

Eastern New Mexico University
University Council
March 28, 2022 3:10 p.m.

Present Stephanie Beinlich, Clark Elswick, Benito Gonzales, Olga Gould, Russell Johnson, Jeff Long, Jamie Laurenz, Ivana Mali, Darrell Roe, Brent Small, Tamia Smith, Vickie Thomas, Konni Wallace, Kayla Wilson

Guest Steve Estock, Colter Linford

Call to Order Chair Konni Wallace called the meeting to order at 3:10 p.m.

A motion (R Johnson/T Smith) to approve the meeting minutes of February 28, 2022, passed with 1 abstention S Beinlich.

Reports

President Caldwell's Report: Not in attendance

President Powell's Report: Not in attendance

President Trosper's Report: Not in attendance

Dr. Laurenz: No report on governance.

Dr. Long: Not in attendance.

Mr. Smart: Not in attendance.

Mr. Elswick: No report on governance, updated council on how IT handled Banner going down when the campus lost power last Monday afternoon. The wind caused a power pole to topple the campus and a big chunk of the town lost power. The data center has UPS and those did work as far as keeping the power in the batteries until the generator started. When the power came back the server remained up but forgot it had any data. The IT team was working with Dell until midnight, Dell said could not get the data back and at that point went to a backup that is in the cloud. IT was in complete disaster recovery mode.

Mr. Gonzales: We are getting the raises approved by the state. There will be a 3% raise for this fiscal year to take effect in April. An additional 4 % raise to take effect July 1 for the next fiscal year. All regular employees are eligible as long as they are not on probation and started prior to January 1, 2022.

We did update the Title IX procedures with some information regarding hearings. These edits did not affect the policy so we did not need to bring it back to Council. Colter Linford has been working on the Name, Image and Likeness (NIL) policy, council does not need to take action on this as it is a department policy relating to Athletics only. Dr. Caldwell will be taking it to the Regents. Benito aske Colter Linford to give a brief on the NIL policy.

Colter Linford: I'm pretty sure everybody heard of name, image and likeness at this point and college athletics. It's obviously a huge deal. We are hearing about these multi \$1,000,000 deals for these power D1 athletes, but we wanted to be make sure that we are still staying on the cutting edge of this and making sure that our athletes knew what our policy is and any boosters that may want to partner with those athletes, they know what our policy is and what we're going to do.

New Mexico laws just says athletes can utilize their name, image, likeness to make money. We felt like we needed to set up some institutional safeguards to make sure our athletes were staying compliant and just knowing what our process was going to be and what they can and can't do.

Benito Gonzales: We have been working on the new Lactation policy. We sent it to the branch campus and heard nothing back, so we are assuming everything was good. Benito made a motion to have it moved to new business so we can get out to the constituency groups and get approved since we only have a couple of meetings left before summer. Motion (B Gonzales/ K Wilson) all approved, policy moved to new business

Faculty Senate: New Executive Board for the Senate has been elected.

Professional Senate: No report on governance.

Support Senate: No report on governance.

Student Senate: Senate declared candidacy for the next year and voting is opening up for the students on April 11th for the new President and Vice President. After that we will be ready for our new semester.

There were no other reports.

Old Business

45-3 Building Access Policy, Benito briefly covered the edits made from the last meeting. Professional requested two minor edits, removing a duplicate word and removing the word unit and leaving department.

Motion to approve with edits made in the meeting. (V Thomas/O Gould) unanimously passed.

70-2 Code of Conduct, removed the eight-week timeframe and fixed the title of Judicial Appeals Officer and clarified the Presidents role. Motion to approve (D Roe/R Johnson) passed unanimously

No other old business

New Business

Support Senate Constitution, President Johnson explain the addition of allowing the President to serve a second term in the case the Vice President is not able to move into the President position.

Benito Gonzales: 40-7 Leave policy, we needed to clarify how closures, delays and Holidays are handled in the 24/7 departments, such as DPS and KENW. Clarified how Holiday pay works for these times and how to get them the time off that they are entitled to. We added paternity and maternity leave to the Medical Leave Bank section. The delays part we are giving the directors, area executive administrators authority over the night crews on how they handle the delays or bad weather during that shift. This will allow them to make the decisions regarding the safety of the night shift employees.

80-6 Lactation policy is a new policy we are bring to council. All the credit goes Casey Fall Guerra for this policy. This policy follows the laws that allows employees to pump at work. We need to provide a clean private space, we also have added more time during their break time that allows an additional 5 minutes for pumping. 20 minutes is the standard time allotted. Casey is working on a grant to get a couple of nursing pods for the university, GSSC and the CUB.

WE would like you take this back to your groups and get any feedback so we can get this approved at the next meeting.

Motion to Adjourn (R Johnson/B Small) 3:56 p.m.

Minutes prepared by
Cris Watson