

NMSU Employee Council
Employee Council Meeting Agenda
February 14, 2019
Milton Hall Rm. 85 at 2:30PM

Members Present In Person:, Kim Allbright, Milen Bartnick, Thaddieus Connor, Monica Dunivan, Anne Hubbell, Keith Mandabach, Marisela Marquez, Karena Pirtle, Denise Rodriguez-Strawn, Louis Sandoval, Sonia White Letty Gallegos for Thaddieus Connor Marissa Fowler, Hwiman Chung, Anne Gallegos, Cortney Castle-Chavez

Members Present Online: Tim Darden, Karla Volpi, Cynthia Pelak, Gray Bond

Alternates Present In Person: Letty Gallegos, Vandeen McKenzie

Alternates Present Online: Juanita Garcia,

Guests Present in Person: Stephanie Miller

Guests online: Greg Smart, Michelle G , Joe Chavez, Angelic ?

1. Call to order - 2:32
2. Approval of Quorum - confirmed
3. Welcome to our new members and guests – Went around and everyone introduced themselves.
4. Approval of minutes
 - a. November - Motion by Milen, Louis second, approved
 - b. January – Motion by Kim, Milen second, approved
5. Benefits update – not present
6. Elections – tied votes – There were two tied votes. A secret vote was held. The winner will be a voting member and the other an alternate.
 - a) Julie Correa/ Hwiman Chung (faculty position) – HAP member, Julie alternate
 - b) Gary Bond/ Humberto Morales (community college exempt staff position) – Gary member, Humberto alternate
7. Elections of Officials – Monica reviewed the responsibilities for each position.
 - a. Chair-Elect - Sonia nominated Milen and he accepts. Keith moved to close nominations, Karla seconded. Kim moved to elect Milen by acclamation. Karla seconded, approved. Milen elected Chair-Elect.
 - b. Secretary Treasurer – Letty self-nominated, Anne motioned to approve by acclamation, Keith seconded, approved. Letty elected Secretary/Treasurer

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- c. Recording Secretary – Anne Hubble nominated, Kim moved to elect Anne by acclimation, Marisela seconded, approved. Anne elected Recording Secretary
 - d. Website Coordinator – Letty asked if she could serve in two capacities and she can. Marissa, self-nominated. Members voted, Marissa elected as Website Coordinator.
8. Founders Day Committee
- Date: 04/26/2019 The committee has met and these are the suggestions that will be put forth to the administration when we meet with the Chancellor and President on March 8th at 3pm. Suggested theme – Pan Am 50th Anniversary and to honor Barbara Hubbard
- Anne suggested rethinking to have Mark Medoff as honoree. The committee will take this under advisement, but was going to tie his honor to an exhibit planned for 2020.
- Marisela is checking with Sodexo to have a nacho bar as the food.
9. New Employee Orientation – the EC portion of new employee orientation is at 9:30 on the Mondays of orientation. The presentation is only about 10-20 minutes depending on questions. Sonia will update the presentation with the new members and officers.
- a. Volunteers – a sign-up sheet was passed around.
10. Announcements
- Center for Learning and Professional Development – Stephanie Miller – Reminder that performance evaluations are coming up so start thinking about your past year contributions. CLPD is ramping up instructor led training such as Customer Service and Time Management. CLPD provides customized training and will travel. Any NMSU –system employees can attend any training. Sonia asked new employee orientation can be streamed. Greg said that it is in the works and in the meantime, Stephanie added that all information provided at orientation is on the new employee orientation website.

Committees (not originally on the agenda due to elections, but there was time for a few reports)

Sustainability – Milen – The committee met on Feb. 12. The Sustainability Manager position is being changed to a more university-wide position. The committee will meet with the Chancellor and President and they want to change their meetings to twice a month in order to cover a broad range of topics that impact our environment. Representatives from Senators Udall and Heinrich's offices were present.

Keith – In a couple of the committees that he serves on have brought up the possibility of revisiting the leave policy. He also brought up the possible misinterpretation some supervisors have used with regard to FMLA policy. Supervisors are using the no working from home for employees on FMLA and using it to say no one can work from home. Which is not what the

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policy. There are some supervisors that are requiring faculty and staff to be in the office 8-5 although they are allowed to be working from home. Letty explained that we made the President/Chancellor aware that employees need to have a way to communicate HR issues and that Ethicspoint is not the vehicle for that.

Diversity Council – Wondering how the Chief Diversity Officer position will work. The concern is that they will be put in a multicultural center and that then the dominant minority group would get control of all the resources. The council felt good after meeting with the Chancellor/President. Monica will send out Keith's notes.

Louis – Athletics. Provided update with all the upcoming events and promotions. Basketball will have a "Pack the Pan Am" and raise 6 banners. Softball is in their second tournament and baseball opens this week. Louis brought schedule posters for everyone to take.

Monica added that new members will be asked to choose what committees to serve on at the March meeting.

Sonia – Naming committee. She reported on some naming changes at the Tucumcari Agriculture Science Center.

Monica reported that more information about items from the last Open Forum. Dr. Jones from HR was charged with putting together a task force that looked at those items, namely reinstatement of employee use of the Health Center, annual leave, retiree insurance. Monica and Sonia have attended the first 2 meetings. The proposal is to do away with the current tier system and put everyone to the 20 days. A list of peer institutions show most have 21 days of annual leave. Sonia expressed to the committee that in order to help raise employee morale that the proposal be for 21 days. After some discussion the group agreed to 21 days being reinstated and that will be the proposal submitted to the BOR. A second proposal would include the tiers and also keep the 21 days.

11. Adjournment – Milen motioned to adjourn, Anne seconded, approved. Adjourned at 3:56

Next Meeting: Thursday, March 14, 2019