COMPENSATION, BENEFITS AND BUDGET COMMITTEE

The Compensation, Benefits and Budget Committee (CBB) met on Thursday, August 14, 2014 for its first official meeting of the 2014-2015 Academic Year. Introductions were made by committee members present and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of potential topics that is within the committee’s purview was discussed. This included but is not limited to the following:

- Remuneration / Livable Wages –
- Education on Incentive-based Budgeting
- Protect Benefits already in place:
- Review of Staff Handbook to understand all Benefits
- Education on the changes to the cost share of benefits.
- Salary Increases based on Performance – The PeopleAdmin upgrade and the module to track Performance Appraisals.
- Sick Leave Pool – Revisit this idea in light of the new leadership and restructure in the Human Resources, Diversity and Multicultural Affairs Unit.
- Flex Time and access to it for staff – specifically the issue of exempt vs. non-exempt staff.
- Parental Leave Provision for Staff.
- Voluntary Benefits – Additional benefits not offered by UVM that could be purchased through a third party vendor like short term disability or pet insurance.

Committee members elected Anita Lavoie as Chair and Valerie Carzello as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 2, 2014 Staff Council Meeting. Future meetings of the CBB have been scheduled for the 2nd Thursday of every month from 10:30 am to 12 noon. The next meeting will take place on Thursday, September 11, 2014 from 10:30 am to 12 noon in 427A Waterman. Barbara Johnson, Special Assistant to the Vice President of Human Resources, Diversity and Multicultural Affairs will attend this meeting. You can send questions, concerns, suggestions and/ or ideas to the committee by e-mailing Staff.Council@uvm.edu. For more information about the CBB please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=cbb.html

OUTREACH, ASSESSMENT AND UNIVERSITY ENGAGEMENT COMMITTEE

The Outreach, Assessment, & University Engagement Committee (OAUE) met on Wednesday, August 20, 2014 for its first official meeting of the 2014-2015 Academic year. Introductions were made by all committee members present and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of work determined by the committee for this upcoming Academic year was reviewed. This included but is not limited to the following:

- Prepare an Educational Outreach plan and draft materials
- Debate and come to understand how we define “transparency” in relation to information and communication shared at UVM.
- Advocate for continued improvements toward internal communication at the University
- Revise/Update the Staffline and Rep Update .html template
- Present the Staff Council Survey Results
- Create short and quick surveys for Staffline or Rep Updates in LimeSurvey and focus in on one or two quick, hot button issues.
- Think about the incorporation of a Did You Know section of the Staffline or Rep Update
- Increase use of social media
- Expand the I ♥ uvm staff campaign to use with Staff Council events to associate the connection
- Update the Staff Council flyer
- Update the Staff Council bookmark
- Stay attuned to developments with the new employee onboarding process

Committee members elected as Bethany Wolfe Chair and Brendan Andrews as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 3, 2013 Staff Council Meeting. The next meeting will take place on Wednesday, September 17, 2014 from 1 pm to 2 pm in the Staff Council Conference Room, 305 Waterman. You can send questions, concerns, suggestions and/ or ideas to the committee by emailing Staff.Council@uvm.edu. For more information about the OAUE, please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=oaue.html
PERSONAL AND PROFESSIONAL DEVELOPMENT & OCCUPATIONAL ENVIRONMENT

The Personal and Professional Development & Occupational Environment Committee (PPDOE) met on Tuesday, August 19, 2014 for its first official meeting of the 2014-2015 academic year. Introductions were made by all committee members and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of work determined by the the committee for this upcoming Academic year was outlined. This included but is not limited to the following:

- Continued Advocacy on Performance Appraisals - Recommendation in June 2013, President Sullivan support September 2013, PeopleAdmin update August 2014, Module to track Performance Appraisals in 2014/2015, the connection to merit based increases.
- Continued Advocacy on Supervisory Training - Recommendation in June 2013, President Sullivan support September 2013, the need for both staff and faculty to be trained.
- Career Path Program – Review the process for employees to advance at UVM and the importance of competency bases skills versus task oriented skills; work to establish a better career path program.
- Professional Development through access to Tuition Remission for employees
  - Talk about the type of professional development needed by different types of employees
  - Investigate the impact of the Incentive-based Budgeting (IBB) model on the equity of professional development funds across colleges and units
  - Discuss the creation of a Staff Professional Development Award
- Wellness Initiatives –
  - Incentive programs – how to encourage healthy behavior
  - Focus on Work/Life Balance issues and other opportunities available to staff
  - Increase awareness of our EAP - LifeScope services
  - Depression/Mental Health Assistance
  - Make connections back to the Student Wellness
- Tobacco Free Initiative what about LifeScope; emphasis on health initiative not prohibition.
- Continue to support Comprehensive Diversity Professional Development

Through a vote cast by the committee members only, Marie Tiemann was elected as Chair and Gwen Landis as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 2, 2014 Staff Council Meeting. Future meetings of the PPDOE have been scheduled for the 3rd Tuesday of every month from 11 am to 12 noon, the majority of which will be in the Handy Room of the Davis Center.

The next meeting will take place on Tuesday, September 16, 2014 from 11am – 12 noon in the Handy Room, #415 in the Davis Center.

You can send questions, concerns, suggestions and/or ideas to the committee by emailing Staff.Council@uvm.edu. For more information about the PPDOE please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=ppdoe.html

SOCIAL COMMITTEE

The Social Committee met on Tuesday, August 19, 2014 for its first meeting of the 2014-2015 academic Year. Introductions were made by all Committee members and the Staff Council Mission Statement, as well as the Committee Charge were reviewed. Future meetings will continue to be held on the third Tuesday of every month at 1:00-2:00 pm in 109 South Prospect St., Rm 007. The discussion focused on the Committee’s work plan for the upcoming academic year.

- Staff Art Exhibit North Conway, NH Outlets Shopping Trip
- Holiday Bazaar & Food Drive
- UVM Men’s or Women’s Basketball and/or Hockey Game (Winter Break)
- Montreal Casino Trip (Feb. – President’s Day)
- Vermont Corporate Cup Challenge (May)
- Lake Monsters Baseball Game and BBQ (June )
- Champlain Valley Fair Tickets (May/June)
- Golf Outing (Aug.)
- Fleming Museum event

Through a vote cast by the committee members only, Robin Lockerby was elected as Chair and Judy Riani as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 2, 2014 Staff Council Meeting. The next meeting will take place on Tuesday, September 19, 2014. You can send questions, concerns, suggestions and/or ideas to the committee by emailing Staff.Council@uvm.edu. For more information about the Social Committee, please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=social.html.