

THE UNIVERSITY OF VERMONT STAFF COUNCIL
STANDING COMMITTEE REPORTS FOR STAFF COUNCIL MEETING

Tuesday, September 8, 2015

12:05 pm – 1:30 pm

Livak Ballroom, Davis Center

COMPENSATION, BENEFITS AND BUDGET COMMITTEE

The Compensation, Benefits and Budget Committee (CBB) met on Thursday, August 13, 2015 for its first official meeting of the 2015-2016 Academic Year. Introductions were made by committee members present and the Staff Council Mission Statement, Committee Charge, and Committee Standards 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:

- Increase transparency and awareness of the process to update a position description through outreach and education
- Establish an inclusive, transparent, internal process through which any future discussions about potential changes to benefits could occur
- Better define and communicate the purpose of the University Benefits Advisory Council
- Updating the Staff Handbook

Committee members elected Anita Lavoie as Chair and Jeremy Arenos as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 8, 2015 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 10, 2015 from 10:30 am to 12 noon in 427A Waterman. 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/~stffcnccl/?Page=cbb.html>

OUTREACH COMMITTEE

The Outreach Committee met on Wednesday, August 19, 2015 for its first official meeting of the 2015-2016 Academic Year. The Staff Council Mission Statement, Committee Charge, and Committee Standards were reviewed. A list of potential topics that is within the committee's purview was discussed. This included the Staff Council Survey that occurs every two years. Additionally there are new work areas identified from the Staff Council Outreach Effort – Spring 2015. Here are some of the objectives not limited to the following:

- Further incorporate the gathering of UVM community input for large scale institutional initiatives and organizational changes and clearly identify and communicate who are the staff representatives who are serving on committees, workgroups, etc.
- Create clear communication lines to ensure that information from large scale institutional initiatives and organizational changes are reaching all employees at all levels, but especially staff
- Incorporate the gathering of UVM staff input from individuals serving in a wide range of positions when working on initiatives or change at the Unit/Division/College level
- Provide training and support to University leaders to incorporate employee input and maintain accountability for creating transparent, open, inclusive and well communicated processes.

Committee members re-elected Bethany Wolfe as Chair and Brendan Andrews as Vice Chair. Their positions were voted on and approved. Future meetings of the Outreach Committee have been scheduled for the 2nd Wednesday of every month from 1:00-2:00pm. Due to a conflict with our regular scheduled meeting we will meet, Wednesday, September 23, 2015 from 1:00-2:00pm in 328 Waterman. You can send questions, concerns, suggestions and/ or ideas to the committee by e-mailing Staff.Council@uvm.edu. For more information about the Outreach Committee please visit the committee website at <http://www.uvm.edu/staffcouncil/?Page=oaue.html&SM=representativesandcommitteesmenu.html>

PERSONAL AND PROFESSIONAL DEVELOPMENT COMMITTEE

The Personal and Professional Development Committee (PPD) met on Tuesday, August 18, 2015 for its first official meeting of the 2015-2016 academic year. Introductions were made by all committee members and the Staff Council Mission Statement, Committee Charge, and Committee Standards 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:

- Collaboration with HRDMA on an updated Performance Appraisal process.
- Review of the job classification system and discuss a career path program for staff to better understand how to advance ones career.
- Review access to professional development opportunities for staff with attention to diverse needs of staff.
- Collaborate with Transportation and Parking Services to assist with their ongoing work on transportation and parking matter.

Through a vote cast by the committee members only, Noël McCann was elected as Chair and Jeanna Page as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 8, 2015 Staff Council Meeting. Future meetings of the PPD have been scheduled for the 3rd Tuesday of every month from 11 am to 12 noon, the majority of which will be in the Williams Room, Rm 403 of the Davis Center.

The next meeting will take place on Tuesday, September 15, 2015 from 11am – 12 noon in the Williams Room, Rm 403 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/~stffcncf/?Page=ppdoe.html>

SOCIAL COMMITTEE

The Social Committee met on Tuesday, August 18, 2015 for its official meeting of the 2015-2016 academic year. Introductions were made by all committee members and the Staff Council Mission Statement, Committee Charge, and Committee Standards were reviewed. The committee reviewed several Staff Community Service Award applications and requested additional information from applicants before approving two of these. In addition a review of the events held during the summer were discussed, particularly the Live on the Lawn concert series and the 11th Annual Golf Outing. Discussions of upcoming fall/winter events also occurred including the 5th Annual Staff Art Exhibit in September, a VT Farm Tours bus tour in October as well as initial preparations for the Holiday Bazaar and Food Drive on December 2, 2015. More information about these will be communicated in the near future.

A Chair and Vice Chair were not elected, but discussions have continued regarding the leadership of the committee moving forward.

Future meetings of the committee have been scheduled for the 3rd Tuesday of every month from 1pm – 2pm, the majority of which will be in the 109 S. Prospect St. 007.

The next meeting will take place on Tuesday, September 15, 2015 from 1pm – 2pm at 109 S. Prospect St. 007 from 1:00 - 2:00 PM.

You can send any 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/~stffcncf/?Page=social.html>.