Members Present: Vice President Bethany Wolfe, Tatiana Andrievskaya, Bob Bolyard, Kristen Cella, Laura Clayton, Jen Cournoyer, Jessica Deaette, Mary Dunne, Andrea Elledge, Amy Gale, Caleb Gilbert, Mindy Kear, Cindy Lee, Stephanie Loscalzo, Michael O’Sullivan, Holly Pedrini, Shirley Pine, Katrina Preiss, Sherri Rigby, Bridget Tully, Lacey Ure, Amy Vile, Marissa Wells

Ex-officio: Meryl St. John, Staff Council Administrator

Members Absent: President Karmen Swim, Brendan Andrews, Kait Bedell, Valerie Carzello, Margie Dunki-Jacobs, Nick Hall, Miriam Harrison, Gwen Landis, Noel McCann, Parvin Pothiawala

Also Participating: Richard Cate, Vice President for Finance and Treasurer, Benjamin Kennedy, Learning Coordinator, Center for Academic Success and Amy Gilman, Staff Council Assistant

Approve Draft Minutes from February 6, 2018 Meeting:

A motion was made to approve the draft minutes from February 6, 2018. The minutes were adopted.

Officer's Update

Vice President Bethany Wolfe gave the Officer's Update. She shared that recently Staff Council leadership had their quarterly meeting with HRDMA leadership. HRDMA shared that progress was being made on gender neutral bathrooms and communicating that UVM has instituted them, where they are located, why these changes were made, et cetera. If there are any questions or feedback, you can contact SC leadership or the Staff Council office and they will pass them on to this workgroup.

NEASC Reaccreditation- Richard Cate, VP for Finance and Treasurer

Richard Cate discussed preparation for the financial aspects of the 2019 reaccreditation process. This takes place once every ten years. The final product is an approximately hundred page report that covers all aspects of UVM. Richard's committee is responsible for the Financial Resources Standard. Under each piece they are to talk about the following: Description, Appraisal of where things are currently, and Projection. There are 17 areas to be reviewed under the umbrella of this single standard.

Currently Richard is going to the various governance groups and areas of campus and explaining what the process is and asking for input to consider while preparing their report around financial resources.

The Council asked some questions about the University’s financial situation. Richard provided information about UVM’s emergency fund, which he considers sufficient but not ideal. He also discussed IBB’s impact on various departments, both positive (the fact that departments to determine their own budgets unlike the old central model, the income-generating creation of new programs and initiatives) and negative (necessitating change to departments that cannot support themselves). He talked about the need for agile change in departments that see enrollment declining to create new revenue streams and adjust costs.
He also discussed that in his view, UVM can be considered somewhat “recession proof” because UVM’s budget relies primarily on undergraduate admissions with a modest endowment, as opposed to schools with enormous endowments which may lose more under times of economic duress.

The full details about NEASC or UVM's review process, click on the link in the March Finance Matters Newsletter, [https://www.uvm.edu/finance/finance-matters-march-2018](https://www.uvm.edu/finance/finance-matters-march-2018)

### Committee Updates

**Compensation, Benefits & Budget Committee**

The committee worked on the ‘Being a Parent at UVM’ workshop, finalizing last details and panelists. Also there was continued work on if they will add anything to the Staff Council Survey.

**Outreach Committee**

Staff Council survey draft was distributed. The Office and the Committee are waiting for suggestions back from the other committees and a few other institutional partners such as PDT for consideration.

**Personal and Professional Development Committee**

The committee finalized the Professional Development Fund letter that will be distributed next week to UVM Administration. Last details on the 'Get the Scoop' event were discussed. Get the Scoop is an ice cream social that Staff Council is sponsoring as an addition to EDU@UVM. Several hundred staff have added it to their EDU registrations, but attendees are also permitted just to drop in.

**Social Committee**

Pre-sale discounted ticket orders have closed for the Lyric Theatre April production. Open Skate Night will take place Friday, March 23, 6-8pm. The Committee encourages all to bring your family and friends, and reminds everyone that this is a BRING YOUR OWN SKATES event. Last meeting the committee selected the Lake Monsters game date for this summer - Sunday July 8th. The Annual Golf Outing will take place August 10th at the West Bolton Golf Course.

**Proposed Alterations to Bylaws for Staff Council Officer Terms**

The Executive Board, current and past presidents and the Staff Council Administrator are currently reviewing the bylaws around this topic as we are currently in the midst of recruiting for the next Staff Council Officers. Currently, the officer term is for two years. There is also a stipulation that a president or vice president cannot hold the office back to back. It is stated one must wait one year in between holding their officer role again.

The Executive Board offers two suggested options for consideration: first, the term could be lengthened to three years. Second, the one-year waiting period between terms could be discontinued so officers
would have an option of serving a maximum of two terms back to back, a total of four years. Only one of these changes would be made (if any).

Pros and cons were offered and some discussion. No decision is immediately necessary. The Executive Board will continue this discussion before they formally propose a change to the term and/or election proceedings. Questions or feedback can be sent to the Staff Council Office.

**Other Business**

There was no other business to discuss.

**Public Comment**

There was no public comment at today's meeting.

**Adjournment**

Bethany asked for a motion to adjourn. The motion was seconded. Meeting adjourned at 1:12pm