THE UNIVERSITY OF VERMONT STAFF COUNCIL
STANDING COMMITTEE REPORTS FOR STAFF COUNCIL MEETING
Tuesday, November 4, 2014
12:05 pm – 1:30 pm
Memorial Lounge, Waterman Building

COMPENSATION, BENEFITS AND BUDGET COMMITTEE

The Compensation, Benefits and Budget Committee (CBB) met on Thursday, October 9, 2014. The main objectives for this meeting were 1) to continue to define and refocus the efforts of the group for the coming academic year, and 2) to have conversation with Wanda Heading Grant, Vice President for Human Resources, Diversity, and Multicultural Affairs (HRDMA).

After discussion, the Committee created two working groups that will focus on:

- Remuneration equity
- Leaves—including parental leave, short-term disability and FMLA

Questions were sent to Wanda ahead of time and she spent an hour sharing her vision and addressing some of the committee’s many questions. Among other things, the Committee learned that:

- HRDMA will create a well-developed professional development program that will focus on three areas: compliance, career development, and cultural competency.
- Benefits sign-up will be pulled out of the onboarding process and will occur every Monday. The new onboarding process will be a multi-day event stretched out over a period of several months.
- The hope is that the Performance Appraisal process will be built in PeopleAdmin in the spring, tested over the summer, and go-live in the fall of 2015
- In light of recent state legislation (ACT 31), now would be an opportune time for Staff Council to partner with HRS to talk about flexible working arrangements.
- HRDMA is focused on becoming fully staffed, including having an Executive Director for Benefits and Operations on campus late this fall. We’re also looking for an interfaith coordinator, expecting to make renovations in the HRS welcome area, and continuing to realign how we meet the needs of campus. Our focus in the near-term will be on professional development, and labor and employee relations.

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, November 13, 2014 from 10:30 am to noon in Waterman 427A. Send questions, concerns, suggestions and ideas to the committee by e-mailing Staff.Council@uvm.edu. For more information about the CBB, visit the committee website at www.uvm.edu/~stffcncl/?Page=cbb.html.

OUTREACH, ASSESSMENT AND UNIVERSITY ENGAGEMENT COMMITTEE

The Outreach, Assessment, & University Engagement Committee (OAUE) met on Wednesday, October 15, 2014.

The committee formed three subcommittees to focus on priorities for this academic year. The subcommittees will work on Surveys and Social Media, Educational Outreach, and Communication and Transparency across campus. The committee briefly discussed different methods of communication and how the process of communication can be improved across campus and within and among units. Work of the subcommittees will begin at the next committee meeting in November.

The next meeting will take place on Wednesday, November 19, 2014 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 (PPDOE) met on Tuesday, October 21, 2014. The committee’s two workgroups continued to discuss a Career Path Program and Wellness Initiatives.

Career Path Program:

- The conversation focused on how to educate staff to advocate for themselves on professional development, performance appraisals, and understanding the career path program and job classification system. Each member of this workgroup will look for an example of how career path programs work at another institution or organization.

Wellness Initiatives:

- The conversation focused on gym/workout facilities for staff and faculty at UVM versus local gyms and what incentives could be offered for staff to use these facilities if the UVM fitness center are not accessible to them. This led to the need for access to empty water bottles that can be purchased since there is no longer bottled water allowed on campus. Items for further discussion include encouraging healthy choices and behaviors and what options and services are available to staff regarding Depression and Mental Health issues.

The next meeting will take place on Tuesday, November 18, 2014 from 11 am – 12 noon in the Handy Room, #415 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/~stffcncl/?Page=ppdoe.html

SOCIAL COMMITTEE

The Social Committee met on Tuesday, October 21, 2014 where a variety of initiatives from our committee were discussed.

Our next event is the Wine & Cheese Bus Tour on November 15, 2014 from 12:00 - 3:00 PM. We encourage everyone to participate. December 3, 2014 is the Staff Council Holiday Bazaar, which is Staff Council's largest fundraiser of the year. We are still in need of volunteers at the Bazaar, as well as bake sale donations. Please sign up and mark your calendars!

In addition, two new discount programs have begun: $8 movie tickets at the Roxy and discounted men's basketball and hockey tickets for select games this December. Please visit our website for more information about these discounts and events here.

Our next meeting is November 11, 2014 at 109 S. Prospect St. 007 from 1:00 - 2:00 PM. Please 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/~stffcncl/?Page=social.html.