

NMSU Employee Council
Employee Council Meeting Agenda
January 10, 2019
Milton Hall Rm. 85 at 2:30PM

Members Present In Person:, Kim Allbright, Milen Bartnick, Thaddieus Connor, Monica Dunivan, Anne Hubbell, Marisela Marquez, Karena Pirtle, Louis Sandoval, Sonia White

Members Present Online: Linda Beavers, Tammara Chaffee, Julie Correa, Tim Darden, Samantha Lish, Juanita Garcia (sub for Karla Volpi)

Alternates Present In Person: Letty Gallegos (sub for Jennifer Chandler), Vandeen McKenzie

Alternates Present Online:

Guests Present in Person: Armando Molina

Guests online: Olga Holguin, Greg Smart

1. Call to order – 2:32
2. Approval of Quorum - confirmed
3. Welcome to members and guests
4. Approval of November minutes – tabled. Motion to approve October minutes by Louis, Kim second, approved.
5. Benefits update – Armando
2019 plan year is now in effect. Reminder to all to check payroll deductions for the new year especially if you made any changes. Long term care benefit was discontinued on 12/31/2018. This only impacts new employees. Premiums will increase for those on the plan and the new plan will be in effect on 4/1/2019.
6. Elections update – There are over 80 nominees. Voting opens 1/17 and runs through 1/30. Monica will try to have the nominees categorized, but she is not sure it can be done in time. New officers will be elected at the February meeting.
7. Founders Day Committee – Monica asked for volunteers. Sonia will chair, members: Letty, Marisela, Tim, and Vandeen. Monica will ask the Chancellor for ideas on a theme. The library also had an idea for the theme. Louis mentioned this year is the 50th anniversary of the Pan Am Center, so that might be a theme.

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8. New Employee Orientation – Monica will bring a sign-up sheet to the February meeting so folks can sign up. She will also bring the Powerpoint. Sonia said that she has had a good response from the new employees.

9. Committee Reports

Sustainability Council – Milen The SC had a white elephant gift exchange. Dr. Luis Rios is the new chair.

Chancellor/President Quarterly meeting – Discussed a little about the strategic plan and they are receptive to having an open Forum. They had 3 asks for the EC; 1) review the strategic plan when it becomes available and talk to others about it, 2) How to get a significant cultural change on campus to help employees feel better about working here, 3) Provost and HR will measure morale and monitor it continuously. Also talked about annual/sick leave. They are looking into re-opening the Health Center to employees, but no decisions yet.

10. Announcements

Louis – Coach Jans is having a women’s basketball clinic on Jan. 22 from 6-8. The proceeds will go to children’s tickets for future games. He also shared the basketball promotions schedule.

- Jerseys from the UTEP game are being auctioned off through Feb. 1 at nmstateretrojerseys.com
- The game against GCU tonight is a “white out”
- Saturday’s game will have 4 for \$40 family pack
- Feb. 16 will have a \$5 “Pack the Pan Am”
- Feb. 19 will recognize the 3.0 GPA athletes
- The Women’s team will also get a cartoon poster.
- Baseball and softball season tickets are on sale.

Milen – Governor’s Transition Meeting – The meeting was only 30 minutes long, but he was able to provide a lot of information via text. He was able to provide feedback on Regent selection, budget and compensation. Compensation was a big topic amongst all institutions.

The mention of compensation brought on a long discussion about compensation and how raises don’t really benefit those making low salaries. There was an example of longer term faculty may not be contributing much, but make more since they get a bigger raise due to a higher salary. There was also some discussion about the HR functions being part of some of the issues managers encounter which then brings down morale. Anne also brought up AAUW’s efforts to

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address pay inequity both in gender and minority pay and suggested NMSU do a pay equity study.

The insurance tables were brought up once again and Monica said she had met with Armando and that he needed to meet with the union before any changes can be made. Apparently the union has also been suggesting these get looked at and they have submitted various proposals, but they haven't gone anywhere.

Monica also said she mentioned to the Chancellor/President that EC was not asked about any legislative priorities we had, so she sent them the compensation request.

There was a question about the road construction and the campus planning committee has not met. Monica will get an update to send to everyone.

There was then a question about the succession of officers. February is the meeting new members can attend and the old ones can as well, but they don't have to. All Executive positions will be voted on at the February meeting to give the new members a chance to be a part of the executive. Several current member's terms are expiring. Both Monica and Kim's terms are expiring. Sonia is the current chair-elect, if no one else is nominated to be chair she will be the chair and we would need to elect a new chair elect. There was some confusion about the how the chair/chair elect works.

Louis brought up that he might retire in 2020 and that brought up the 5 year step increases that non-exempt employees get and exempt employees do not get. There was then discussion about how titles were changed that impacted employee raises and salaries. This issue has been brought up by Monica to several administrations and all have refused to address it. Anne said she would put a memorial through Faculty Senate to try to address it that way.

There was more discussion about how the steps within pay grades are not being used and that HR was usually trying to find a way not to increase an employee's pay even though it was being suggested by that person's supervisor.

Faculty turnover was also brought up as a big problem due to poor pay and poor leadership and no accountability for that leadership.

There was some discussion about minimum wage and the inability to keep student workers since students can earn more outside of the university.

11. Adjournment Mile moved, Kim second, adjourn 3:58

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Next Meeting: Thursday, February 14, 2019