



HUMAN
RESOURCES

UNM at Work

YOUR MONTHLY HUMAN RESOURCE
August 2023

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Engagement survey initial results released, new website available

A message from Kevin Stevenson, vice president, Human Resources

This spring, UNM partnered with Gallup, an independent research-based consulting company, to conduct a staff engagement survey. The purpose of the survey was to help measure and understand the needs of UNM staff so we can be better informed as we pursue our UNM2040 objective of developing and supporting a stable and high-quality workforce.

Gallup has spent the past couple months analyzing survey responses, and we are excited to share initial results and findings with the campus community. We've developed a website, engage.unm.edu, where you can find institution-level results and information about the survey, the methodology, and why employee engagement is so important. After the start of the semester, we will be sharing more detailed campus-wide results, as well as opportunities for managers and supervisors to view tailored survey results for their units.

Overall, **UNM's Engagement Score is 3.96 (on a scale of 1 to 5)**. This score ranks in the 51st percentile for all higher education institutions, meaning that UNM scores above average and better than 51% of institutions.

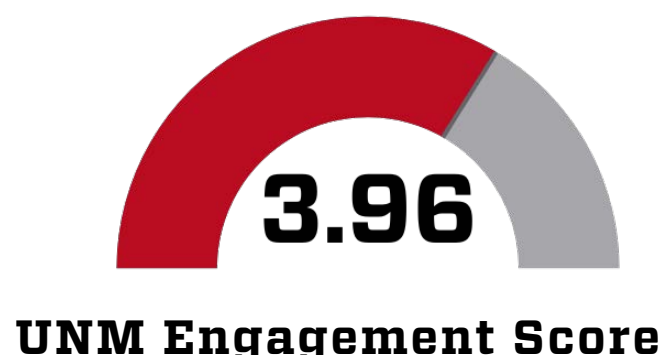
Another key measure is the Engagement Ratio, or the number of engaged staff members relative to actively disengaged staff members. **UNM's Engagement Ratio is 4.36:1**, compared to a 3.1:1 ratio across higher education employees nationally, indicating that **UNM employees are more engaged than those at other institutions**.

Lastly, the survey included questions from Gallup's Culture of Inclusion Index, which measures the elements necessary for creating and maintaining inclusive environments. **UNM's Culture of Inclusion score is 3.89**, which places us in the 57th percentile, meaning that UNM scores better than 57% of higher education institutions nationally.

We are encouraged by these initial results and recognize there is more discovery to be made as we process and analyze the results in more detail. We'll continue to share information, including more detailed results and efforts to build on our successes and address areas for opportunity, throughout the fall semester.

The results so far show what we already know – that UNM is a great place to work. Working together, we are committed to making it even better. Thanks to everyone who participated in the survey, and look for additional information in the weeks to come.

If you have any questions about the survey or next steps, please email engage@unm.edu.



YOUR BENEFITS & WELLNESS



Coming in September: Suicide Awareness Month Program

In 2023, the UNM Suicide Awareness Program will undergo some changes. This year, rather than a week packed with activities, programming is scheduled throughout the month of September. From presentations virtually to in-person activities and a commemorative walk on North Campus Golf Course, the month will have a lot to engage in.

The annual campaign is offered to educate and inform our community about suicide prevention and the warning signs of suicide. It also aims to reduce the stigma surrounding suicide and encourage the pursuit of mental health assistance because going to therapy should be as normalized as going to the gym. The month of activities is for those who are remembering someone who has died by suicide or for individuals who wish to support the community of loss survivors.

The UNM Suicide Awareness Walk will take place on Thursday, September 7 from 11 a.m. to 2 p.m. on the north campus [LoboTrails](#) and [donate](#) to the Transgender Resource Center to help further their work in helping support transgender, nonbinary, and gender nonconforming communities through direct services, education, and advocacy.

HR CALENDAR

July 14 - Sept. 29

Working With Positivity - Fall

August 4

QPR Gatekeeper Training

August 7 - November

Fall Workouts & Stretch Breaks
With Leah

August 10

Financial Wellness Workshop:
Protecting Tomorrow, Today

August 16

EOD Hungry Minds Cafe: Leading
Through Coaching & Mediation

August 24

EOD Course of the Month:
6 Paths for Leading a Team

August 28 - November 17

Lifesteps Weight Management
Program

September 4

Labor Day - UNM Holiday

September 7

Suicide Awareness Walk

November 23 - 24

Thanksgiving Break

QPR Gatekeeper training offered monthly

Employee Wellness offers QPR Gatekeeper training on the first Friday of every month from 2:30 - 3:30 p.m. QPR stands for Question, Persuade, Refer. Like CPR, QPR is an emergency response protocol to help someone in crisis and considering taking their own life. QPR is the most widely taught suicide prevention training in the world and is proven effective.

Learn how you can save a life from suicide. Visit the [Employee Wellness website](#) to learn more about the trainings and [register](#) for a class.

YOUR BENEFITS & WELLNESS

Want to eat healthier and lose weight? Sign-up for our free LifeSteps Weight Management program!

Reed Vawter, MS, RDN, CSOWM, LD
Health Ed. Consultant

Registration is now open for the [LifeSteps Weight Management Program](#) offered by Benefits & Employee Wellness. LifeSteps is one of our most popular programs... because it works! If you are looking to improve your eating habits, become more active, and achieve a healthy weight, [now is the time to join!](#)



LifeSteps is different than most other programs – there is no rigid diet to follow, no good/bad food lists, and no judgement. Instead, the focus is on helping you build an eating plan that fits your lifestyle and preferences. Some key features that make LifeSteps unique include:

- A focus on behavior change, not just the number on the scale
- Promoting sustainable habits that support health over the long-term
- An evidence-based approach proven to work

LifeSteps is available at **NO COST** to benefit-eligible UNM staff and faculty and HSC employees, including UNMMG and SRMC. Participants get a safe and supportive environment to take charge of their health. Each week, we work on small, sustainable changes that add up to big results. All participants receive:

- LifeSteps workbook, filled with activities to build your healthy eating and movement plans
- Weekly online class sessions (meet in Microsoft Teams; recorded for later viewing)
- Online private group with additional resources and peer support
- Individual coaching sessions with a Registered Dietitian Nutritionist
- Optional Exercise Physiology Lab testing

Join our fully online LifeSteps class this fall:

- Aug 28 – Nov 17 (12 weeks)
- Online group class meets every Thursday from noon to 1 p.m. (first group class is Aug 31)

Now is the perfect time to take steps toward the healthier lifestyle you deserve. [Visit our website](#) for full program details including instructions on how to sign up via [Learning Central](#). If you have questions, contact Benefits & Employee Wellness at wellness@unm.edu.

Upcoming Financial Workshops



Want to learn from the financial experts? Whether you are looking to improve your day-to-day financial skills, or you are a seasoned and savvy investor, these webinars offered by UNM Financial Consultants are for you. Learn how to gain insight on managing your money so you can enjoy life now and save for the future. These seminars will cover the challenges of managing your wealth.

If you want to lay the foundation for financial well-being, [Register TODAY!](#)

YOUR PROFESSIONAL DEVELOPMENT

EOD Spotlight: Leadership

Theresa L. Sherman, EOD Consultant

This month the EOD team challenges you to rethink the word leadership.

At EOD, we believe that everyone is in a position of leadership. We define leadership as our ability to build what is called Informal Authority. Informal authority is not a title or position of power entrusted to us. It is based on a set of behaviors, no matter our title or position, that enable us to work effectively with people in order to not only get our work done, but to “play to win,” meaning to build success and harmony in our workplace.

The five Informal Authority Behaviors are (in no certain order):

- Demonstrating Respect
- Listening First
- Clarifying Expectations
- Extending Trust
- Practicing Accountability

We don’t always have control over everything that comes our way at work. But we do have control over our own behaviors. And by modeling these five behaviors, we will be more effective in our own career path and we will create informal authority.

Want to enhance your leadership abilities? We have two leadership offerings this month. First, take a quick bite of knowledge with us at our Hungry Minds Café and learn how to lead through coaching and mediating. Also, one of our most popular leadership facilitations will be offered as our Course of the Month- 6 Critical Practices for Leading a Team. Learn more and register below.

Fall 2023 ULead

Speaking of leadership, ULead is coming! Join us for our premier 6-week leadership intensive where you will gain the tools to become a more effective leader. Dates coming soon. [Complete our Interest Form](#) to be notified when registration is open!



Leading Through Coaching and Mediation
Date: Wednesday | August 16
Noon to 12:45 p.m. (Via Zoom)

[Register Here](#)

Conflict and difficult conversations are a natural part of any workplace. Employees have different experiences, points of view, behavioral styles, abilities, and motivations. There comes a point where these differences can have a negative impact on our organizations. One of the most valuable skills you can have as a leader is the ability to facilitate resolution.

In this quick 45-minute presentation, we’ll discuss how you can promote discovery, provide coaching and mediate a resolution to become a more effective employee and leader.

Grab your lunch and settle in for some quick bites of professional development at EOD’s Hungry Minds Café, where we’ll give you tools to make work and life productive with exciting topics each month. EOD trainings are free as part of your UNM benefits.



6 Critical Paths for Leading a Team
Date: Thursday | August 24
9 a.m. to noon (Via Zoom)

[Register Here](#)

The 6 Critical Practices for Leading a Team equips leaders with the essential skills and tools to get work done with and through other people. The content applies to leaders of all levels, whether you look to be a supervisor one day, a new first-level leader, or a leader who has been in your role for some time. This training offers practical and relevant guidance on how to effectively lead and manage a team.

Each month EOD offers an interactive, instructor-led training course to help further your professional development. These courses are available to you as part of your UNM benefits!



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