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

**President Sullivan and VP Wanda Heading-Grant Address and Dialogue with Staff Council**

President Sullivan began by thanking Staff Council for making staff contributions to student success and building an inclusive University community overarching goals of the organization to focus on in the next two years while carrying out its other work. He then touched on several issues that Staff Council leadership had discussed with him earlier in the day at their quarterly meeting.

**Tobacco-Free UVM** – January 1, 2015 has been set as a target date for UVM to go tobacco free. More outreach and communication, will occur this semester. There will also be Town Halls for all in our community to attend, share thoughts, feelings, and concerns.

**Staff Council Student Success and Inclusive University Community Effort** - The President is encouraged to hear about the Staff Council efforts to better understand and communicate what the terms social justice and inclusion means to UVM Staff and how that will allow staff to better support and serve those around us; as well as how all staff contribute to the success of our students. This means asking, “What can we do in our individual jobs that might help a student be more successful or make their learning experience at UVM stronger?” In addition, student success also requires a focus on improving Student Wellness. For all of campus and all students there is a greater effort to improve Student Wellness. Students cannot be learning and fully engaged if they are compromised due to drugs and alcohol. Staff can help by recognizing student struggles or referring students to campus resources. The President also talked about how more diverse and international our student body is this year than just last year. With that comes the need to better understand where our international students come from: culturally, economically, and socially – family life or customs.

**HR, Diversity & Multicultural Affairs (HRDMA)** – VP Wanda Heading-Grant reported out some of the work and priorities of HRDMA. The bias incident response process is being reviewed. This includes a clear focus on Customer Service, Professional Development and Operational Efficiencies with clearly defined roles within HRDMA and Human Resources Services. HRDMA has also been asked how prepared or equipped is our staff to handle the needs of the International Students?

**Staff Appreciation Week** – Wanda mentioned the upcoming week-long celebration on September 15 - 19 and wanted to address some of the feedback that she and the planning committee had received in regards to the changes for the Staff Recognition Dinner and Lunch events. If the dinner event had stayed exactly the same as last year there would not be a venue in Vermont that would have held all the invitees and guests. The budget also did not support the event being held as it was last year so the planning committee made the fewest changes possible while still recognizing those in their milestone years. There had been feedback over the years that the dinner event with all staff coming every year (everyone 15yrs+) made it less special for those being recognized in their milestone year. The event has gone back to the original format recognizing just those employees of milestone years (20, 25, 30, 35, 40, 45+). One
concession was made since the dinner invites went out. Instead of bringing one guest, honorees may bring up to three guests. Look for a revised invite if you are in a milestone year.

**Staff Salary Equity Report and Job Classification System** – Wanda and President Sullivan are in final stages of selecting the Research Administrator for the Staff Salary Equity Report, like that which was done last year for the Faculty Salary Equity Report. *This report will look for inequities based on race and gender.* President Sullivan and Wanda reported that they were in the early stages of setting up a review of the UVM Job Classification system to be sure that the system is working properly and equitably. The UVM Job Classification system was last looked at in 2006.

**Question and Answer Period/Public Comment Period for President Sullivan**

Feedback and questions came from several Staff Council Representatives.

**Staff Appreciation Week** - Some felt that some of the bad reactions were due to the fact that there was no or late notice about the changes to the dinner, perhaps earlier communications about the changes could have helped with this. Another appreciated the fact that special recognition should be for those in their milestone years.

**FY2015 Raises** - SC Representatives are being asked by their colleagues – when will we see the raises? Wanda said that it is slated for the 9/15/14 paycheck with the retroactive pay in that same check. To make the raise and the retro-pay happen it was a joint collaboration between Payroll, HRS and ETS. One representative shared his co-workers disappointment regarding changes to the cost share of health benefits and the FY15 raise. For most staff it seemed like a wash or a loss depending what pay category you fall into. Wanda was sure that employees should have ended up with a net of some level. If they didn’t she wanted to hear from them. Another point mentioned was with the greater effort made on Student Wellness what about Staff Wellness? What is being done for Staff wellbeing?

**Approval of Minutes**

A motion was made and seconded to adopt the August 5, 2014 Council minutes. With no further discussion, the minutes were adopted.

**Vote to confirm Standing Committee Chairs and Vice Chairs**

A motion to confirm the following standing committee Chairs and Vice Chairs was made.

- Compensation, Benefits and Budget – Anita Lavoie, Chair and Valerie Carzello, Vice Chair
- Outreach, Assessment & University Engagement – Bethany Wolfe, Chair and Brendan Andrews, Vice Chair
- Personal and Professional Development & Occupational Environment – Marie Tiemann, Chair and Gwen Landis, Vice Chair
- Social – Robin Lockerby, Chair and Judy Riani, Vice Chair

The motion was seconded, with no discussion the confirmation of Chairs and Vice Chairs was approved.
Announce Appointment of Staff Council Parliamentarian

Bill Valliere has been named as the Staff Council Parliamentarian for 2014-2015 by Staff Council President Renee Berteau

Staff Council Survey Report

Jeff shared the Staff Council Survey Report with the full council before it is sent to senior leaders and distributed on the website. He reviewed the returns and trends. If no representative has any last feedback then we will consider the Survey Report finalized and will be shared with the campus leaders and on our website.

Officer’s Update

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

Announcements

Staffline:

The submission deadline for the September edition of Staffline is Friday, September 12, 2014. This edition will be distributed on Wednesday, October 1, 2014.

Staff Council Meeting:

The next Staff Council Meeting will take place on Tuesday, October 7, 2014 from 12:05pm – 1:30pm in the Davis Center, Livak Ballroom. Provost Rosowsky will be our guest and address questions from the Council.