Staff Council Officer’s Report
March 2015

STAFF COUNCIL REPORT TO THE BOARD OF TRUSTEES

On Friday, February 6, 2015, I presented comments on behalf of Staff Council to the Board of Trustees. My remarks included information that Staff Council intends to use the recent VLRB election among staff as a catalyst to focus on improving and expanding Staff Council’s advocacy. I described our plans to host focus group sessions to identify areas of concern for staff, as well as a larger brainstorming session for proposing solutions to the common themes identified. I also indicated that I would bring information on our progress to them at the May meeting. The full text of my written and verbal comments can be found here.

QUARTERLY MEETING WITH V.P. HRDMA

On February 10, 2015, Vice President Johanna Brabham and Administrator Jeff Bukowski met with Wanda Heading-Grant, Vice President for Human Resources, Diversity and Multicultural Affairs, along with Harold Pierce, Executive Director, Benefit and Employee Operations and Jes Kraus, Executive Director, Human Resource Services and Affirmative Action & Equal Opportunity. The discussions at the meeting were around the Statement of Collaboration between Staff Council and HRDMA, opportunities to strengthen Staff Council’s role in issues of compensation and benefits, describing Staff Council’s outreach to staff in the Administrative/Clerical, Technical and Specialized positions, and Performance Appraisals. They also discussed the new EAP provider, Invest EAP, the Nursing Mother’s Room in Waterman, and the direction that HRDMA is taking since their reorganization.

PRESIDENT’S ADVISORY COUNCIL

On February 12, 2015, I attended the President’s Advisory Council meeting, which focused on the status of work by the President’s Committee on Alcohol and Drug Use. Director of the Center for Health and Wellbeing, Jon Porter, and Assistant Dean for Assessment, Student Learning and Technology, Patience Whitworth presented an update on work of the Committee. They noted that our University is bold in recognizing that there is an issue that interferes with student engagement in their education, and efforts to “name the problem”. Some initiatives that are being undertaken were discussed.
MEETING WITH DR. MURRAY K. CLAYTON

On February 13, 2015, Jeff, Johanna and I attended a meeting with Dr. Clayton, who is the consultant conducting the Staff Pay Equity Study, focusing specifically on whether there is a gap in salary associated with gender or with minority status. Dr. Clayton described his general methods, challenges, and approaches. Discussion points were on what the study would produce for information on other issues, such as market compression, equity across positions between schools, and other issues. Dr. Clayton was clear that his charge from the President was for statistically analyzing gaps in salary associated with gender and minority status, but that other issues may be discovered along the way, and would be included as outliers in his report.

Respectfully submitted,

Renee Berteau, Staff Council President