UVM Staff Council
March 3, 2015
12:05-1:30 p.m.
Livak Ballroom, Davis Center
Minutes

Members Present: Vice President Johanna Brabham, Immediate Past President Catherine Symans, Brendan Andrews, Dziya Aydin, Valerie Carzello, Sarah Childs, Jen Cournoyer, JoAnne Dearborn, Kate Ford, Nick Gingrow, Nick Hall, Anita Lavoie, Lyndelle LeBruin, Robin Lockerby, Gabriela Mora-Klepeis, Shirley Pine, Carrie Pratt, Marie Tiemann, Amy Vile, Bethany Wolfe

Ex-officio: Jeff Bukowski, Staff Council Administrator

Members Absent: President Renee Bertea, Jeremy Arenos, Naima Dennis, Doug Dickey, Jean Evans, Christine Farnham, Wendy Koenig, Troy Krahl, Gwen Landis, Steve Lunna, Noël McCann, Jeanna Page, Holly Pedrini, Judy Riani, Susan Skalka, Karmen Swim, William Valliere

Also Present: Joel Shapiro, Human Resources, Diversity and Multicultural Affairs, Steven Dickens, Director of InvestEAP, Connie Gavin, UVM Account Representative, InvestEAP, Michelle Patenaude, Bailey/Howe Library and Amy Gilman, Staff Council Assistant

Call to Order

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

Presentation by InvestEAP, UVM’s new Employee Assistance Program (EAP)

Joel Shapiro, Administrative Services Manager in Engagement and Professional Development within Human Resources, Diversity and Multicultural Affairs, explained that he led a committee that identified, reviewed, and ultimately selected a new EAP provider that best met UVM’s needs. The committee included Staff Council Representative JoAnne Dearborn and committee member Debbie Stern both who serve on the Staff Council Compensation Benefits and Budget committee. InvestEAP is based out of Vermont and currently serves as 140,000 Vermonters throughout the state via many businesses, organizations and institutions.

Steven Dickens, Director of InvestEAP, shared that InvestEAP is a local non-profit which can help and employee or anyone in an employee’s household deal with life challenges. InvestEAP can help with any of the following areas: relationships, alcohol/drugs, legal issues, workplace issues, eldercare, depression, anxiety, grief/loss, illness, family issues, childcare, PTSD or financial struggles. There is 24/7 access via phone and resources online. The calls are answered by staff that are certified in their professional role at the Masters level degree or above. Assessment and short-term counseling is available as well as referrals to local clinical staff for longer-term help. Access can be made via phone calls, online self-assessments, online resources/legal resources and “Lunch & Learn” topic-based discussions that will take place monthly on campus. More information about “Lunch & Learn” will be available soon. For anyone with language barrier, InvestEAP has interpreters, as well as ASL for the deaf or hearing impaired. InvestEAP recommends if it’s on your mind, it’s worth a call.
Approval of Minutes

A motion was made and seconded to adopt the February 3, 2015 Council minutes. There was no discussion. The minutes were adopted.

Staff Council Outreach Update and Discussion

Jeff updated the Council about next steps following the discussions that occurred during the January and February Staff Council meetings regarding concerns of UVM staff. Four focus groups have been scheduled to meet in mid-March. The focus groups will be made up of randomly sampled non-represented staff to discuss issues and concerns – Staff Council Representatives will not be included. The Outreach Committee members will assist with running these focus groups with Staff Council leadership and then with identifying themes from responses. In addition to the focus groups an Open Forum is tentatively scheduled in April for staff-at-large to attend to brainstorm solutions to the issues themes that come out of the focus groups. The plan is to gather the focus group and Open Forum themes and solutions and create a report for the Board of Trustees and Administration in advance of the May Board of Trustees meeting. For staff who do not work on main campus, the Open Forum will provide ways for staff to include their feedback electronically. A letter from President Sullivan and Vice President Wanda Heading-Grant will be sent out to Deans, Directors and VPs encouraging participation in the focus groups should a member of their staff receive an invite. The focus groups have been scheduled so that these will not occur during the 12-1pm lunch time.

FY16 Budget Discussion

Jeff asked the group for thoughts and feedback about the recent FY16 Budget email that was sent on February 18, 2015 from President Sullivan. Johanna shared that in a recent discussion with Richard Cate, Vice President for Finance, he mentioned that both the academic and administrative sides will be impacted by cuts resulting around the budget shortfall. As in the past, it will be up to the colleges and units to make those ultimate budget decisions. The ensuing discussion touched on the relationship between application numbers, the number of students enrolled at UVM, and tuition revenue to how some areas have been more impacted by cuts in the past. This time around the budget cuts begin to undermine the work across the board at the University, especially in support for students and employees from diverse backgrounds and/or those who have underrepresented identities.

Standing Committee Reports

Compensation, Benefits and Budget Committee – Richard Cate, VP for Finance attended the recent meeting and gave a presentation about the FY16 budget that highlighted UVM’s revenue generating issues over the past five years. While it is clear that budget cuts must be made, benefits are not on the table this year and there was no indication at this time that staff will not receive a raise.
Officer’s Update

The full Officer’s update is posted online on the President of Staff Council’s webpage and highlights recent meetings with HRDMA leadership and Dr. Murray Clayton, regarding the ongoing Staff Pay Equity Study that will focus specifically on gender and minority status.

Other Business

The Staff Employee Condolence/In Memoriam process to acknowledge the passing of a current or retired staff member was finalized at the February Executive Board meeting. The process will include reaching out to the department and family of the recently deceased with a letter of condolence, a resolution acknowledging the staff member’s contributions to UVM, and the creation of an “In Memoriam” article to be published once a year through Staff Council communication vehicles. More information will be communicated to the Staff Council in the future.

Adjournment

A motion was made to adjourn the meeting. The motion was seconded and adopted. The meeting adjourned at 1:30 p.m.