

**H** NEW MEXICO  
**HIGHLANDS**  
UNIVERSITY<sup>®</sup>  
**STAFF ADVISORY SENATE**

Minutes for the regular Board Meeting of the Staff Advisory Senate

September 12<sup>th</sup> 2019 G-10 ITS

Present: Anne Bradford, Marcy Silva, Adele Ludi, Inca Crespin, Doris Gallegos, Carlos, Veronica, Jason Meade

Zoom: Yvette Wilkes Sharon Doom A. Benavidez

Guests: Dr. Sam Minner

A quorum was established and the meeting was called to order at 2:04pm

A motion to approve the Agenda was made by Marcy and seconded by Carlos. Motion carried.

A motion to approve the Minutes from July 2019 was made by Inca and seconded by Carlos. Motion carried.

Remarks by Dr. Minner: Dr, Minner reported on various Campus Events.

It's to be a Red Letter year for the State of NM Finance due to revenues from Oil and Gas. It is anticipated that this will be in excess of one billion dollars.

The Assoc. University Presidents requested 6% increase in compensation for Faculty and Staff this year. Minimum wage comes into effect this coming January. Dr. Minner supports a living wage.

Roger's Hall is slightly delayed due to the change in Fire Suppression system

A small revenue stream for Residential Building will be introduced.

Facilities Building is in terrible shape, it should be torn down and a new building erected in another location.

2 Faculty searches are ongoing. a) VP for Strategic Management (Previous search was unsuccessful.)

b) Athletics Director. Looking for a permanent Director.

MFA launched this fall. DNP is being looked at. Soccer Field is not compliant. Looking at fields at a middle school that could be leased for 10 years.

Funds of \$800,000 are needed to improve the track. A recent sale of a house brought in \$100,000 a recent legacy gift of \$800,000 was received and another 10,000 is anticipated.

Adele asked about the minimum wage specifically for those employees already at the rate of \$9.00. Dr. Minner said that they have to find a way to make adjustments.

Adele also asked about the possibility of student's hours being cut. Dr. Minner replied that there are not any anticipated cuts.

There was a discussion regarding the Technical and Professional classification. Each would fall under different category in the state. Different compensation etc.

Concerns were state regarding the fact that there is no police presence at Orientation.

#### BUDGET

We made a request last year which was not funded. We need to submit a new request. Dr. Minner said he would look into the possibility of getting more funding.

Letters of interest were received from Lila Maestas and Jane Clark for the vacancy in the Admin. Category. Only one position was available. A vote was taken and Jane Clark received the majority of the votes.

#### REPORTS

Robert and Inca reported at the Board of Regents Meeting

Treasurer's Report.

Inca reported that we have \$542.00,\$177 in supplies line item  
\$265 for Instate travel and \$100 in postage.

Recruit One: Jason reported that no one had signed up for Recruit One. Another Global will be sent out.

Strategic Planning: Ian Williamson and Eric Romero are Co-Chairs. Still working on the goals. It will probably take a year to finalize everything.

Power of Service. Kick off September 26<sup>th</sup>. Book Club will begin later this year. Anne and Michelle Bencomo will begin with the Disney Book. Be Our Guest.

Faculty Senate: Monique reported that the Book Store is of great concern. They haven't been carrying enough books and Faculty cannot order until they are hired! It was mentioned the Faculty was on the selection committee. Timelines and Communication need to improve. Student Senate will also come up with suggestions.

Robert voiced his concern about compensation for those lower paid workers. As a Senate should we be able to bring up concerns of the Staff. This discussion will be continued.

Diversity Equity and Inclusion. No report

Professional Development Adele, Anne and Marcy

OLD BUSINESS: Morale Survey. No action has been taken. Can we build this and get a group of questions. Each member should bring a question to the next meeting.

Motion to form a committee was moved by ? Seconded by Marcy. Marcy would like to be part of this committee.

Staff Sabbatical: This was suggested by Dr. Minner. It was proposed that Staff could take time to attend conferences etc. Professional Development Committee should take this on. Adele will bring up at the next meeting.

#### NEW BUSINESS

Motion to table New Business made by Marcy and seconded by Monique. Motion carried.

Next meeting October 10<sup>th</sup> 2019

Meeting adjourned at 4.15pm