Staff Council Standing Committee Reports for 11-3-09

Benefits – Rita Lemire, Chair

In September's Benefits Committee meeting, several contact sheets regarding staff educational benefits were reviewed, followed by a discussion of benefits for staff members, staff spouse and staff dependents. A comparative research from similar educational institutions in the New England region revealed that UVM currently offers a competitive educational plan for staff and dependents. It was also noted that eyeglass and hearing aid insurance issues were on the University Benefits Advisory Council (UBAC) agenda. The Benefits Committee will await their review.

Communications – Joanne Montanye, Chair

At the October 8th, 2009 meeting of the Communications Committee, we continued our work on bookmark handouts, audio spots for radio and podcasts, and updating the contact sheet’s appearance and utility. The experimental Spotlight on Staff segment for the Staffline was well-received. New work was started on developing outreach tools for future elections, and drafting a simpler-to-read mission statement from the language in the by laws

Education and Professional Development – Todd Stewart, Chair

The Education and Professional Development Committee met on Monday, October 12th. Discussions included finalizing the Staff Mentoring Website recommendation, continuing work on a Roundtable initiative, and improving cooperation between EPDC and HR for mutual benefit. EPDC will test new e-learning tutorials in order to provide feedback, and has put performance appraisals and career planning on the table for 2010.

Employee Environment and Facilities–Michelle Smith, Chair

In the wake of recent changes to the EEF description deemphasizing parking and transportation issues, the EEF committee focused on parking and transportation issues this month. Two contact sheets were addressed -- one regarding problems resulting from inadequate accommodations for handicap permit holders during temporary closure of a close-proximity parking lot this summer, and another raising questions about the status of green parking permits as lot configurations continue to change. EEF now has a representative on TAPSAC and will be working to help facilitate communication between Transportation and Parking Services and staff as the University evolves to become a more pedestrian campus.

Our committee will also be ramping up involvement in Greening Your Workplace. We hope to train some EEF committee members to give the Greening Your Workplace presentation, which we will all see together at November's regular Staff Council meeting, and then have one of us deliver the presentation and provide related support at subsequent events. Look for opportunities to bring the workplace greening project to your unit or a venue close to you soon!

Internal Affairs – Sharon Mone, Chair
The Internal Affairs Committee met in October to further discuss Short Term Disability coverage for UVM employees. The Committee is compiling preliminary research to gain a better understanding of how Short Term Disability coverage functions which will assist in working with Human Resource Services to review specific data pertinent to UVM.

**Recreation – Marie Tiemann, Chair**

The Recreation Committee met in October and discussed further plans for the Staff Council Holiday Bazaar on Thursday, December 3, 2009. For more information on how you can get involved as a vendor or volunteer, please visit the Holiday Bazaar website: [http://www.uvm.edu/~stffcncl/?Page=holidaybazaar.html](http://www.uvm.edu/~stffcncl/?Page=holidaybazaar.html) There are still several tables available for rental, but they will not be around for long.

This year the during the Holiday Bazaar, the Staff Council will collect non-perishable food donations to benefit the Chittenden Emergency Food Shelf. As added incentive, each individual who donates will receive one free ticket toward the Raffle at the Holiday Bazaar.

A summary report regarding a survey given to Boston Bus Trip participants was reviewed to assist with plans for future trips. Some suggestions for future trips included Montreal, Ottawa, Quebec City, New York City.

Committee member Jim Read reported that the annual Casino Trip would take place on February 15, 2010 and that Montreal is the chosen destination. The Committee discussed the logistics for ensuring that each participant is fully aware of the need for having an enhanced driver’s license or a passport to cross the border. Please stay tuned to the next edition of *Staffline* for more information.

**Rules & Election–Rob Rohr, Chair**

The Rules & Election Committee did not meet in the month of October.

**Salary & Budget – Mary Reilly, Chair**

The Salary & Budget Committee met on 10/19/09 with Richard Cate, Interim Vice President for Finance and Enterprise Services, and Ted Winfield, Associate Vice President, Financial Analysis and Budgeting to discuss Council input for FY 2010-11. Mr. Cate explained the basic issues that underlying the budget process, including a budget gap of $8.4 million, which he expects can be covered for a second year by one-time funds ($5.1 million in stimulus dollars from the state, and reserves). He assured us that the Council’s recommendations are given serious consideration but there are other factors that must also be considered. Our discussions covered a timetable for staff input, useful types of input, data sources, linking merit to mandatory performance evaluations, and ways to include a meaningful staff voice in a more collaborative budget process.