BILL #13F

2022 FALL SESSION

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

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

Executive Action:
Approved Vetoed

__________________________________________
ASUNM President Date

Unsigned by the President on this ___ day of _______ 2022. Bill automatically becomes law.

Legislative Response:
Veto override vote taken: Senate Action: 

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

Article I: Hiring Process

Section 1. Executive Cabinet and Student Service Agency Executive Directors

1. After the certification of the Presidential and Vice-Presidential election, but prior to the assumption of office, the ASUNM Office Manager, President Elect, Vice-President Elect, Chief of Staff, Director of Diversity, Equity, and Inclusion, and President Pro Tempore shall meet to review hiring procedures and interview questions.

2. Upon completion of this meeting, the President Elect, and Vice-President Elect may advertise and interview for the following positions:
   1. Chief of Staff, Director of Communications, Director of Diversity, Equity, and Inclusion, Chief Justice, Attorney General, and Student Service Agency Executive Directors.

Section 2. All Other ASUNM Positions
1. Upon the completion of the above hires, the ASUNM Office Manager, President, Vice-President, Chief of Staff, Director of Diversity, Equity, and Inclusion, and President Pro Tempore shall meet to review hiring procedures and interview questions.

2. Upon completion of this meeting, the President and Vice-President may advertise and interview for the remaining ASUNM positions outlined in the ASUNM Constitution or Law Book.

Article II: Interview Process

Section 1. Interviews

1. All interviews must be overseen by a minimum of two ASUNM Officers that must physically attend or have access to a recording of an interview.

2. For the following positions, the President Pro Tempore and Director of Diversity, Equity, and Inclusion must attend or have access to a recording of the interviews:
   a. Chief of Staff, Deputy Chief of Staff, Director of Communications, Deputy Director of Communications, Director of Diversity, Equity, and Inclusion, Boards and Committees Coordinator, Chief Justice, Attorney General, Student Service Agency Executive Directors, Student Service Agency Assistant Directors, and all Associate Justices.
   b. For all other positions, a detailed justification for selection submitted to the President Pro Tempore and Director of Diversity, Equity, and Inclusion shall be sufficient to fulfill this requirement.

Article III: Approval Process

Section 1. Approval by President Pro Tempore

A. After a candidate has been selected for an ASUNM position, the President Pro Tempore shall receive notice of the appointment, and the ASUNM Officer appointing the candidate shall provide record of an interview and written justification for the candidate’s selection.

B. The President Pro Tempore shall have three (3) days to submit their decision on a candidate’s appointment.
   a. If the President Pro Tempore approves of a candidate, that individual shall be cleared to work, pending the decision of the Director of Diversity, Equity, and Inclusion.
   b. If the President Pro Tempore disapproves, an emergency Full Senate meeting will be called within a minimum of five (5) days.
      i. To fail an appointment, the majority of the senate must vote against a candidate’s appointment.
C. If the Full Senate disapproves of an appointment, the President must submit a new appointee from the interview process.
   a. The President is at the discretion to reopen the application process or select an appointee from the original applicant pool. The President may not appoint the same candidate more than two (2) times.
   b. In the event that there was only one candidate in the original application pool, hiring must be reopened.
   c. If the Full Senate approves of an appointment, the candidate may begin work as an ASUNM Officer.

D. If the President Pro Tempore does not submit their decision within three (3) days of notification of a candidate’s appointment, the candidate shall be considered approved by the President Pro Tempore.

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

1. After a candidate has been selected for any ASUNM position, the Director of Diversity, Equity, and Inclusion shall receive notice of the appointment. The ASUNM Officer appointing the candidate shall provide minutes or a recording of the interview and written justification for the candidate’s selection.
   1. The Director of Diversity, Equity, and Inclusion shall have three (3) days to submit their decision on a candidate’s appointment.
      1. If the Director of Diversity, Equity, and Inclusion approves of the process, that individual shall be cleared to work, pending the decision of the President Pro Tempore.
      2. If the Director of Diversity, Equity, and Inclusion disapproves of the process, they shall report their decision to the President, who will call for the interview process to be restarted.
   2. If the Director of Diversity, Equity, and Inclusion does not submit their decision within three (3) days of notification of the appointment, the candidate shall be considered approved by the Director of Diversity, Equity, and Inclusion.

1. The President Pro Tempore shall disapprove appointments for any of the following reasons:
   1. The candidate is deemed not qualified to fulfill the duties of the ASUNM position in question; or
   2. Bias was found to be present in the interview process; or
   3. Any other reason indicating the presence of a conflict of interest or lack of fairness in the hiring process.

2. The Director of Diversity, Equity, and Inclusion shall be empowered to disapprove appointments for any of the following reasons:
   1. The candidate’s appointment violates the diversity, equity, and inclusion visions of ASUNM or the University of New Mexico; or
   2. Bias was found to be present in the interview process; or
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.