COMPENSATION, BENEFITS AND BUDGET COMMITTEE

The Compensation, Benefits and Budget Committee (CBB) met on Thursday, September 13, 2012. Introductions were made by all committee members and Barbara Johnson, Associate Vice President of Human Resource Services attended to answer a variety of questions from the committee based on staff inquiries and concerns.

The Committee discussed the quality of nursing mother’s rooms on campus to which HRS will review this year. Questions about a shared sick leave pool were raised although this idea had been investigated in the recent past. It was reaffirmed that the financial structure of the University would not allow this type of program to be created and managed easily because sick time has no money associated with it and if vacation time were used, which does have money associated with it, the management concerns would remain. The committee reaffirmed that the ability to accrue unlimited sick time was determined to be very generous and could be used for parental leave needs.

There were also discussions concerning the future possibility of another on-campus child care facility and where it is in the building queue with the College of Education and Social Services plans for new construction in the future. Tuition remission was discussed, specifically employee access to take advantage of this benefits. There was a reaffirmation that Human Resource Services is always willing to advise staff for career progression opportunities and how they might be able to negotiate taking time to participate in classes.

The committee did discuss creating an even more active relationship with the University Benefits Council where there will be a section of each future meeting explicitly committed to discussion as to what items the council is working on and how we may increasingly participate utilizing our Staff Council representation on the council. The next meeting will include conversations on the Annual Compensation Recommendation and review of the response as well as a timeline for the future submission.

The next meeting will take place on Thursday, October 11, 2012 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/~stffcncl/?Page=cbb.html

OUTREACH, ASSESSMENT AND UNIVERSITY ENGAGEMENT COMMITTEE

The Outreach, Assessment, & University Engagement Committee (OAUE) met on Wednesday, September 19, 2012 for its second meeting of the 2012-2013 Academic year. Special Guest, Nguyen Bach from UVM Institutional Research assisted the committee in evaluating the Staff Council Survey from 2011 so as to help the committee prepare for its work on creating a survey for spring 2013. This process determined which questions should remain, could be removed, or required further consideration and discussion.

The committee did not elect a Chair or Vice Chair at its September meeting. Due to the multiple responsibilities of the committee members, the group agreed that Susan Williford would serve as Chair and Karmen Swim would serve as Vice Chair of the committee, but the responsibilities of Chair and Vice Chair would be shared among the group.

The committee did discuss creating an even more active relationship with the University Benefits Council where there will be a section of each future meeting explicitly committed to discussion as to what items the council is working on and how we may increasingly participate utilizing our Staff Council representation on the council. The next meeting will include conversations on the Annual Compensation Recommendation and review of the response as well as a timeline for the future submission.

The next meeting will take place on Wednesday, October 17, 2012 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 met on Tuesday, September 18, 2012 for its second official meeting.

Introductions were made by all committee members. The members present discussed the specific initiatives tasked to this committee.

The Committee decided on the following actions:

- **Tobacco-Free Campus**: Reach out to other governing boards to determine what recommendations they have made within the past five years, and to reach out to staff to see what they, as smokers and non-smokers, think about a Tobacco-Free Campus.

- **Layout of Annual Calendar**: Set up possible meetings in December to discuss Comprehensive Diversity Professional Development, January meeting with Human Resources to discuss Performance Appraisals; setting up a meeting with Gioia Thompson to discuss the no water bottle campaign at UVM and the water fountains.

The next meeting will take place on Tuesday, October 16, 2012 from 11:00 am to noon in Spruce Room 405, Davis. 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, September 18, 2012 from 1:00-2:00 p.m. in Room 007, 109 So. Prospect Street. Chair Karen Lemire called the meeting to order. The Minutes of the August 21, 2012 meeting were approved with one spelling correction. Vice Chair Marie Tiemann reviewed the budget process and indicated that each event will have its own planning sheet to help in the budget process.

A Calendar of Events & Work plan was distributed to members. The Holiday Bazaar scheduled for Thursday, December 6, 2012 was discussed; a task timeline plan was distributed so members can begin preparation work. Reservation Forms are already being accepted for the Bazaar.

Karen presented a quote for the upcoming bus trip to North Conway; she will revisit the times and report back with a subsequent quote in order to have advertising begin in the October Staffline. The next meeting will be held on October 16, 2012 in 109 So. Prospect Street. 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.