** at 1:04 p.m.
- II. **Roll Call**
- III. **Agenda approved.**
- IV. **Land Acknowledgement Read by: Councilor A. Ortiz**
- V. **Minutes from November 17, 2020 approved.**
- VI. **Reports**
 - a. President's Report. President Nancy Shane updates the Council on working with the branch campuses; BLT; Legislative session, Faculty Union; Capitol Project Leadership Team; LoboCard \$7 staff appreciation initiative; HR and time extension of Emergency Leave; NM Department of Health to register for COVID-19 vaccination; Monthly stipend to certify bilingual staff; international staff and tuition remission; divesting from fossil fuels; Shane will follow-up with an emailed report.
 - b. Executive Committee Report. President-elect Scott Sanchez updates the Council on positive feedback of LoboCash \$7 initiative; How to handle vacancies within SC; FSBC (Sanchez is new Co-Chair).
 - c. Speaker's Report, Speaker Tracy Wenzl
 - Council Resignations
 - Councilor Appointment: Sean Fisher to Precinct 15, and Christina Rucker to Precinct 17. Approved.
 - Committee Resignations
 - Committee and Committee Chair Appointments. Approved.
 - d. Treasurer's Report, Treasurer Angela Beauchamp called for questions regarding emailed report.
 - e. Committee Reports
 - i. Rules and Elections: No report.
 - ii. Ethics: Report sent via email.
 - iii. Communications & Marketing: Reports (2) sent via email. In addition, two separate Nut's & Bolts are being planned for the near future.

- iv. Diversity, Equity, and Inclusion: Report & Event & Funding request sent via email. Please send any questions about the Committee report to Grace Faustino, as there are several new initiatives and collaborations. In addition,
 - Faustino moves to approve the Event & Funding Request for the Equity Summit, which includes a request to seek additional funds from the Office of Student Affairs. Motion passes.
- v. Government Relations: Texanna Martin reminds the Council that the Capitol is closed so there is no UNM day. Please stay tuned for the very informative presentation coming up at the end of the meeting.
- vi. HSCS Committee: Reports (2) & Event request sent via email. In addition,
 - Donovan-Cushing moves that the Council approve the Lovin' On Little Lobos event. Motion passes.
- vii. IT Committee: No report.
- viii. Rewards and Recognition: Report sent via email. In addition, Joe Lane reminds the Council of this week's Let's Do Lunch event.
- ix. Staff Success; Brian Vineyard, John Rodriguez, Co-Chairs. Report sent via email.
- x. Ad-Hoc Staff Affinity Groups: No report.
- xi. U-wide Committee, Basic Needs Task Force: Report sent via email.

VII. New Business

- a. Strategic Plan Standing Committee: Councilor Faustino moves to create a strategic planning standing committee with the charge of reviewing and updating the Staff Council Strategic Plan; ensuring the progress of goals and objectives in the plan; and coordinating with Council Committees on objectives included in the plan.

Initial Members to be seated upon approval:

- 1. Nancy Shane
- 2. Cindy Mason
- 3. Grace Faustino
- 4. Mark Reynolds
- 5. Chelsey Begay
- 6. Joseph Lane

Invitation is extended to staff council members interested on being on the committee.

Motion passes.

- b. Ethics Committee Notice of proposed Bylaw amendment: Councilor Rucker gives notice on a bylaw amendment to be brought before the council next month.

VIII. Information Items

- a. Constituent Comments
 - i. Parliamentarian Hathaway shares information regarding the upcoming annual SMART meeting April 10th held virtually.
- b. Councilor Comments:
 - i. Councilor Bodar asked about a Parliamentarian training specific for Councilors.
- c. Nuts & Bolts: The Government Relations Committee presented: *Interacting with your Legislators 101*

IX. Meeting adjourned at 2:05 p.m.

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

January 19, 2021

Branch Campus

Scott and I have met with staff from both Valencia and Taos. Both of these campuses have staff organizations; and I believe we members of both in attendance as guests today. These branch campuses are interested in deepening their relationships with Staff Council and also with each other; and I am continuing to explore those options. In general, upper leadership supports branch staff being able, minimally, to vote in Staff Council elections; and I support that idea. We have not yet made much headway with either the Los Alamos or Gallup branches, neither of which have existing staff associations to my knowledge.

UNM Budget

Since our last Business Meeting, the Budget Leadership Team considered and largely approved the use of Student Funds recommended by the Student Fee Review Board, which is comprised of students. They did an admirable job. BLT amended their proposal in two ways – one, to deny funding towards some lab equipment that did not seem to have a student benefit; and two, to put those funds towards Athletics instead. BLT has heard concerns from Athletics about the Student Fee application process – namely that the size and complexity of the Athletics budget and the turnover in Review Board members and the Board's priorities means that Athletics Department is left feeling uncertain about funding and frustrated with differences in how to present their proposal every year. Eddie Nunez has requested to remove Athletics from the process; that has not yet been determined.

BLT has also been focused on ways to simplify tuition and fees. Group considered small and incremental increases in tuition to be preferable over large and infrequent increases. Dan Garcia provided some scenarios based on proposed tuition increases and simplified fees which appear not too damaging—though one area of concern is high amount of debt and higher interest rate for graduate students. One good thing for staff is the elimination of the by-course online fee with flat (higher) technology fee, which our IT Subcommittee worked to have covered by Tuition Remission. EVP Costantinitis reviewed with us University borrowing and debt practices.

BLT's proposal to President Stokes is due April 1st. Now there is one ad-hoc committee; and I have requested a second regarding compensation and benefits; that is under consideration. The NM Executive Budget proposal does not include a raise in compensation; the Legislative Branch recommendation does, and we think it is based on the new funding formula established last year that includes a higher percentage of staff; but UNM Government Relations is confirming that. Regarding the faculty union – the union will have to abide by what the Legislature passes.

As an aside, the need for the community to be educated about budget affairs that I've mentioned before may be addressed during Professional Development Day(s); and Provost Holloway offered that he and EVP Teresa Costantinitis might be the presenters.

The Capital Project Leadership Team has not met since we last met; next meeting is tomorrow.

LoboCard Initiative

Tricky problem with not all (perhaps most) HSC ID badges not being Lobo-Encoded. Solutions are in process but may be clunky and not immediate.

Human Resources

HR released information about the time extension to E-PSL program.

Ms. Anderson is working with DOH to make sure vaccination priorities are properly assigned to UNM employees.

HR is piloting a program to provide a monthly stipend to certified bilingual staff in HR who use their skills on the job; and this might be offered as an advertised option to Departments if successful.

International Staff

1. Listserv for international employees – After some initial jockeying, the Division of Human Resources has now taken on the project of establishing a single listserv for international staff and faculty.
2. Tuition remission is still being explored by FSBC; and Scott may have an update for us in his report.

Divesting from Fossil Fuels

Three people from the UNM Coalition on Climate (staff, faculty, students) presented to large number of UNM leadership, including members of the Foundation, regarding the necessity of addressing climate change and fiscal responsibility of divestment. Faculty Senate has a resolution in process (not yet passed?) that discusses divestment and other drawdown (of greenhouse gases) strategies that are quite complimentary IMO. I feel this is in Administration's hands for the moment.

Odds and Ends

- I would like to request the 3 or 4 councilors who attended the LEAN training sponsored by the Policy Office to report out its usefulness to Staff Council at their convenience.
- Members of SC DEI and I met with HSC DEI to discuss possible areas of collaboration, including especially around common goals of hiring and advancing a diverse workforce and intentional examination of policies and practices with diversity in mind. In addition, HSC DEI has a strong focus on events; I invited them to collaborate with the SC HSCS committee if they need volunteers.
- Some priorities in leadership from the end of November (last Executive Cabinet meeting): Keeping good numbers COVID-wise, Student engagement & mental health, closing/restricting public spaces, protecting faculty from student evaluations during COVID, bed utilization at UNMH, projected losses in enrollment for Spring (esp. branch campuses), low faculty salaries in comparison to peer institutions.
- 94 staff retirees by end of January, showing impact of the voluntary retirement program.
- Regents whose terms have ended/ are ending: Doughty, Lee, and Henry. If you have questions about Regent sub-committee meetings after reading what I sent in December to all staff, please let me know.



ROSTER

February 2021

1. ___ Bauman, Sandra G13
 2. ___ Beauchamp, Angela P4
 3. ___ Beauchene-Lawson, Lisa P5
 4. ___ Beck, Bradford G11
 5. ___ Begay, Chelsey G7
 6. ___ Benitez, Jennifer P1
 7. ___ Bodor, Garon G12
 8. ___ Bustamante, Armando G12
 9. ___ Catena, Angela P7
 10. ___ Collins, Autumn G14
 11. ___ Davis, Ed G8
 12. ___ DiMercurio, Amanda G3-6
 13. ___ Donovan Cushing, Sierra G11
 14. ___ Eakman, Tyson P16
 15. ___ Engle, Harriet P12
 16. ___ Faustino, Grace P6
 17. ___ Faust-Shucker, Nathanael, G11
 18. ___ Fischer, Mark P27
 19. ___ Fisher, Sean P15
 20. ___ Gallegos, Gilbert G13
 21. ___ Heinemeyer, Christine P23
 22. ___ Higgins, Kelsey P19
 23. ___ Hitz, Keith P11
 24. ___ Kavka, Jennifer G14
 25. ___ Krake Dalton, Maren P21
 26. ___ Lane, Joseph P3
 27. ___ Lopez, Karen P28
 28. ___ Maes, Daniel G9
 29. ___ Martin, Texanna G12
 30. ___ Mason, Cindy G11
 31. ___ McCabe-Kelly, Bryn P2
 32. ___ Murillo, Stephen P13
 33. ___ Nguyen, Teya P26
 34. ___ Ortiz, Amie P9
 35. ___ Ortiz, Ignacio G15
 36. ___ Perez-Chavez, Cynthia P10
 37. ___ Quinn, Jason P30
 38. ___ Reynolds, Mark G16-20
 39. ___ Roberts, Joni P24
 40. ___ Robinson, Tony P8
 41. ___ Rodriguez, John G15
 42. ___ Rodriguez, Jose G10
 43. ___ Rucker, Kristina P17
 44. ___ Sakiestewa, Carla G13
 45. ___ Salazar, Athena G8
 46. ___ Sanchez, Scott P25
 47. ___ Serna, Jessica G10
 48. ___ Shane, Nancy P22
 49. ___ Shaski, John P18
 50. ___ Stanton, Jessica P20
 51. ___ Tallant, Azura G9
 52. ___ Urias-Sandoval, Gina G14
 53. ___ Vineyard, Brian P14
 54. ___ Wenzl, Tracy G13
 55. ___ Wood, Winton P29
 56. ___ Vacant G3-6
 57. ___ Vacant G7
 58. ___ Vacant G10
 59. ___ Vacant G12
 60. ___ Vacant G16-20
- ___ Hathaway, Adam : Professional Registered
Parliamentarian (PRP)

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

Diane 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



2020-2021 Committee Member Roster

Rewards & Recognition Committee

RANDR-L@list.unm.edu

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

Ad Hoc: Staff Affinity Groups

Lisa Beauchene-Lawson (Chair)
Angie Beauchamp
Jennifer Benitez
Amie Ortiz

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

Amber Angon
Lorena Blanco-Silva
Marisa Castaneda
Cynthia Perez Chavez
Ed Davis
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



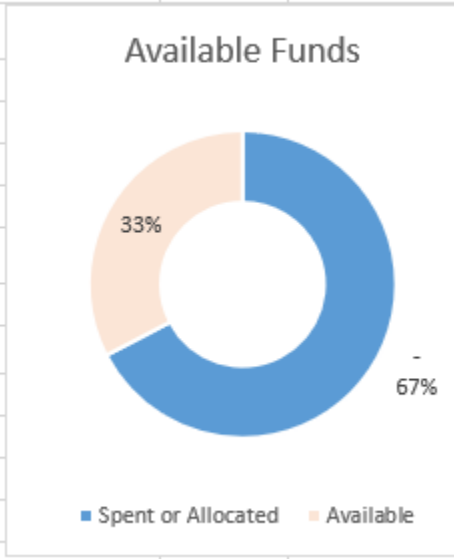
Treasurer’s Report – December 2020

The four Staff Council indexes include:

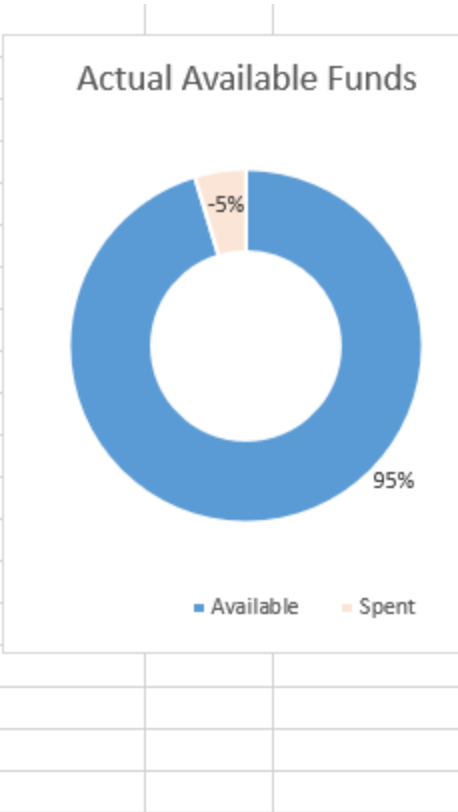
- Staff Appreciation/Events – major funding for events. \$2583.00 is deposited monthly into this account.
 - \$43,065.97 available balance 12/31/2020 (Lobocash expense not yet recorded.)
- Operating – administrative funds for SC office expenses, salaries, meeting space rentals, event and award support
 - \$9,406.55 available balance 12/31/2020
- Supervisor’s Award – expenses related to Supervisor’s Awards only
 - -\$50.13 negative balance 12/31/2020
- Gerald W. May Staff Recognition – expenses related to Gerald W. May Awards only
 - \$2,768.22 available balance 12/31/2020

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 ISS IT	\$ (2,000.00)
\$ (7,751.00)	SC Administrative Costs	\$ (2,414.26)
\$ (24,751.00)	Total	\$ (19,414.26)
	Available Balance on 12/31/2020	\$9,406.55



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	\$15,502.00
	Funding requests- Lobocash	\$ (32,109.00)
	Spent	\$ (535.92)
	Available Balance on 12/31/2020	\$10,956.97



Supervisor's Award		FY21 YTD
	Revenue	
	FY21 allocation	\$4,000.00
	FY20 Reserves	\$41.71
		\$4,041.71
Budgeted		Expenses YTD
	Salary (Award)	\$ (3,000.00)
	FICA	\$ (160.47)
	Unemployment Compensation	\$ (2.71)
	Workers Compensation	\$ (2.09)
\$ (700.00)	Food	
\$ (350.00)	Supplies (Awards)	\$ (897.29)
\$ (275.00)	Promotional Items	
\$ (267.00)	Rental Fees	
\$ (70.00)	Copying	
\$ (2,340.00)	Other Operating Costs	
\$ (16.00)	Banner tax	\$ (8.97)
\$ (23.00)	Foundation surcharge	\$ (20.31)
\$ (4,041.00)	Total	\$ (4,091.84)
	Available Balance on 12/31/2020	-\$50.13

Gerald W. May Staff		FY21 YTD
Recognition Awards		
	Revenue	
	FY21 allocation	\$10,000.00
	Transfer	\$672.66
	FY20 Reserves	\$ 3,386.46
		\$14,059.12
		Expenses YTD
Budgeted		
\$ (8,000.00)	Monetary Awards	\$ (10,000.00)
\$ (740.00)	FICA	\$ (739.91)
\$ (7.00)	Unemployment Compensation	\$ (8.99)
\$ (25.00)	Workers Compensation	\$ (7.00)
\$ (1,500.00)	Business Food	
\$ (100.00)	Printing	
\$ (1,000.00)	Supply Costs	\$ (535.00)
\$ (429.00)	Other Supply Costs	
\$ (1,090.00)	Promotional	
\$ (500.00)	Rental fees	
\$ 5.00	Contingency	
	Banner Tax	\$ (5.35)
\$ (13,386.00)	Total	\$ (11,290.90)
	Available Balance on 12/31/2020	\$2,768.22

Submitted by Angela Beauchamp 1/19/2021