Staff Council Standing Committee Reports for October 5, 2010

Benefits – Nelson Sears, Chair

The Benefits Committee was updated on the UBAC Post-Retirement Benefits process and stressed the importance of participation from all UVM staff. The Committee also discussed issues of inconsistent explanations/determinations of the Tuition Remission Benefit including where questions to direct questions in Human Resource Services and confirming accuracy of information received. A funding recommendation was agreed to be put forth to the Executive Board by the Committee in support of an off-set taxation benefit to address the financial inequality for same sex couples.

Communications – Joanne Montanye, Chair

At their September 2, 2010 meeting, the Communications Committee welcomed Karen Lemire as a new member. We targeted specific information for the “Spotlight on Staff” feature for the next few Staffline publications. Also discussed were a “history project” as part of the 40 year Anniversary event, ways to gather more ideas, collaborating with other committees, and setting a timeline structure from which to work and define specific tasks.

Employee Environment and Facilities–Michelle Smith, Chair

The EEF Committee spent a good deal of time discussing several topics related to ways to support UVM becoming a more "pedestrian campus". Transportation and Parking Services has recently established, through the T&PS Advisory Committee, a subcommittee named the Bicycle Facilities Advisory Subcommittee. There is representation from 11 different units on campus, all which contribute a different perspective and knowledge base in dealing with bicycle related issues on campus. Stay tuned for further updates re: this new committee! With all the changes to health care in mind, we also discussed ways that we can continue to promote health and wellness activities. Ideas included everything from a weekly walk open to whomever can attend, to an on-campus plant identification walk, having off-campus professionals provide lunch-time workshops re: knowing and using the proper equipment for the right sport (including clothing and how your sneakers fit!), collaborating with the Campus Recreation Department to promote existing programming, and accepting your ideas about what you might like our committee to help facilitated for you! Please feel free to write to Michelle Smith (MichelleM.Smith@uvm.edu) if you have any ideas. Lastly, the EEF is still supporting a program to assist staff members to compost their food scraps in their departments, and if you have questions re: how to do so, you may contact Allen Josey (Allen.Josey@uvm.edu) for more information.

Education and Professional Development – Todd Stewart, Chair

The Education and Professional Development Committee met on September 13th. The Committee agreed to wait for the results of the upcoming HRS Learning Services Campus Wide Learning Needs Assessment to help set goals for the upcoming year. The Staff Mentor Connection proposal is currently under consideration in the President’s Office.

Internal Affairs – Sharon Mone, Chair

The committee is looking into the Cell Phone Allowance Guidelines and associated Practices and Procedures in order to respond to a Contact Sheet regarding the reimbursement rate and subsequent tax implications for the employee. Our next meeting is October 13, 2010.

Rules & Election Committee – Beth Walsh, Chair

The Rules and Elections committee met on September 21st and elected Catherine Symans as Vice-Chair. The committee made revisions to the Presidential Election Policy Statement and Procedure and discussed the Lime Survey Software that is
being used by the University and will likely make Staff Council elections easier to conduct. The committee also discussed Roberts Rules of Order, Standing Committee reorganization possibilities and the best way to keep all committee members aware of By-Law changes.

**Rules and Elections is looking for more members from the staff of the University.** Members do not need to be elected Staff Council Representatives. In fact, committees may include faculty, retirees, students and staff who are not members of the Council. Rules and Elections meets on the 3rd Tuesday of each month, usually from 11:00 to 12:00 in Waterman 305. The committee recommends changes to the Staff Council Constitution and Bylaws, recommends policy updates as appropriate, and oversees the election of Council members, as well as Staff Council President and Vice President. If you would like to participate on the Rules and Elections committee (or any other SC standing committee), please fill out the [Committee Membership Application](mailto:CommitteeMembershipApplication@uvm.edu) or contact the Staff Council Office at 656-4493 or [Staff.Council@uvm.edu](mailto:Staff.Council@uvm.edu), or Rules and Elections committee chair, Beth Walsh at [beth.walsh@uvm.edu](mailto:beth.walsh@uvm.edu).

**Salary & Budget – Carol Gross, Chair**

The Salary and Budget Committee met on Thursday, September 16th from 11:00 a.m.-12:00 p.m. in 427A Waterman. Guests were Richard Cate, Vice President of Finance and Administration, Ted Winfield, Associate Vice President Financial Analysis and Budgeting, Barbara Johnson, Associate Vice President Human Resources. They attended the meeting to provide budget insight for our discussion and recommendation for the FY2012 salary pool. State of Vermont appropriation for UVM is not yet known so no concrete budgets can be developed at this time. There are two scenarios. One is if the state funds at the level we are hoping and expecting and the other is if they cut our appropriation. The committee will do its best to formulate a recommendation based on the information we have available. A recommendation must be provided to the Staff Council Executive Committee by December, 2010, the full Staff Council for the January, 2011 meeting and to the Board of Trustees for their February meeting.

**Social – Marie Tiemann, Chair**

The Social Committee met on September 16, 2010. Diane reported that the Boston bus trip had #? Of seats sold for the trip on Saturday, September 18th. The original plan for the Book Fair was scheduled in October, but the logistics with the vendor are not workable and we are considering having this event in March. We spent time reviewing the plans and tasks for the Holiday Bazaar being held on December 2nd. We are sharing the duties, and will work on recruitment of volunteers for the day of the event and begin obtaining raffle prize items. Marie reminded the committee to begin brainstorming about the Staff Council 40th Anniversary and that we will collaborate with the Communications Committee on planning events.