

3 **Legislative Action:**

4 Introduced by: President Pro Tempore R. Romero-Salas (A)(S)(E), Senator M. Chessman  
5 (A)(S)(E), Director of Diversity, Equity, and Inclusion Bell (A)(E), Senator S. Wyatt (S),  
6 President May (A)(E), Vice President K. Pacheco (A)(E)

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8 1st Reading: November 16, 2022 Referred To: Steering & Rules  
9 2nd Reading: \_\_\_\_\_ Committee Action: 3-0-1-0  
10 3rd Reading: \_\_\_\_\_ Senate Action:

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12 **Executive Action:**

13  Approved  Vetoed

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15 \_\_\_\_\_  
16 ASUNM President Date

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18 Unsigned by the President on this \_\_\_\_ day of \_\_\_\_\_ 2022. Bill automatically becomes law.

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20 **Legislative Response:**

21 Veto override vote taken: \_\_\_\_\_ Senate Action: \_\_\_\_\_

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23 Be it enacted by the Associated Students of the University of New Mexico that the following be  
24 amended in (*Hiring Code*) of the ASUNM (*Lawbook*):

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27 **Article I: Hiring Process**

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29 **Section 1. Executive Cabinet and Student Service Agency Executive Directors**

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32 1. After the certification of the Presidential and Vice-Presidential election, but prior to  
33 the assumption of office, the ASUNM Office Manager, President Elect, Vice-  
34 President Elect, Chief of Staff, Director of Diversity, Equity, and Inclusion, and  
35 President Pro Tempore shall meet to review hiring procedures and interview  
36 questions.  
37 2. Upon completion of this meeting, the President Elect, and Vice-President Elect may  
38 advertise and interview for the following positions:  
39 1. Chief of Staff, Director of Communications, Director of Diversity, Equity,  
40 and Inclusion, Chief Justice, Attorney General, and Student Service Agency  
41 Executive Directors.

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44 **Section 2. All Other ASUNM Positions**

- 47 1. Upon the completion of the above hires, the ASUNM Office Manager, President,  
48 Vice-President, Chief of Staff, Director of Diversity, Equity, and Inclusion, and  
49 President Pro Tempore shall meet to review hiring procedures and interview  
50 questions.  
51 2. Upon completion of this meeting, the President and Vice-President may advertise  
52 and interview for the all remaining ASUNM positions outlined in the ASUNM  
53 Constitution or Law Book.  
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55 **Article II: Interview Process**

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57 **Section 1. Interviews**

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59 1. All interviews must be overseen by a minimum of two ASUNM Officers that must  
60 physically attend or have access to a recording of an interview.  
61 2. For the following positions, the President Pro Tempore and Director of Diversity,  
62 Equity, and Inclusion must attend or have access to a recording of the interviews:  
63 a. Chief of Staff, Deputy Chief of Staff, Director of Communications, Deputy  
64 Director of Communications, Director of Diversity, Equity, and Inclusion,  
65 Boards and Committees Coordinator, Chief Justice, Attorney General,  
66 Student Service Agency Executive Directors, Student Service Agency  
67 Assistant Directors, and all Associate Justices.  
68 b. For all other positions, a detailed justification for selection submitted to the  
69 President Pro Tempore and Director of Diversity, Equity, and Inclusion shall  
70 be sufficient to fulfill this requirement.  
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72 **Article III: Approval Process**

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75 **Section 1. Approval by President Pro Tempore**

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78 A. After a candidate has been selected for an ASUNM position, the President Pro  
79 Tempore shall receive notice of the appointment, and the ASUNM Officer  
80 appointing the candidate shall provide record of an interview and written  
81 justification for the candidate's selection.  
82 B. The President Pro Tempore shall have three (3) days to submit their decision on a  
83 candidate's appointment.  
84 a. If the President Pro Tempore approves of a candidate, that individual shall  
85 be cleared to work, pending the decision of the Director of Diversity, Equity,  
86 and Inclusion.  
87 b. If the President Pro Tempore disapproves, an emergency Full Senate  
88 meeting will be called within a ~~minimum~~ maximum of five (5) days.  
89 i. To fail an appointment, the majority of the senate must vote against a  
90 candidate's appointment.

- 91 C. If the Full Senate disapproves of an appointment, the President must submit a new  
92 appointee from the interview process.
- 93 a. ~~The President is at the discretion to~~At their discretion, the President may  
94 reopen the application process or select an appointee from the original  
95 applicant pool. The President may not appoint the same candidate more than  
96 two (2) times.
- 97 b. In the event that there was only one candidate in the original application  
98 pool, hiring must be reopened.
- 99 c. If the Full Senate approves of an appointment, the candidate may begin work  
100 as an ASUNM Officer.
- 101 D. If the President Pro Tempore does not submit their decision within three (3) days of  
102 notification of a candidate's appointment, the candidate shall be considered  
103 approved by the President Pro Tempore.

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105 **Section 2. Approval by Director of Diversity, Equity, and Inclusion**

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- 108 1. After a candidate has been selected for any ASUNM position, the Director of  
109 Diversity, Equity, and Inclusion shall receive notice of the appointment. The  
110 ASUNM Officer appointing the candidate shall provide minutes or a recording of  
111 the interview and written justification for the candidate's selection.
- 112 1. The Director of Diversity, Equity, and Inclusion shall have three (3) days to  
113 submit their decision on a candidate's appointment.
- 114 1. If the Director of Diversity, Equity, and Inclusion approves of the  
115 process, that individual shall be cleared to work, pending the decision  
116 of the President Pro Tempore.
- 117 2. If the Director of Diversity, Equity, and Inclusion disapproves of the  
118 process, they shall report their decision to the President, who will call  
119 for the interview process to be restarted.
- 120 2. If the Director of Diversity, Equity, and Inclusion does not submit their  
121 decision within three (3) days of notification of the appointment, the  
122 candidate shall be considered approved by the Director of Diversity, Equity,  
123 and Inclusion.
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- 125 1. The President Pro Tempore shall disapprove appointments for any of the following  
126 reasons:
- 127 1. The candidate is deemed not qualified to fulfill the duties of the ASUNM  
128 position in question; or
- 129 2. Bias was found to be present in the interview process; or
- 130 3. Any other reason indicating the presence of a conflict of interest or lack of  
131 fairness in the hiring process.
- 132 2. The Director of Diversity, Equity, and Inclusion shall be empowered to disapprove  
133 appointments for any of the following reasons:
- 134 1. The candidate's appointment violates the diversity, equity, and inclusion  
135 visions of ASUNM or the University of New Mexico; or
- 136 2. Bias was found to be present in the interview process; or

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- 3. Any other reason indicating the presence of a conflict of interest or lack of fairness in the hiring process.

**Section 5. Hiring for Positions**

- 1. The President may not hire ASUNM Officers that are not outlined in the ASUNM Law Book or Constitution.

**Article IV: Removal from ASUNM Positions**

- 1. All stipend Presidential hires may be removed by the ASUNM President for failure to fulfill their duties and responsibilities.
- 2. All hourly Presidential hires may be removed in accordance with the University of New Mexico Student Employment protocols.