UVM Staff Council  
February 7, 2012  
12:05 pm – 1:30 pm  
Davis Center Livak Ballroom  

MINUTES  

MEMBERS PRESENT:  
Akol Aguek, Renee Berteau, Michelle Chapman, Rodman Cory, Naima Dennis, Jacqueline Drouin, Mark Hall, Molly Hubbell, Allen Josey, Karen Lemire, Sharon Mone, Joanne Montanye, Jeff Moreau, Mary Parent, Parvin Pothiawala, Emira Smailagic, Michelle Smith (Vice President), Wayne Tetrck, Marie Tiemann, Lynn Tracy, Floyd Vilmont, and Susan Williford.  

MEMBERS ABSENT:  
Ann Barlow, Isis Erb, Theresa Goddard, Scott Hipko, Laurie Juskiewicz, Tracey Maurer, Ida Russin (President), Todd Stewart, Nicole Todd, and Karmen Swim.  

ALSO PARTICIPATING:  
Jeff Bukowski (Ex-Officio), Staff Council Administrator  
Diane Trono (Secretary), Staff Council Office Coordinator  

GUESTS:  
Patrick Clemins, Information Tech Specialist, EPSCoR  
Lauren Drasler, Cynic Reporter and Student  
Cindy Lee, Process Coordinator, Office of the VP for Finance and Enterprise Services  
Jennifer Sheridan, Audit Services and Senior Planner  
Jay Taylor ‘10, Marketing Assistant, Sodexo Campus Services  

Council Vice President Michelle Smith called the meeting to order at 12:10 pm  

ACCEPTANCE OF MINUTES  

The December 6, 2011 and January 3, 2012 Draft Minutes were approved as written.  

BEVERAGE CONTRACT  

Due to unforeseen circumstances, Claire Burlingham, University Controller and Gioia Thompson, Director, Office of Sustainability were unable to attend today’s meeting. The Staff Council will contact them to determine if they are available to attend a future Staff Council meeting and present the work of the Beverage Contract Committee on sustainable beverage systems and the upcoming beverage contract.  

Staff Council Vice President Michelle Smith announced that she is working with Gioia Thompson in an effort to collect ‘feedback’ regarding the installation of 75 new water-stations across campus, e.g., what (priority) locations do you suggest; do you have questions about filtration; do you have questions about the bottle-fillers; do you have questions about the availability of cold vs. warm water or sanitation. All comments and/or questions should be directed to Michelle.Smith@uvm.edu.
ECO-WARE PROGRAM PRESENTATION
- Jay Taylor ‘10, Marketing Assistant, Sodexo Campus Services

Sodexo Services Marketing Assistant Jay Taylor provided an overview of how Eco-Ware is being introduced by University Dining Services (UDS). The Eco-Ware program is designed to reduce waste from dining facilities by providing reusable take out containers, made of 100% BPA free polypropylene that can be purchased, washed and reused at participating vendors on campus. The Eco-Ware program was originally launched at the University Marche and Brennan’s locations in January 2011. It has now expanded to seven locations including all of the Davis Center, Alice’s Café, Waterman Café and the Waterman Manor. The program will eventually include the Redstone and Trinity campuses.

The one-time cost to participate is $7.50 for a “cow-tag”. This tag is turned in each time you order a meal in Eco-Ware and your meal is discounted 15 cents. The containers are both microwaveable and dishwasher safe. Once the person is thru with their meal, the Eco-Ware may be dropped off at any dining location in exchange for a cow-tag to be used when purchasing your next meal. Culinary staff collect the cow tags in a basket rather than with their clean (and gloved) hands. Collecting the cow-tags in a basket isn’t out of concern for the condition of the tags but rather a precaution taken to promote food safety and sanitation. It is for this same reason that culinary staff wouldn’t accept a dirty container at their station. They will ask you to take it to the cashier, exchange it for a cow tag, then bring the food-server the cow tag to drop in the basket or other receptacle in exchange for your meal to be served in one of the clean containers located behind the line.

Vermont’s Health Department has approved the use of Eco-Ware by UDS, with the understanding that UDS will clean the containers and serve food in them, behind the line. Since January 2011, the use of Eco-Ware has kept 6,464 single-use containers out of the waste stream. The one month record of 1,193 Eco-Ware meals served in a month was set in October 2011. To learn more about the Eco-Ware program, go to the University Dining Services site at: http://uds.uvm.edu/social_composting.html#ecoware.

COMPENSATION, BENEFITS AND BUDGET LETTER OF SUPPORT FOR UBAC

Rodman Cory, Chair of the Compensation, Benefits and Budget Committee (CBB), provided an overview of the Letter of Support his Committee had drafted, in support of the University Benefits Advisory Council’s (UBAC) proposal for expanding campus child care. The letter speaks specifically to reinforcing the importance of parental leave and access to affordable and quality childcare for staff and faculty. The following are the UBAC 2011 recommendations:

1. The Council continues to support combining the Trinity and UVM childcare programs in a single, expanded facility.

2. We strongly recommend that the following practice be continued: In new capital construction projects, including renovation, examining the feasibility of on-site child care should be integrated into the planning process. In addition to proposals for a stand-alone child care facility; consideration should be given specifically to such a project within any new Athletics facility.

3. We continue to recommend efforts to reduce vacancy rates of existing home-based child care providers by increasing the percentage that have achieved Vermont STARS quality recognition.
4. We recommend continued efforts to develop and implement a policy on parental leave for funded graduate students and post-doctoral trainees. The goals would be protection of their status during time off including consideration of basic income protection, maintaining student status, health insurance, and “stopping the clock” on their academic requirements. Human Resource Services professional staff will continue discussion and work with leaders in the Graduate College.

The Staff Council voted unanimously to back the Letter of Support for UBAC Efforts Regarding Child Care, as proposed by the CBB.

**NOMINATING COMMITTEE**

As the Staff Council prepares for Council Presidential Elections this May, the first task is the nomination of members to the Nominating Committee. The composition of this committee includes: the parliamentarian (Isis Erb), two individuals selected by the Staff Council from among its membership, two individuals selected by the Executive Board (Debbie Stern and Kristin Camp), and two individuals selected by the Staff Council Office (Beth Walsh and Jon Reidel).

The Council’s two appointments must be selected from its membership. With a vote of approval and support from Staff Council, Representatives Emira Smailagic and Wayne Tetrick will serve on the Nominating Committee. Staff who serve on the Nominating Committee cannot run for the positions of Staff Council President or Vice President.

**PRESIDENT’S UPDATE**

- Provided by Vice President Michelle Smith and Staff Council Administrator Jeff Bukowski

**BOT EPIR Committee Report**

The Educational Policies and Institutional Resources (EPIR) Committee met on February 3rd, where Provost Knodell reported on the status of the Strategic Initiatives Project (SIP). The five teams are currently in the proposal phase. Draft proposals will soon transition to the comment phase, at which time the entire community will have the opportunity to review and comment on individual proposals. Input from staff and faculty will be particularly important in coming months as the Cost Structure & Productivity Improvement Team (CSPI) looks to reduce costs by redesigning work processes, identify opportunities to reorganize units, functions and activities, and create a more effective use of restricted funds.

International enrollment was also discussed as part of the status report on SIP. A major concern, shared by all constituent groups (staff, faculty, students, alumni representatives & trustees), is campus readiness for an increase in international enrollment – specifically in the area of training. There have been a number of requests for the creation and funding of professional development and training opportunities so staff and faculty may better serve these students.

The results of the 2011 Campus Climate Survey were presented at this EPIR meeting. Although most people surveyed felt that they are treated with respect, experiences of bias, discrimination and disparaging comments varied by category. Dr. Heading-Grant recommended the following as next steps: conduct focus groups, provide professional development and training, and develop benchmarking.
UVM’s Presidential Search Process

Staff Council’s Executive Board concluded its interviews with UVM’s presidential candidates on Monday, January 30th. The next step will be the announcement of UVM’s President-Elect in about three weeks.

Ad Hoc Committee Charge Issued by Staff Council President Ida Russin

An Ad Hoc Committee has been created and charged with the “Creation of a Staff Memorandum of Understanding with University Leadership”. Representatives were encouraged to notify Jeff Bukowski by Thursday, February 9th if they are interested in serving on this Committee. The bulk of the work will be done in the month of March.

ANNOUNCEMENTS

The submissions deadline for the March edition of Staffline is Friday, February 17, 2012. The Presidents’ Day Bus Trip to the Montreal Casino, planned for February 20th, is sold out. The Social Committee has partnered with Vermont’s Green Mountain Tours Company to offer an overnight trip to New York City and Broadway on April 14 & 15, 2012. Space is available on a first-come, first-served basis, and must be booked by February 23, 2012. Ski Vouchers remain available for Jay Peak and Smugglers’ Notch, and Bolton Valley coupons are also available. Detailed information on all discounts and events may be found on the Staff Council’s Discount and Event webpage http://www.uvm.edu/~stffcncl/?Page=discounts.html.

Jeff Bukowski announced the creation of Staff Council Facebook and Twitter accounts and asked Council members to sign-up. He also queried the Council regarding the new (email) format introduced this month by the Staff Council Office for announcements and the distribution of Staffline. The feedback was overwhelmingly positive in support of the new format. Jeff announced that he intends to utilize a similar format for the newsletter Staffline, in the coming months.

OTHER BUSINESS

Michelle Smith explained how UVM is a member of the United States Green Building Council, and a participant in its LEED Certified Buildings Program. She invited Staff Council to consider future “Field Trips” to include possible tours of UVM’s LEED Certified buildings including the Davis Center, Jeffords Hall, Terrill Building, Carrigan Wing, University Heights, Wing Davis Wilks Complex, 438 College Street, Given Courtyard, and/or the Colchester Research Facility. LEED Certification is also currently pending for both the Aiken Center and Simpson Dining Hall. Other potential Staff Council Field Trip locations could include: the Chittenden Solid Waste District’s Materials Recovery Facility (MRF), Burlington’s Wastewater Treatment Plant, and/or Vermont Green Mountain Compost Facility in Williston.

The next Staff Council meeting will take place in the Livak Ballrooms, 4th Floor Davis Center, Tuesday, March 6, 2012 at 12:05 p.m.