

# Meeting Minutes

## New Mexico Institute of Mining and Technology - Staff Council

**Date:** Tuesday, September 9, 2025 **Time:** 10:00 a.m. **Location:** Speare 113

### 1. Call to Order

- Meeting called to order at 10:04 a.m. by Co-Chair V. Thomas
- Meeting notice sent via email prior Friday
- Roll call completed by Secretary

### 2. Approval of Agenda

- Agenda approved unanimously (Motion: S. Hicks, Second: Unnamed)
- Noted: Agenda info will be updated

### 3. Committee Reports

- **Staff Welcome Committee**
  - Chair: Dallas (statement read by Haley)
  - First meeting held Aug 28
  - Discussed buddy system, monthly meet & greet, ambassador campus tours
  - Seeking funding; will collaborate with HR
- **Staff Accomplishments**
  - Discussion on combining with Quarterly Spotlight
  - Suggestion to use TechConnect for announcements (promotions, certifications, life events)
  - TechConnect issues noted; contact Zoe at Auxiliary Services for help
- **Quarterly Spotlight**
  - Chair: Erica (update by Ethan)
  - Informal interviews starting; first spotlight planned for December
  - Outreach to department heads underway
- **Staff Climate Survey (Ad-Hoc)**
  - No representative present
  - Survey planned for October; results to be presented at November Regents meeting

### 4. Old Business

- **Bylaws**
  - Passed but require further discussion
  - Bylaw Committee formed; Chair: Mel Flores

- Call for additional members to be sent
- **Committee Appointments**
  - Mel volunteered for Staff Climate Committee
  - Jay Cox's departure noted; replacement pending
- **New Committees Proposed**
  - Bylaws and Handbook to be combined
  - Campus Sustainability Committee: Chair Jean-Lucian
  - Family Benefits tabled (Motion: Erica, Second: Unnamed)

## 5. New Business

- **Raise Structure Concerns**
  - Anonymous form submitted regarding discrepancies between handbook and practice
  - Issue to be raised with President Michael Jackson
  - Concerns: COL vs actual raises, student pay vs staff, EMRTC student pay cap
- **Insurance Cost Increase**
  - 4% COL offset vs 9.9% insurance hike
  - Historical context: NIPSIA expected annual increases
  - Staff concerns over affordability, retention, and plan selection
  - Suggestions: reduce employee burden, maintain retiree coverage
- **Gym Membership & Benefits**
  - Complaints about rising benefit costs and stagnant pay
  - Proposal for tiered fee system
  - Pool fee charged despite closure; suggestion for seasonal plans
  - Funding changes noted post-Wells; Advancement involvement discussed
- **Additional Comments**
  - Staff Climate Survey will allow feedback
  - Discussion on university growth and space allocation
  - Approval of previous meeting minutes (Motion: Sheri, Second: Steven)

## 6. Announcements

- Next Meeting: October 14, 2025

## 7. Adjournment

- Motion to adjourn: Erica, Second: Lauris
- Meeting adjourned at 11:13 a.m.