Members Present: President Catherine Symans, Vice President Renee Berteau, Brendan Andrews, Johanna Brabham, Sarah Childs, Rodman Cory, Ellen DeOrsey, Jacqueline Drouin, Kate Ford, Mark Hall, Troy Krahl, Gwen Landis, Anita Lavoie, Sharon Mone, Jane Nevins, Holly Pedrini, Parvin Pothiawala, Judy Riani, Dave Rogers, Susan Skalka, Karmen Swim, Marie Tiemann, Lynn Tracy, Amy Vile, Floyd Vilmont, Susan Williford, Bethany Wolfe

Ex-officio: Jeff Bukowski, Staff Council Administrator

Members Absent: Naima Dennis, Isis Erb, Scott Hipko, Wendy Koenig, Robin Lockerby, Noël McCann, Joanne Montanye, Susan Skalka

Also Participating: Gary Derr, VP for Executive Operations, Alberto Citarella, Univ. Budget Director, Amy Gilman, Staff Council Assistant, Cindy Corkins (for SC Representative Robin Lockerby), Rich Downing, Patty Eldred, JoAnne Dearborn, Katie Abbott, Scott Edelstein, Larry Magnant, Shirley Pine, Susan Flynn, Sheila Russell, Julie Paris

Call to Order

The meeting was called to order at 12:06 p.m.

FY15 Budget and Incentive-Based Budgeting (IBB) Transition Presentation

Catherine Symans, President of Staff Council, welcomed Alberto Citarella, Univ. Budget Director to give an update on the FY15 Budget and IBB. Alberto reminded the Council that last year it was projected that we would be entering into FY15 with a 6.7 million dollar deficit if no changes were made. Citarella shared that next week the Deans and Directors should be receiving information about their individual budgets. At that time each department will evaluate their budgets and will make adjustments if necessary. Revenue and expenses determine budgets and realistically UVM will not have a sense of tuition revenue until April numbers are in and show the composition of the 2014-2015 UVM student body. While that is only one portion of revenue for UVM it is the largest portion. Expenses are also unclear at this time as UVM begins contract negotiations with United Academics, UE and Teamsters. The largest portion of expense at UVM is Salary, Benefits and Compensation and these contracts all have an effect on the bottom line of expenses. Citarella said that while there is not much in terms of numbers to talk about right now, the budget office continues to move ahead with budget planning with the numbers they do have and will continue to run our current budget model simultaneously with the IBB model in FY15. IBB Steering Committee met last Friday after reviewing all of the sub-committee reports. At this point the IBB Steering Committee is reviewing the information at the philosophical and theoretical level, then over the next few months numbers will be reviewed using the algorithms put forward by the sub-committees.
Announcement of The President’s Our Common Ground Staff Award

Gary Derr, VP for Executive Operations announced the President’s Our Common Ground Staff Award. He explained the criteria, how the process will work, how to nominate, and what the scheduled timeline is. This will be an annual award; there will be six awards of $1000 and the deadline for this year’s nominations is March 14, 2014. The brunch ceremony for recipients will be held May 5th. For more information about this staff award program visit, www.uvm.edu/president/staffaward

Approval of Minutes

A motion was made and seconded to adopt the January 7, 2014 Council minutes. With no discussion, the minutes were adopted.

Public Comment Period

No public comments were made.

Officer’s Update

The Officer’s update is posted online on the President of Staff Council’s webpage.

Staff Council President & Vice President Election Nominating Committee

Staff Council Administrator Jeff Bukowski explained that according to Article X of the bylaws a Nominating Committee made up of the following: (1) Staff Council Parliamentarian, (2) Staff Council Reps (not interested in this election for the President or Vice President seat), (2) individuals selected by the Staff Council Executive Board and (2) individuals selected by the Staff Council Office. Jeff asked if anyone was interested in serving in the capacity of a Staff Council Rep, who does not intend to run in this Pres/Vice President election. Three reps put their names forward. There will be a vote for Staff Council reps only by email to determine who the two Staff Council Reps will be in that category. The remainder of this committee will continue to be assembled.

Group Discussion

Jeff shared with the group that the Staff Council Election process began earlier this year. The Staff Council Office reached out to those members whose terms will end on June 30, 2014 to seek out if they wish to run again or if we need to do more target messaging in their Unit/Division/College. Within the next week Staff Council leadership will be having their quarterly meeting with President Sullivan as well as the quarterly meeting with HRS’s Barbara Johnson. A reminder that this Friday,
February 7, 2014 the UVM Board of Trustees is meeting and Staff Council President will address the board at the Committee of the Whole to give the Staff Council’s President’s Report.

Debrief of Alberto Citarella’s Presentation: Not much information was provided in the presentation. The Compensation, Benefits and Budget (CBB) Committee will meet with Richard Cate next week and ask if any more information is available at that time.

University Benefits Advisory Council (UBAC) Review of Cost Share of Benefits: The UBAC will submit a report to the President and Provost in early March. The UBAC will review the cost share of benefits for healthcare coverage, dependent tuition remission and retirement savings. The most critical piece at this point is feedback from employees about the review. All of the comments will be collected, with all names and emails removed for confidentiality purposes, and passed on to the UBAC. There are two town halls about this review process: Monday, February 10, 2014 – 1-2pm Waterman Bldg – Memorial Lounge and Thursday, February 13, 2014 – 9-10am Given Bldg – Carpenter Auditorium. Please let your voice be heard, please send all questions, comments and feedback to costshare@uvm.edu or staff.council@uvm.edu

Other Business

No other business to report.

Adjournment

Catherine made a motion to adjourn. The motion was seconded and adopted. Meeting adjourned at 1:26 pm.