Members Present: President Renee Berteau, Brendan Andrews, Jeremy Arenos, Bob Bolyard, Valerie Carzello, Jen Cournoyer, Jessica Deaette, JoAnne Dearborn, Kate Ford, Nick Gingrow, Nick Hall, Anita Lavoie, Lyndelle LeBruin, Steve Lunna, Noël McCann, Gabriela Mora-Klepeis, Jeanna Page, Holly Pedrini, Parvin Pothiawala, Katrina Preiss, Karmen Swim, Amy Vile

Ex-officio: Meryl St. John, Staff Council Administrator

Members Absent: Vice President Johanna Brabham, Amy Coffey, Christine Farnham, Mary Dunne, Jean Evans, Wendy Koenig, Gwen Landis, Shirley Pine, Judy Riani, Susan Skalka, Bill Valliere, Bethany Wolfe

Also Participating: Ginnie Gude, Classification & Compensation Team Lead, Gary Derr, UVM Executive Operations, Amy Gilman, Staff Council Assistant and audience members: Alan Shashok, Student Financial Services, Marie Tiemann, Finance, Michele Patenaude, and Zhanna Gordon, Bailey Howe Library

Call to Order

Renee Berteau called the meeting to order at 12:06 p.m.

Approve Draft Minutes from March 1, 2016 Meeting

A motion was made and seconded to adopt the March 1, 2016 Council minutes. There was one set of edits turned in just prior to the meeting which consist of punctuation but no content change. The minutes were adopted. Two abstentions were noted.

Officer’s Update

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

On March 14th Renee Berteau, Johanna Brabham and Meryl St. John attended the Council of Deans Meeting. Renee shared with the Council of Deans the need for required Supervisor Training for those faculty that supervise or review staff members. Since that meeting Renee has met again with Jim Vigoreaux, Associate Provost for Academic Affairs. Jim oversees training of faculty and new chairs and will begin to integrate this supervisor training information into those trainings starting in August 2016 by outlining the issues & resources.

Standing Committee Reports – Chairs/Vice Chairs

The March 2016 Committee Reports can be found here.
Staff Salary Equity Study Presentation

The Staff Salary Equity Study required examination of staff salary data the same way the Faculty Salary Study was done several years ago. Looking specifically at inequities, if any, of gender or under-represented minorities for classified staff. This study uses the same lens as the Faculty Study. Both studies were conducted by Dr. Murray Clayton. At today’s council meeting a recorded video segment was shown from Dr. Clayton’s on-campus presentation in February 2016. Dr. Clayton was shown in his words presenting the background and statistics of this study.

At today’s meeting Ginnie Gude, HRS, answered questions about the data used and Gary Derr, UVM Executive Operations, answered questions around staff salary questions and processes used.

Public Comment Period

Staff Council is currently gathering feedback via email, this public comment period or the Staff Council Staff Survey that is currently open.

The first audience member wanted to know what the various FY17 increases for other groups on campus and inquired about what happened to the parity conversation in respect to the union increases. It feels disrespectful and she encourages Staff Council to try a different tactic or something more forceful.

The second audience member told Staff Council that they are often perceived as an Administrative mouthpiece and that they needed to go next level.

One of the council representatives shared that her supervisor is not clear how to award merit among her staff. This representative also offered that she has frustrated co-workers asking her questions re: FY17 increases that she wasn’t prepared to answer since Staff Council did not have prior knowledge about this FY17 increase announcement.

Another representative offered that Staff Council has worked hard over several years to create an environment of collaboration between HRDMA and Staff Council. These two parties have an agreed upon Memorandum of Understanding that speaks to collaboration and transparency. Last year this process seemed to work well however this year we were not part of the process. A memo was sent on March 24, 2016 entitled “Non-Represented Staff Wage and Salary Increases for FY17” from Wanda Heading-Grant that went to the entire campus. This was the first we learned of the numbers with no input or collaboration. This representative wondered what changed and why weren’t we notified in advance? She also added that it was always Staff Council’s intent that merit increases are to be above and beyond, never to undermine the Across the Board number. These numbers are very upsetting and it has turned the merit increase into a negative rather than a positive.

The last Representative that spoke stated with Annual Performance Reviews encouraged not required until August 2016 and trying to get Supervisor Training to become a regular part of being or becoming a
supervisor at UVM, it seems that the merit component of 1.5% is widely misunderstood and is a subjective piece so it doesn’t seem right to have that merit number shift up but then have the ATB number be so low.

Renee thanked everyone for their feedback. All feedback will be gathered and provided to the those that need to hear this and a formal request for additional information around these numbers.

**Other Business**

Staff Council office will continue to gather feedback. We have a deadline of Friday, April 8th to gather the initial group of feedback to be passed along to Administration, but do keep sending along comments and your thoughts! Meryl mentioned that Dr. Clayton was invited to join today’s meeting. The timing didn’t work but Meryl would still like to have him join us or skype in, perhaps at a future Compensation, Benefits & Budget meeting. Holly requested that when the FY17 feedback comments are passed along that we ask for a formal response from Administration so this does not fade away or go unaddressed.

**Adjournment**

Renee asked for a motion to adjourn. The motion was seconded and adopted. Meeting adjourned at 1:24 p.m.