UVM Staff Council  
May 7, 2013  
12:05-1:30 p.m.  
Davis Center – Livak  
Minutes

Members Present: Brendan Andrews, Renee Berteau (Vice President), Rodman Cory, Naima Dennis, Jacqueline Drouin, Mark Hall, Laurie Juskiewicz, Gwen Landis, Karen Lemire, Noel McCann, Mary Parent, Holly Pedrini, Parvin Pothiawala, Catherine Symans (President), Wayne Tetrick, Marie Tiemann, Lynn Tracy, Susan Williford, Bethany Wolfe

Members Absent: Ann Barlow, Michelle Chapman, Isis Erb, Scott Hipko, Troy Krahl, Robin Lockerby, Sharon Mone, Joanne Montanye, Judy Riani, Karmen Swim, Nicole Todd, Floyd Vilmont

Also Participating: Jeff Bukowski (Administrator/Ex Officio), Amy Gilman, Staff Council Office Assistant, Anita Lavoie, Johanna Brabham, Alex Prolman, UVM Senior, SCC, Brian Thompson, UVM First Year, SCC, Francis Churchill, UVM Risk Management & Safety, Michelle Smith, Jennifer Sheridan, Keddy Bharathan

Call to Order

The meeting was called to order at 12:05 p.m.

Student Climate Culture (SCC) on Fossil Fuel Divestment/Social Responsible Investing Advisory Council (SRIAC)

UVM students Brian Thompson and Alex Prolman co-presented on behalf of Student Climate Culture (SCC) a student group at UVM, regarding their efforts to encourage the University to divest from fossil fuels. They have two requests of Staff Council:

1. Endorse the divestment movement in principle
2. Practice and endorse the following measures to divest UVM’s endowment of fossil fuels
   - Immediately freeze all new investments in the top 200 companies with the greatest carbon reserves
   - Create a comprehensive plan to eliminate all holdings from the delineated fossil fuel companies
   - Divest, as soon as possible, from the account most heavily invested in fossil fuels: The BlackRock All Cap Energy Fund. We ask that the UVM Board of Trustees liquidate this holding at its next meeting

Francis Churchill from UVM Risk Management & Safety reported on the work of the SRIAC which heard the SCC’s concerns about divestment from fossil fuels. The UVM Socially Responsible Investing Advisory Council (SRIAC) was formerly the Socially Responsible
Investment Working Group (SRIWG), a working group that reported to the UVM Board of Trustees, but the reporting structure changed last year as well as the process by which concerns about investments are brought forward, reviewed, and responded to, by the University. Currently SRIAC reports to Richard Cate, VP for Finance & Administration. Francis outlined the new process SRIAC has been working on in terms of recommendations on divestment in response to the SCC.

1. Open forum had several presenters and 2 proposals - Feb 2013
   - Proposal to redirect investments away from fossil fuels due to GHG increase, climate change and expected loss of revenue associated with either peak oil or carbon cap and/or law suits associated with climax change
   - Proposal to direct investments into local opportunities

2. SRIAC voted to take up the fossil fuel initiative - March 2013

3. Research – March/April 2013
   - Identifying UVM investments that fit the fossil fuel definition and can be altered. A graduate student, Liz Palchak, was hired to conduct the research and shepherd the proposals. She is being paid out of investment returns.

4. An Energy Investment Plan is being drafted to submit to Richard Cate - May 2013
   - He will determine whether to recommend to the Board of Trustees to amend or ignore. If sent to the Board of Trustees, they can make the same choices. Controllers’ office will implement the trustees’ decisions. Any action taken would not affect the UVM Foundation at this point. The draft is likely to recommend divesting from coal companies in the short term. Also it is likely to make a statement about climate change, investments and UVM’s stance and claim STARS credit. The long term plan may include a positive investment screen to encourage investing in alternative energies and reduce investing in fossil fuels.

After both SCC and SRIAC shared information with the council, Renee reported that Staff Council had already drafted and shared in advance of the meeting, via email, a draft letter of support for SRIAC and SCC on continued work on Divestment from Fossil Fuels. She asked for a motion to approve the letter of support. She asked if there were any questions or discussion; there were none. She moved to vote on the letter of support, one representative abstained, the letter of support for continued work on divestment from fossil fuels was approved.

**Approve Draft Minutes**

There was a motion to approve the April meeting minutes with minor edits sent ahead of the meeting, it was seconded. The April 2, 2013 minutes were approved.
President’s Update from Catherine Symans

During the month of April, Human Resource Services held a Benefits Expo in the Davis Center. Staff Council representatives and participants were present at the Staff Council information table throughout the day. During my two-hour shift, I had the opportunity to speak with a number of UVM staff members and share information about Staff Council. Thank you to those Staff Council members who volunteered their time, and thank you to Rodman Cory and the HRS department for an informative and excellent event.

STAFF COUNCIL LEADERSHIP MEETING WITH UNIVERSITY PRESIDENT

Vice President Renee Berteau and Staff Council Administrator Jeff Bukowski and I met with President Sullivan on May 1\textsuperscript{st} to inform him of several important Staff Council initiatives including the Nursing Mother Facilities Recommendation, the Letter of Support for Socially Responsible Investing Advisory Council and Student Climate Culture, and the Staff Council Annual Update.

We also discussed the ongoing issue of internal communication and the recent article on restructuring that appeared in The Burlington Free Press. The article, “A reshuffle at UVM: Roles of six top positions will be changing,” which appeared in the April 18\textsuperscript{th} edition of The Burlington Free Press, quoted University Communications Director Enrique Corredera as follows: “This is President Sullivan’s decision, made in consultation with the Board’s Executive Committee, faculty leadership, chair of the Staff Council, and through discussions with deans.” This was clearly incorrect as President Sullivan informed me of the changes; he did not “consult” me. I sent an email to Director Corredera to set the record straight, and he responded with an apology. However, when we brought this to President Sullivan’s attention, he informed us that the error was on the part of the Burlington Free Press reporter and not Director Corredera. We appreciated the President’s clarification and look forward to future discussions with the administration concerning both internal and external communications.

Our conversation with the President ended with his suggestion of creating some sort of formal award system for staff and asked SC Administrator Jeff Bukowski to research how we presently reward staff. This information will become part of a conversation with the President to be held sometime in early summer.

The next meeting with Vice President for Executive Operations Gary Derr is scheduled for May 8\textsuperscript{th}.

HUMAN RESOURCE SERVICES QUARTERLY MEETING WITH STAFF COUNCIL LEADERSHIP

The next meetings with Associate Vice President of Human Resource Services Barbara Johnson are being scheduled.
**PRESIDENT’S ADVISORY COUNCIL**

The President’s Advisory Council met on May 1st and the sole agenda item was discussion of the budget process. President Sullivan informed the group that over the summer a university-wide committee will be created to look at the RCM (Responsibility Centered Management) budget model, which is a decentralized budget model. The committee will be comprised of faculty, deans, department chairs, students and staff, and may be as large as 20 members. The President informed the group that the RCM budget model is all about incentives. The group discussed the pros and cons of moving to this type of budget model and the President assured the group that this budget model has to be transformative to be successful going forward. The yet to be named standing committee will be studying the barriers and challenges as well as address anomalies. We will share information with staff as it becomes available.

**BOARD OF TRUSTEES**

The Board of Trustees Executive Committee met on April 8th. President Sullivan gave a brief report on the status of several campus-wide searches including the Provost, the CEMS Dean, the launch of the RSENR Dean search and an internal search for the VP of Research and Dean of the Graduate College. He also reported on the budget review process including the RCM budget model, the proposed three-semester curriculum, the President’s Commission review, and the tobacco-free campus initiative. The next meeting is scheduled for June 11th.

The May meeting of the full Board of Trustees will take place on Friday, May 17th in the Davis Center. I will be addressing the Committee of the Whole in the morning. Board meeting details can be found [here](#).

**OTHER**

During the month of April, Staff Council held elections for Representative positions in several Units/Divisions or Colleges at UVM. Please join me in congratulating our newly elected and re-elected Representatives:

- Bethany Wolfe, CNHS - (1) three-year term
- Noel McCann, CE – (1) three-year term
- Johanna Brabham, DFES/AFS – (1) three-year term
- Anita Lavoie, VPR & Grad Studies – (1) two-year term
- Isis Erb, RSENR – (1) three-year term
- Sara Hearne, BSAD – (1) three-year term
- Kate Ford, University Relations & Campus Life- (1) three-year term
Thank you one and all for your willingness to step forward and serve as Staff Council Representative and I look forward to working with you during the 2013-14 academic year.

I would also like to take this opportunity to thank members of the Staff Council Executive Board for their participation in the Provost’s Search. We interviewed four highly qualified candidates over the course of four consecutive days and submitted our individual feedback online. A special thank you goes out to Johanna Brabham for serving as staff representative on the Provost Search Committee.

**Announcements and Correspondences:**

Jeff spoke of the election and shared with the group that after the Senior Leadership restructuring this summer we will be in a better place to know how many slots will still be vacant in the newly formed units. Based on the current structure, we have baseline representation in all of the current and soon to be formed units/division or colleges, but have vacancies in the following areas.

- College of Medicine
  - Administrative – (1) two-year term
  - Basic Sciences – (1) two-year term
  - Clinical Sciences – (2) one-year terms
- DFES/ETS – (1) three-year term
- President’s and Provost’s Office - (1) one-year term
- University Relations and Campus Life – (2) three-year terms, (1) two-year term, (1) one-year term / Athletics

DFES/ETS, President’s & Provost’s Office and University Relations will all be reviewed in August under the new unit structure.

Jeff mentioned that this was Staff Council’s last meeting of this academic year and that the June 4th timeslot on your calendars will be used for the End-of-Year luncheon with President Sullivan at Waterman Manor from 11:30am-1pm. Two awards to be presented – The Yearling Award and The Rock Award.

Jeff said that although we’ve put together a 2012-1013 Annual update for senior leadership, committees still need all of the end of year committee work/round-ups turned in.

Dates and information were shared about all of the great social committee events going on this summer - Great Escape discounts, Champlain Valley Fair discounts, 3rd Annual Staff Art Exhibit, Lake Monsters Game & BBQ, Murder Mystery Cruise, and the 9th Annual Golf Outing. You can find all this information on the Staff Council website [here](#).

**Public Comment Period**

Michelle Smith attended and spoke on behalf of Gioia Thompson, Director, Office of Sustainability. Gioia wanted to communicate that the water bottle ban initiative will be doing
outreach this summer, and answering questions or further clarifying details about the water bottle ban. Michelle asked if there were any questions for her to bring back to the Sustainability office.

Anita Lavoie had a question for Michelle about water testing in older buildings, and what is the current status? Francis Churchill was actually able to speak in more detail about that effort. Risk Management has followed up on the inquiries that were submitted, that covered about 15 buildings at this point. He was not clear about what the regularity of those checks would be in the future.

**Nursing Mother Facilities Recommendation – Review, Discuss and Vote to Approve**

Renee asked for a motion to approve the Recommendation developed by the Compensation, Benefits & Budget committee in collaboration with HRS. Renee asked the Council for any questions or discussion around the Nursing Mother’s Recommendation. Jacqueline asked what the highlighted section in the text was. Jeff said that was simply a reminder to him to drop in the current date when and if the recommendation was passed. Renee asked for a motion, it was seconded. The recommendation was approved.

**Staff Council Annual Update – Review, Discuss and Vote to Approve**

Renee asked for a motion to approve the Annual Update developed by Staff Council leadership and the Executive Board. Renee asked the Council for questions or discussion, there were none. Renee asked for a motion for the Staff Council Annual Update, it was seconded, the Annual Update was approved. Catherine mentioned that Wanda Heading-Grant will receive future communications once the shift in Senior Leadership responsibilities occurs.

**Standing Committee Reports**

**Compensation, Benefits & Budget** – Rodman Cory, Chair, shared that this committee has a large charge with the committee responsibilities. They have worked hard to educate themselves and build relationships with policy makers. He feels good about the smaller working groups that were created within their committee. This allowed members “to get their arms around certain projects” that then allowed delivery or outcomes by June.

**Outreach, Assessment, & University Engagement** – SusanWilliford, Chair, reported on the current status of the annual survey. The survey questions had been finalized. The Institutional Research Review Board has approved it. Barbara Johnson gave her feedback and that’s been incorporated. Jeff added that there were a few changes, edits and the survey was still being built. He also reminded the group that there had been discussion at the last meeting regarding the timing of the survey. Talk then was not to send it before Commencement, but do we then lose an
important segment of staff that hold 10 and 11 month positions? Do we just wait until Fall? Jeff said that since then the target date has been set for late May, but before summer.

**Personal and Professional Development & Occupational Environment** – Laurie Juskieiwicz, Vice Chair, reported on behalf of the committee. She said that they hoped to have a seat or a voice as a part of the upcoming UVM Tobacco Initiative. Catherine shared with the group that Rodman has been named to the steering committee just recently. Rodman said that the steering committee had not yet met, it was approximately ten people representing the UVM Community, but the subcommittees haven’t been formed as of yet.

**Social** – No report. Jeff had already recapped the summer events

**Other Business**

Holly mentioned that she’d like to encourage reuse of paper to print out the various meeting materials, or better yet use no paper (i.e. laptops, ipads). Jeff confirmed that Staff Council office does not bring extra copies to meetings, and it’s been that way for some time. All staff council documents are shared via file attachments so that the staff council member can choose to print or not print (if they have an electronic device that can travel with them) on their own.

Holly was asked about the filming of Davis Center for the “green” environmental design story. She shared that the piece has been shared within green design industry at a recent conference but has not aired on PBS yet.

With no other business, Catherine made a motion to adjourn, it was seconded. Meeting adjourned at 1:22pm.