SUMMARY OF THE UVM STAFF COUNCIL MEETING – April 7, 2015

This summary provides the most relevant information for staff from Staff Council’s recent meeting.

**Presentation by HRDMA Leadership**

Wanda Heading-Grant, Vice President for Human Resources, Diversity and Multicultural Affairs (HRDMA) led an update about the reorganization of HRDMA. The update included the timeline and three phases of the reorganization, what was accomplished during that time such as changes in roles and positions, new units, changes to physical space and hiring personnel. Through the reorganization HRDMA is working on strengthening customer service, efficiency and effectiveness, and professional development. Introductions and brief updates were provided by the HRDMA leadership team.

Time allowed for a Q&A period. One question asked how is the University preparing employees from within to take on roles that may be vacated by staff leaving or retiring. Another asked does HRDMA advocate for the employee or the employer? And the last question was about supervisors/supervisor training as it relates to how staff are treated and respected. To read more about the questions asked and answers provided read the full version of the [Draft April 2015 Staff Council Minutes](#).

**Approval of Minutes**

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

**Staff Council Outreach Update and Discussion**

Renee updated the Council on the status on the Staff Council’s Outreach effort. Four focus groups took place in mid-March with approximately 40 staff members. Feedback gathered anonymously from those groups allowed Staff Council leadership with the help of the Executive Board and Outreach Committee to identify five themes. Those themes will be discussed at the Staff Council Outreach Brainstorm Session on Tuesday, April 14, 2015 at noon in Memorial Lounge of the Waterman Building. Individuals that attend will be able to share solutions and suggestions for improvement around the themes. The suggestions and ideas from this session, along with the focus group feedback, will be shared with UVM Administration and the UVM Board of Trustees.

**Knowledge Share – Sara Childs**

Staff Council Representative Sara Childs, who works in the ALANA Student Center led the Council through a cultural competency activity. The exercise explored varying degrees of understanding through the definitions of terms that highlight how individuals may be practicing their own level of cultural competency in society.
Standing Committee Reports

Social Committee – Jeff encouraged the Council to share the information or form a team for the VT Corporate Cup Challenge to be held on Thursday, May 14, 2015 in Montpelier. You must register your team of three walkers or three runners by May 4th. He explained that this is the second year that the Social Committee is organizing ‘Team UVM’ on behalf of the University. If you register with a team, please let the Staff Council office know we can get you UVM shirts in advance of the race day.

Officer’s Update

The full Officer’s update is posted online on the President of Staff Council’s webpage and highlights recent committee work chairing the selection committee for the President’s Our Common Ground Award, reviewing applicants for the Honorary Degree Recipients Advisory Committee, and recent meetings with President Sullivan and Gary Derr, Vice President for Executive Operations.

Adjournment

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