COMPENSATION, BENEFITS AND BUDGET COMMITTEE

The Compensation, Benefits and Budget Committee (CBB) last met on November 10. The first part of the meeting was devoted to a conversation with Ginnie Gude, senior planner and analyst for Human Resource Services (HRS). Ginnie discussed the role of the HRS Research and Analysis Team in providing information for the University’s budget-building process and gave us an idea of her team’s process, as well as the timeline for being able to share trend and comparison information and resources with the CBB. Ginnie encouraged the committee to advocate for staff and to ensure that staff needs are kept before the administration.

The second part of the meeting was devoted to preparation for December’s meeting with Richard Cate, Vice President for Finance and Administration. Topics discussed included: information on FY13 enrollment, projected revenue, challenges related to the 3.5% cap on the tuition rate increase for FY13, state aid, the implications of the task force created by Governor Shumlin, the trend regarding number of employees, decisions regarding the number of vice presidents, future projections for the fringe rate, projection of future financial aid costs, the cost of post-retirement medical benefits (is it in line with projections?), etc.

The committee has also been methodically developing a list of concerns that we want to keep in mind as we move forward. These concerns include:

- Supporting the lowest paid workers
- Addressing compression
- Retaining staff benefits (including “perceived benefits”)
- Supporting personal and professional development
- Protecting and developing workplace environment

The next meeting will take place on Friday, December 9, 2011 from 9:30 am – 11:00 am in the Faculty Senate Conference Room, 327 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, November 16, 2011. Committee members addressed these topics: discussion about the staff council logos and narrowing down the theme and “look” for the new logo – new logo ideas will go back to the drawing board and discussion about the format for the staff council brochure – leaning toward a bookmark/information piece rather than a tri-fold brochure because of access to information on the internet and we will set up social media accounts that will be presented on the information piece. The theme for these two projects is that “less is more”. The chronology of events for these two tasks is: Step 1: Determine logo. Step 2: Set up social media. Step 3: Determine brochure format. Goals: review by staff council as a whole at March meeting and completion by the end of the academic year.

The last item that was discussed is the Staff Survey results. There was concern about communication, so we will revamp the Staffline template for better presentation to the staff members with more links to help streamline the information we need to get out to the staff. The summary of comments from the survey will be emailed to committee and we will make notes and discuss more in depth at next meeting.

The next meeting will take place on Wednesday December 21, 2011 from 1:00 p.m. – 2:00 p.m., 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/~stfcncl/?Page=oaue.html

PERSONAL AND PROFESSIONAL DEVELOPMENT & OCCUPATIONAL ENVIRONMENT

The Personal and Professional Development & Occupational Environment Committee (PPDOE) did not meet in November due to scheduling conflicts. However, work has continued via email.

At the December the committee will meet with members of Human Resource Services to discuss Performance Appraisals for staff at UVM. This discussion will center on issues and concerns staff have voiced about Performance Appraisals and the current work HRS is completing on the process.

The committee will also discuss the recent Retirement Savings Planning events that were held in October. The committee plans to discuss the benefit of such events and whether or not it should play a role in advocating for similar workshops or events on other matters important to employees.

In addition, the committee is also review the website for the Wellness Corporation which is taking over the responsibilities currently held by the WorkLife Balance team in Human Resource Service effective January 1, 2012. Committee members are being asked to bring feedback, questions, and concerns to discuss at the meeting.

The next meeting will take place on Tuesday, December 20, 2011 from 11:00 am to noon in Billings 161. 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/~stfcncl/?Page=ppdoe.html

SOCIAL COMMITTEE

The Social Committee met on Tuesday, November 8, 2011 where they approved the October minutes, reviewed those tasks assigned for this year’s Holiday Bazaar, reviewed events in process, and received new information on a trip to NYC. The Committee reviewed its 2011 Holiday Bazaar timetable and list of tasks. Jeff Bukowski updated the committee on the SCO’s plans for advertising for the event.

We discussed the Boston Bus trip that took place on October 22nd. The sold out trip was coordinated by Diann Varricchione. Diann reported that everyone was happy with the trip and that some people had expressed interest in a similar trip to NYC.

Diane Trono shared information on a NYC trip/tour offered by Green Mountain Tours LLC. The committee decided to begin promoting the NYC trip. The Holiday Bazaar on December 1st is underway with all but 2 of the vendor tables sold thus far. This committee is currently looking for volunteers from the University community and Staff Council.

The next meeting will take place on Tuesday, December 13, 2011 from 10:30 to 11:30am in 109 So. Prospect Street, Rm 007. Send your questions, concerns, suggestions 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/~stfcncl/?Page=social.html.