Staff Council Officer’s Report

February 2016

STAFF SALARY EQUITY STUDY

On Friday, February 26, 2016, Meryl St. John, Staff Council Administrator, Jeremy Arenos, Vice Chair of the Compensation, Benefits & Budget Committee, and I attended a presentation of the results of the Staff Salary Equity Study. This meeting was held by Dr. Wanda Heading-Grant, Vice President for HRDMA, Ginnie Gude, Classification & Compensation Lead, and Dr. Murray Clayton of the University of Wisconsin (who performed the data analysis on the Equity Study).

The results of the study were very encouraging. HRDMA devoted significant resources to ensuring this study was performed in as reliable and as complete a way as possible, including several rounds of data analysis involving multiple stakeholders from all involved units. Briefly, the study did not reveal any widespread compensation discrepancies for female or underrepresented minority staff members at the University of Vermont. While more work remains to be done to investigate other equity concerns, this is excellent news. We hope to have Dr. Clayton and Dr. Heading-Grant as guests of a Staff Council meeting this spring to present the full results of the study to the Council members and to answer questions.

NEW PERFORMANCE EVALUATION FORM

In February, Staff Council leadership was asked to provide feedback to a draft of a new Performance Evaluation form. This is wonderful progress, as having a standardized form for use across units has been a goal of Staff Council and several of its committees. Staff Council leadership is pleased that the recommendations of the Personal and Professional Development’s performance appraisal subcommittee were utilized in development of the new form. Our committee work and recommendations are heard and noted.

REVIEW OF THE STAFF EMERGENCY LOAN FUND

The Staff Council Office, in conjunction with the Executive Board, is completing an internal assessment of our Staff Emergency Loan Fund program. This also involves a meta-analysis of other university staff emergency loan programs to ensure that the University of Vermont utilizes best practices in extending our emergency loan service to staff members in need. Primary objectives for this initiative are to identify issues in the program as it stands and make recommendations for improvements. One such issue is examining why such a high percentage of staff loans must be approved by the Exception Process (where applications are elevated to the officers or the full Executive Board) rather than being automatically approved by the office. For example, for the period of January 2014-January 2016, fully 42% of loans underwent the Exception Process – it seems time to evaluate the program guidelines and ensure that we are providing equitable service to all who make use of this program.
PARKING AND TRANSPORTATION OUTREACH EFFORT

Staff Council is currently supporting Mary Provost of Parking and Transportation in soliciting feedback from all staff members about the parking situation and parking concerns at UVM. All staff with thoughts about parking are encouraged to contact her at mary.provost@uvm.edu. Mary has been a guest of the CBB Committee and will be a guest of the Executive Board in March to allow staff feedback to guide her decision-making in new Parking and Transportation processes.

45 YEARS OF STAFF COUNCIL AT UVM

Preparations continue for events to celebrate and recognize Staff Council’s 45th anniversary at the University of Vermont. An ad-hoc committee to plan these events was formed from discussions at the February 2016 Staff Council meeting. If you are interested in participating on this committee, please contact the Staff Council Office.

Respectfully submitted,

Johanna Brabham, Staff Council Vice President