Staff Council Standing Committee Reports for 12-1-09

Benefits – Rita Lemire, Chair

The Benefit’s Committee did not meet in November

Communications – Joanne Montanye, Chair

At our November 5th, 2009 meeting of the Communications Committee, we made progress on language and structure for the bookmarks and contact sheet updates, found consensus on the audio-spot language and forwarded it to the Executive Board for approval, and discussed our role in publicizing the 2010 elections and the timeline for the tasks involved. Discussion of clarified language for the Staff Council mission statement was tabled until December. Our group assignment for next month is to brainstorm a few simple Spotlight On Staff interview guidelines.

Education and Professional Development – Todd Stewart, Chair

The Education and Professional Development Committee met on Monday, November 9th. Rodman Cory from Human Resources Services (HRS) attended the Committee meeting as part of its efforts to improve communication with HRS. The Committee discussed the further development of a lunchtime talk series, the status of the mentoring project and how the Committee could help support the planning efforts for Maze 2010. Eric Hoefel updated the Committee on the status of a group charged with selecting a new survey tool for campus-wide use. The mentoring project proposal will be presented to the Staff Council Executive Committee at its November 16th meeting.

Employee Environment and Facilities – Michelle Smith, Chair

Internal Affairs – Sharon Mone, Chair

The Internal Affairs Committee did not meet in November

Recreation – Marie Tiemann, Chair

The Recreation Committee met in November and spent the time finalizing the details for the Holiday Bazaar which is taking place on Thursday, December 3, 2009. COME and meet other staff who are displaying their artwork and crafts, do some holiday shopping, and buy a yummy baked item. Remember to bring a food item for the food drive to receive a free raffle ticket. We have many fine items included in the raffle. UVM Basketball tickets, Godspell tickets, SKI passes, Certificate for the INN at ESSEX, other restaurant gift certificates, jewelry, crafts and many other prizes.

The Book Fair was rescheduled for October 19, 2010.
Plans are underway for the Montreal Casino Trip being held on Monday, February 15, 2010. The Committee discussed a method to ensure that all participants have the required document for crossing the border. We decided to have a check box for the type of document on the sign up form. Attendees will have a choice of: an enhanced driver’s license, a passport card or a passport. Jim Read will verify all documents as the attendees are boarding the bus.

**Rules & Election—Rob Rohr, Chair**

This month, the Rules & Elections committee voted to forward a proposed bylaw change to the Executive Board which would rename the Representative Policy Statement to the Appointed Representative Policy Statement, to more clearly indicate the individuals to which this policy applies. The committee then examined the scope of its duties to evaluate the appropriateness of its charter. The committee agreed that the scope of duties was appropriate, but would attempt to clarify committee duties concerning the oversight of Staff Council elections. The committee then discussed a possible replacement to the software used to gather votes online for various Staff Council elections.

As always, the Rules and Elections Committee welcomes the ideas and participation of the entire University staff. The next meeting will occur on December 15th at 11:00AM in the Faculty Senate Conference Room in Waterman. All are welcome.

For committee member contact information and summaries of the activities of this committee, visit:

http://www.uvm.edu/~stffcncl/?Page=rande.html

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

On November 12 the Salary & Budget Committee met with Ginnie Gude, Human Resources Services. This was the third of a series of meetings that the committee has held with university administrators in its effort to improve its understanding of how Wage & Salary Increase Guidelines for Non-Represented Staff are determined and the overall process by which the fiscal year budget is developed and approved, in order to improve the way in which the Staff Council can contribute to it in a meaningful and productive manner. Ginnie explained how salary surveys are used to determine the relative value of staff jobs and how we benchmark those jobs against national, regional and local job markets. In 2009, for the non-represented, classified staff positions that we surveyed, UVM salaries averaged 6% above market median. The benefit package at UVM, which is not factored into these comparisons, is another important element to be considered. The meeting concluded with consideration of an Emergency Loan Fund exception request. Ginnie will return to continue our discussion at a later date.