UVM Staff Council
September 8, 2015
12:05-1:30 p.m.
Livak Ballroom, Davis Center
Minutes

Members Present: President Renee Berteau, Vice President Johanna Brabham, Brendan Andrews, Jeremy Arenos, Bob Bolyard, Valerie Carzello, Sarah Childs, Amy Coffey, Jen Cournoyer, JoAnne Dearborn, Jessica Deaette, Mary Dunne, Jean Evans, Christine Farnham, Nick Gingrow, Wendy Koenig, Gwen Landis, Anita Lavoie, Lyndelle LeBruin, Noël McCann, Steve Lunna, Gabriela Mora-Klepeis, Jeanna Page, Holly Pedrini, Shirley Pine, Parvin Pothiawala, Carrie Pratt, Judy Riani, Susan Skalka, Karmen Swim, Bill Valliere, Amy Vile, Bethany Wolfe

Ex-officio: Jeff Bukowski, Staff Council Administrator

Members Absent: Kate Ford, Nick Hall, Marilyn Schlak

Also Participating: UVM President Tom Sullivan, Staff Council Immediate Past President Catherine Symans and Staff Council Assistant Amy Gilman

Call to Order

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

President Tom Sullivan’s Address Welcome

The President thanked Staff Council for the critical role it plays as the advocate for staff in the shared governance of the University of Vermont. He congratulated the Council on its Spring 2015 Outreach Effort and noted that he had received, reviewed, and discussed the final report that outlined themes and objectives with Council leaders and other senior level colleagues. In addition he also recognized the advocacy of Staff Council that has led to recent developments around merit-based salary increases, performance appraisals, and training/development to help staff advance in their careers. Other improvements or positive movement forward the President touched on included the recognition of outstanding staff annually through the President’s Our Common Ground Awards; there is also a new way to provide feedback via an ‘Ideas & Suggestions’ email link, uvmsuggestions@uvm.edu, found on the Office of the President’s homepage. Also reported was the Administrative Unit Review process of which 14 units/departments will have completed by the end of this fiscal year. In conclusion, President Sullivan emphasized the role we all play in the student experience, talking about the First Year Student Experience and what it means to create a welcoming community that helps students succeed through positive experiences.

Approval of Minutes

A motion was made and seconded to adopt the August 4, 2015 Council minutes. With one edit and no further discussion, the minutes were adopted.
Public Comment Period

No public comments were made.

Vote to Confirm Standing Committee Chairs & Vice Chairs

Jeff Bukowski, Staff Council Administrator read aloud the nominees for each Committee’s Chair and Vice Chair positions. He asked for a motion to confirm the nominations which was made and seconded. All were in favor and the nominees were approved for the 2015-2016 academic year.

Compensation, Benefits & Budget – Anita Lavoie, Chair and Jeremy Arenos, Vice Chair
Outreach – Brendan Andrews, Chair and Bethany Wolfe, Vice Chair
Personal & Professional Development – Noël McCann, Chair and Jeanna Page, Vice Chair
Social – To Be Determined

Debrief & Discussion of President Sullivan’s Presentation

Some members of the group indicated that they perceived President Sullivan’s comments as a reaffirmation that he looks to the organization for their leadership, obtains valuable information from the group, is in regular contact and is always open to hearing and understanding more. Others felt that the President understood the importance of gathering feedback and input from staff when working on initiatives to ensure inclusive practices and increase transparency. One person noticed there was no specific mentions of any changes i.e. benefits. Another mentioned his reference of the “First Year Student Experience” and its importance.

Officer’s Update

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

After receiving feedback from the internal Staff Council Survey that took place in June 2015, the survey results showed that a full Officer’s report wasn’t necessary, perhaps just special attention items should be mentioned and the rest would be captured in the monthly Officer Update. The Officer Update now contains summary impressions of an overall meeting rather than just the facts and issues discussed.

One item Renee highlighted was the meeting on Tuesday, August 18 with Wanda Heading-Grant, Vice President for Human Resources, Diversity and Multicultural Affairs; Claire Burlingham, University Controller; and Penny Cayia, UVM Payroll Manager, to discuss the possibility of the University using Direct Deposit for all University employees. This would be following a state colleges mandate and received recent approval in the VT legislature for all state colleges and universities to follow. This would meet two goals: clarity if payment had been received by an individual (Federal Workstudy regulations require that the University demonstrate a student has received their award and paper checks
are sometimes lost by students and need to be tracked and reissued) and a cost savings of approximately $20,000 by not using paper checks.

**Staff Council Retreat**

Renee asked the group about topics to explore for the Fall 2015 Staff Council Retreat and what we wanted to accomplish with this specific work time.

Ideas on the table are to begin work on a Vision Statement for Staff Council and go a bit deeper into the Community Standard of “Share the Air” and what that means for those who like to talk and share often and those that do not feel comfortable doing so.

**Other Business**

Jeff mentioned Staff Appreciation Week is September 16-18 this year. He encouraged everyone to spread the word that the *Social on the Green* is on Wednesday, September 16th this year, *Staff Council’s Fifth Annual Art Reception* will be Thursday, Noon-1pm in the Davis Center's Livak Fireplace Lounge & Gallery. The *Staff Recognition Dinner* is by invite only and will be Thursday, September 17th. This event honors staff celebrating a milestone year highlighting the distinctive nature of those in their 20, 25, 30, 35, 40 and 40+ years of service. The *10 & 15-Year Luncheon* is by invite only as well and will be Friday, September, 18 from Noon-1pm.

**Adjournment**

Renee made a motion to adjourn. The motion was seconded and adopted. The meeting adjourned at 1:07pm.