MEMBERS PRESENT:
Ann Barlow, Renee Berteau (Vice-President), Michelle Chapman, Rodman Cory, Jacqueline Drouin, Isis Erb, Mark Hall, Laurie Juskiewicz, Troy Krahl, Sharon Mone, Joanne Montanye, Mary Parent, Holly Pedrini, Parvin Pothiawala, Ida Russin (Immediate Past-President), Catherine Symans (President), Marie Tiemann, Nicole Todd, Lynn Tracy, Floyd Vilmont, Susan Williford

MEMBERS ABSENT:
Brendan Andrews, Naima Dennis, Scott Hipko, Gwen Landis, Karen Lemire, Robin Lockerby, Judy Riani, Karmen Swim, Wayne Tetrick,

ALSO PARTICIPATING:
Jeff Bukowski (Ex-Officio), Staff Council Administrator

GUEST:
Alison Maynard, Director, Center for Leadership and Innovation Senior Program Developer, Continuing Education.

Staff Council President Catherine Symans called the meeting to order at 12:09 pm

ALISON MAYNARD PRESENTATION TO STAFF COUNCIL

Alison presented information to the Staff Council on the Professional Certificate in Leadership and Management which is a certificate program within Continuing Education’s Center for Leadership and Innovation. The Center began nearly 10 years ago as the Vermont Business Center and was a partnership established between UVM’s School of Business and Continuing Education as an outreach initiative to address the needs of developing leaders and growing companies in Vermont.

The program is broken down into four major areas of focus: Leadership Skills, Strategy Implementation, Sales and Marketing, and Finance, and consists of eight seminars over nine days for a total of 67.5 instructional hours. The Certificate in Leadership and Management uses a cohort model and the cycle of seminars happen at least once each semester. However, if you are unable to complete the certificate in one semester, you can take as much time as you need to finish as there is no time limit to completion of the certificate program.

This Professional Certificate is not eligible for the tuition remission, but there is a 20% discount for UVM employees. This discount is extended to spouses/partners and dependents. Fees are as follows:

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<thead>
<tr>
<th></th>
<th>Full-Price</th>
<th>UVM 20% Discount</th>
<th>Savings</th>
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</thead>
<tbody>
<tr>
<td>1-day Seminar</td>
<td>$435</td>
<td>$349</td>
<td>$86</td>
</tr>
<tr>
<td>2-day Seminar</td>
<td>$705</td>
<td>$565</td>
<td>$140</td>
</tr>
<tr>
<td>Certificate</td>
<td>$2,899</td>
<td>$2,319</td>
<td>$580</td>
</tr>
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The fees include instruction, all seminar materials, meals, and a UVM Certificate in Achievement. In the past, some staff have used professional development dollars from within their department to participate in this program.

For more information about the Certificate in Leadership and Management and other Certificates (e.g., Professional Certificate in Project Management) offered through the Center for Leadership and Innovation, visit the website at www.uvm.edu/cli

ACCEPTANCE OF MINUTES

The September 4, 2012 Draft Minutes were approved with minor grammatical corrections.

STAFF COUNCIL PRESIDENT'S UPDATE

Staff Council President Catherine Symans presented her update on the meetings and events she had taken part in over the last month as the organization’s leader.

In mid-September, President Tom Sullivan sent an invitation to the governance leaders to serve on the President’s Council for the academic year 2012-2013. This newly formed Council will take the place of the former President’s Campus Leadership Forum. According to President Sullivan’s letter,

The purpose of the Council is to provide substantive advice and counsel on major university-wide strategies as we establish a course to advance the University. Members of the Council include faculty, staff, students, and alumni. The next ten years will offer the University opportunities many of which may not be unique to UVM. The Council will serve as an advisory body rather than a deliberative body and act as a sounding board for me to draw on the collective wisdom and impressive talents of this group. Meetings will be informative, data rich and content driven. At times there will be substantial preparation necessary; and sometimes when experts will attend the Council to present on specific topics. The Council will meet approximately every six weeks throughout the academic year and your appointment will be for the current academic year.

The first meeting has not yet been scheduled.

The Board of Trustees Executive Committee Meeting was held on Monday, October 1st. President Sullivan outlined four areas which he hoped to be further explored throughout the year. These included a focused look at the “Strengthening the Partnership Between the State of Vermont and the University of Vermont” report submitted by an advisory group to Governor Shumlin in late June 2012, cost-efficiency opportunities within the University which consider affordability of tuition, an investigation into the academic calendar (i.e., looking at the feasibility and outcomes of moving to a three-semester model), and an overall budget review process.

The Board of Trustees will meet formally this Fall on Wednesday and Thursday, November 7th and 8th. Usually they meet on Fridays and Saturdays. Due to this change, the Committee of the Whole where the Staff Council President addresses the Board of Trustees has been moved to the afternoon of Wednesday, November 7th. Catherine will submit her report for the Board book later this week.
The Installation of President Tom Sullivan will take place on Friday, October 5, 2012 in the Ira Allen Chapel. Catherine and Vice President Renee Berteau will participate in the ceremony with the other governance body leaders.

ANNOUNCEMENTS

George Washington Henderson Fellowship Seminar

Staff Council President Catherine Symans and Vice President Renee Berteau had been invited to participate in George Washington Henderson Fellowship Seminar on October 9th. This event is hosted by Chief Diversity Officer Wanda Heading-Grant. Renee asked if this invitation could be extended to all Staff Council Representatives and the answer was a resounding yes. Representatives who wished to participate had until October 2nd to RSVP.

Staff Council Shopping Bus Trip

The Social Committee is organizing a shopping bus trip to Settler’s Green Village in North Conway, NH on Saturday, November 17th. The cost for UVM employees and retirees is $21 and the cost for all others is $26. The bus will depart from the Waterman parking lot at 8:00 a.m. with an approximate arrival in North Conway at 11:00 a.m. The bus will then depart at 7:00 p.m. with an approximate arrival back to Burlington at 10:00 p.m. For more information, see the Reservation and Risk & Release Forms here.

Discount Ski Season Passes

Discount Ski Season Pass sales to several local mountain resorts are now on sale. All purchases can be made online through each resort’s website. More information can be found on the Staff Council’s website here.

Buy Local Coupon Book

The Buy Local Coupon Book is available in the Staff Council Office for $14 and will be on sale until early December or while supplies last.

Holiday Bazaar and Food Drive

The Staff Council’s Annual Holiday Bazaar and Food Drive will take place on Thursday, December 6, 2012 from 9 a.m. – 3 p.m. Tables are still available to rent for $30. Staff, faculty, students, retirees, and alumni are welcome to participate. Over half the tables are currently reserved. The deadline for reservations is Friday, November 9, 2012. Similar to last year, a Food Drive to benefit the Chittenden Emergency Food Shelf will take place during the event. One free raffle ticket (limit one per person) will be given to those who make a non-perishable food donation. Volunteers and baked goods donations for the bake sale are needed.

For more information about the holiday bazaar visit our website at http://www.uvm.edu/~stffcncl/?Page=holidaybazaar.html
End of Year Luncheon Hosted by President Tom Sullivan
The End of Year Luncheon hosted in June each year by the President of the University to recognize the work and contributions of Staff Council will take place on Tuesday, June 4, 2012 from 12 noon to 1:30 p.m. at a location to be determined. Since this is the date when our regularly scheduled Staff Council Meeting occurs, we have decided to move our June meeting to Tuesday, June 11th from 12:05 p.m. – 1:30 p.m. in a location to be determined. These will be added to your Oracle Calendars and announced via email.

Staffline:
The submission deadline for the November edition of Staffline is Friday, October 19, 2012. This edition will be distributed on Thursday, November 1st.

Council Administrator Jeff Bukowski agreed to send out .pdf versions of flyers distributed at the meeting along with additional information to the Representatives, in particular, a summary of the Staff Council Retreat exercises and materials.

PUBLIC COMMENT PERIOD
There were no Public Comments held at the meeting.

STANDING COMMITTEE REPORTS
Social Committee Vice Chair Marie Tiemann encouraged Representatives to volunteer and take part in the Holiday Bazaar and Food Drive on Thursday, December 6, 2012. The other Standing Committee Chairs and Vice Chairs did not expand on their previously submitted reports. A copy of these reports from September 2012 can be found on the Minutes page of the Staff Council webpage here.

EDUCATION OUTREACH CAMPAIGN DISCUSSION
The Council engaged in a lengthy discussion about how to continue the work of encouraging non-exempt staff in the Administrative, Technical, and Specialist job families to participate in an upcoming runoff election to be organized by the Vermont Labor Relations Board (VLRB) and ways in which the organization could better communicate its role and purpose to the UVM Community. These were seen as two important and separate ideas.

777 people were eligible to participate in the VLRB election held on September 18 and 19, 2012 for the possible representation by a collective bargaining unit or union. Only 618 voted or 79.5%. The results were as follows:

- **Question 1**: Do you want to be represented by a union? YES – 339 (55%); NO – 278 (45%); 1 invalid ballot
- **Question 2**: Do you want to be represented by:
  - USU-NEA – 183 (30%)
  - United Staff – 168 (27%)
  - Neither – 260 (42%)
  - Invalid – 7 (1%)
The two involved unions (University Staff Union-NEA and United Staff) and the University have ten business days to file any challenge to the election. If there are no challenges, the Vermont Labor Relations Board will certify the results and schedule a runoff election. The runoff election will only be between the top two options USU-NEA or No Representation.

The Council discussed how to continue the work to educate all staff on the importance of voting in the runoff election. Several ideas were suggested including a forum where individuals from all sides could voice their opinions either in person or online, videos from Staff Council about why someone should vote, and additional eye-catching print mailers that motivate people to vote. Since 1 in 5 of the folks eligible to vote did not participate, there was great interest in using the “1 in 5 did not vote” idea in a branding manner for this next campaign. Other suggestions included “Did you know” about the facts. The overall consensus was that more work needed to be done by the University to inform staff about this important matter and that staff needed to take the time to learn. Questions about the feasibility of these possible ideas will be discussed with Vice President Gary Derr and Legal Counsel so that these efforts do not compromise fair labor organizing practices.

It was noted that some Representatives wanted to make sure that any “Get Out the Vote” materials did not contain information about what Staff Council does for UVM staff in order to be more non-partisan.

The Council also discussed ways in which to further highlight the Staff Council’s role and purpose at UVM. Over the last year the Council has improved and expanded its communication tools so as to reach more individuals in multiple ways and present information in a more streamlined and professional looking manner. The Council discussed many ideas; these included a “Did You Know” about Staff Council that would be interconnected among video, web and print communications. This could be a new and enhanced version of the type of flyer that was distributed last year to all staff about Staff Council and the work it does. During the discussion, a decision was made by Staff Council President Catherine Symans to create an Ad Hoc Committee to work on this effort moving forward. A sign-up sheet was distributed and several Representatives signed up. A meeting will be organized in the near future to begin work on this effort.

OTHER BUSINESS

Staff Council Administrator Jeff Bukowski agreed to send out information about the Staff Council Retreat since there had not been enough time to discuss this in greater detail at the meeting. Work on the action items discussed at the retreat will now move to the Executive Board for further review and consideration.

The next Staff Council meeting will take place in the Livak Ballroom located on the fourth floor of the Davis Student Center, Tuesday, November 6, 2012 at 12:05 p.m. This date happens to be Election Day, so please plan accordingly so you can participate in both the meeting and VOTE.

ADJOURN

The meeting was adjourned at 1:29 p.m.