STAFF COUNCIL EXECUTIVE BOARD  
Monday, October 24, 2016  
427A Waterman Bldg  
12:15pm – 1:30pm  
MINUTES

Members Present:  Karmen Swim (SC President), Bethany Wolfe (SC Vice President), Jeremy Arenos, Bob Bolyard, Anita Lavoie, Stephen Lunna, Jeanna Page, Holly Pedrini, Meryl St. John (Ex-Officio)

Members Absent:  Brendan Andrews, Nancy Bercaw, Mary Dunne, Caleb Gilbert,

Also Present:  Amy Gilman, Staff Council Office

Call to Order

Staff Council President Karmen Swim called the meeting to order at 12:16 p.m.

Approval of Minutes

A motion was made to adopt the September 29, 2016 Executive Board minutes. With no edits or discussion, the minutes were adopted.

Committee Updates

CBB – This committee will be meeting with Richard Cate, VP for Finance & Treasurer, to talk about merit raises and to get a better understanding around budgeting and/or policy of how supervisors would build in for that in terms of budgeting or justification. The committee sees this as one half of the conversation (the funds and allocating) and HRDMA being the other half (the process and policy of defining how it works). The committee continues to try to get a HRDMA voice at the table. Some discussion at this meeting was of how merit worked during prior year implementation. The consensus was that it was “inconsistent across UVM”. This group will also be proposing to get Town Meeting Day as an approved day off for employees.

OUTREACH – This group is currently identifying areas of issue or concern based on findings from the most recent Staff Council survey. The goal is to hold some small group meeting or forums to learn, with more definition, the issues at hand. Some of the areas already cited are the parking issues and work/life balance. The committee is currently awaiting the number of staff and related expense of tuition remission for UVM Staff members and their dependents. Meryl updated the group that UVM STARS (Sustainability Tracking Assessment & Rating System), a program of AASHE (Assn for the Advancement of Sustainability in Higher Education), will be working with Staff Council to collect data that is included in the bi-annual Staff Council Survey. UVM is currently listed with a gold star rating.

PPD – This month’s meeting the committee worked on the draft letter to Administration regarding concern around parking issues - current and future at UVM. They also discussed the concept of the centralized Professional Development Fund. Committee member Jen Cournoyer
is working on pulling parts together into a draft proposal. Chair, Steve Lunna also shared the
dates of edu@uvm this coming year, March 14-16, 2017. He encouraged folks to submit ideas
for workshops or suggest workshop instructors.

SOCIAL – Plans continue to move forward with the December 7, 2016 Holiday Bazaar &
Food Drive. All tables have been rented. The call for volunteers from Staff Council and across
campus will begin shortly. The Sock Sale Bus Trip promotion is in full swing. The trip will
take place on Saturday, November 12, 2016. We will bus folks to the Darn Tough Sock Sale
and then after make a stop for lunch and to shop for some VT food products at Cold Hollow
Cider Mill on the way back.

**Review of November Staff Council Meeting Agenda**

November’s draft meeting schedule was discussed. We will have a guest speaker in November and
other possible guests suggested at the last Council meeting are currently being considered. Something
new we’ll try in November is a ‘Call for Discussion’ at the beginning of the meeting. This will cover
items that fall outside of committee reports and Officer’s update. Some months this will be able to be
discussed the same meeting and other months due to research needed or time constraints it may be
discussed the next meeting.

**Discussing Sensitive Topics with Staff**

This subject came up due to strong feelings recently about the Black Lives Matter flag on campus. To
clarify the SGA, a governance group that reports to the President, followed all of the policy and
protocol around flying the flag. Groups can propose to do the same. Meryl and Karmen wanted to just
reiterate if anyone part of Staff Council receives feedback to remind the individual that we are all
titled to our own personal opinions, free speech is supported here on campus, and if they wish they
can contact the President’s Office with feedback.

**Other Business**

Karmen gave a quick report about her first UVM Board of Trustees Meeting on Friday, October 21,
2016. Anita brought up that she’d received the Wellness survey again and wanted to check in with this
group to verify it was the same survey.

**Adjournment**

A motion was made, and seconded for the meeting to adjourn. The meeting adjourned at 1:30pm.