COMPENSATION, BENEFITS AND BUDGET COMMITTEE

The Compensation, Benefits and Budget Committee (CBB) met on December 9, 2011. The first part of the meeting was dedicated to a discussion with Richard Cate, Vice President for Finance and Administration, on questions and concerns that committee members and staff have regarding the University budget. Topics included the commitment from President Bramley to hold the tuition increase to 3.5% next year, the impact of the recent United Academics’ contract on staff salaries, changes to Post-Retirement Medical Benefits, the state appropriation for FY13, and the impact of Governor Shumlin’s newly-named committee on the relationship between UVM and the State of Vermont.

In further discussion, the committee talked about the impact of this information on their annual salary recommendation. They also talked about what it means for them to support the lowest paid workers at UVM. Several questions arose: Does “lowest paid worker” mean those who make below what is considered a livable wage in VT or across the US? Does it simply refer to those employees who earn the lowest income? Does it mean the lowest paid workers as they compare to market (i.e., how others are paid for similar jobs across the workforce)? More work to define what it means to support the lowest paid worker and how we define these individuals will need to occur.

The committee decided that it will take time at the January meeting to review the results of the Staff Council Survey from April 2011. This will include looking at the written responses from non-represented staff on the issues of salary and benefits.

The next meeting will take place on Thursday, January 19, 2012 from 9:30 am to 11:00 am in the Faculty Senate Conference Room, 327 Waterman. You can send questions, concerns, suggestions and/or ideas to the committee by e-mailing Staff_Council@uvm.edu. For more information about the CBB please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=cbb.html.

OUTREACH, ASSESSMENT AND UNIVERSITY ENGAGEMENT COMMITTEE

The Outreach, Assessment & University Engagement Committee (OAUE) met on Wednesday, December 21, 2011. Committee members discussed the status of the new logo as well as a timeline for completion. The Committee agreed that between now and their January meeting, design ideas discussed to-date will be brought to Print & Mail for feedback on both cost and feasibility of design. Logo options will then be presented to the Executive Board for a preliminary review at their February meeting. Finalized logo designs will be presented to the Executive Board for approval at their March meeting before being brought before the full Staff Council in April. The target date is for final approval by the full Staff Council at the May meeting.

OAUE members discussed the compilation and review of the Staff Survey results. The members agreed to divide up the survey topics, review and summarize the responses for discussion at the next OAUE meeting. Following the January discussion, a report will go out to the full Council. It was suggested that the summaries and full responses be distributed to the appropriate committees for their consideration. Other topics of discussion included the development of a template for the Staffline similar to the weekly “Need to Know” electronic communication, social media and the creation of a QR code.

The next meeting will take place on Wednesday, January 18 from 1:00 – 2:00 p.m., Staff Council Conference Room, 305 Waterman. You can send questions, concerns, suggestions and/or ideas to the committee by emailing Staff_Council@uvm.edu. For more information about the OAUE please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=oaue.html.
PERSONAL AND PROFESSIONAL DEVELOPMENT & OCCUPATIONAL ENVIRONMENT

The Personal and Professional Development & Occupational Environment Committee met on Tuesday, 12/20/11 for its fourth official meeting. Members suggested that we work with UVM Human Resources to offer support for future facilitation toward setting goals of consistent standards for all employees in regard to performance appraisals.

The next meeting will take place on Tuesday, January 17, 2012 from 11:00 am to noon in Billings 161. You can send questions, concerns, suggestions and/or ideas to the committee by emailing Staff.Council@uvm.edu. For more information about the PPDOE please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=ppdoe.html

SOCIAL COMMITTEE

The Social Committee met on Tuesday, December 13, 2011. The majority of the meeting was spent on the evaluation of the Holiday Bazaar held on December 1st. We reviewed the results from the completed evaluation forms. Generally, the vendors seemed pleased with the organization of the event and the traffic, but some vendors were concerned about their low sales. There were at least 700 individuals who visited the Bazaar and 416lbs of food was collected for the Chittenden Emergency Food Shelf. A total of $1815.25 was raised through the rental of vendor tables, the bake sale, and the raffle ticket sales. These funds are used to defray the costs for the Champlain Valley Tickets for employees and to support the Community Service Awards. Some discussion ensued about moving the event to a Saturday and opening it up to the larger community. We decided to form a subcommittee to discuss how to iron out the refining details of organizing the event and make some additional proposals. We are most appreciative of all the additional staff members who contributed their time in assisting us with the various duties to ensure the success of the Holiday Bazaar.

A Casino bus trip is planned on President’s Day 2012 and Diane Richer has agreed to be the coordinator of the event. The NYC trip is being organized through a third party and information will continue to be listed in the Staffline. The committee decided to hold a shopping trip to North Conway, NH on June 9, 2012. We also discussed some other ideas for events which could be held on campus such as a week of free fitness classes geared for staff, possible athletic challenges and other activities. Nicole Todd agreed to assist in gathering information for us to continue this discussion. Jeff Bukowski asked the committee about sponsoring another Staff Art Exhibit during Staff Appreciation week 2012 and we will continue discussion on this in January.

The next meeting will take place on Tuesday, January 10, 2012 from 10:30 to 11:30am in 109 So. Prospect Street, Rm 007. Send your questions, concerns, suggestions to the committee by emailing Staff.Council@uvm.edu. For more information about the Social Committee please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=social.html.