Staff Council Officer’s Report

April, 2015

STAFF COUNCIL LEADERSHIP UPDATE MEETING

On February 19, 2015, Vice President Johanna Brabham, Administrator Jeff Bukowski and I met with Gary Derr, Vice President for Executive Operations. We discussed the FY16 budget, primarily around timelines of budget submission and concerns about unit decisions around reductions. We discussed the Staff Salary Equity Study, and expressed hope that the analysis being conducted by Dr. Murray Clayton will provide helpful information of staff salary issues beyond gender and diversity, perhaps in the “outliers” that Dr. Clayton spoke of. We reviewed the outreach effort to staff being undertaken by Staff Council, and discussed the prompt questions we will use for Focus Groups, and the format of the sessions. We received support for the costs of refreshments. We discussed the status of committee appointments and Peer Advisors appointments for the Grievance Policy. And we discussed the Tobacco-Free UVM initiative status and communication and outreach plan. We met again on March 24, 2015 and discussed the initial take on the feedback gathered through the Focus Groups as well as the format for our Outreach Brainstorm Session on April 14, 2015 from 12pm – 1pm in Memorial Lounge, Waterman Building. We also talked about Staff Council Representative Elections and our Quarterly Meeting with President Sullivan.

PRESIDENT’S OUR COMMON GROUND STAFF AWARD

On March 11, 18 and 25, 2015, I chaired meetings of the President’s Our Common Ground Staff Award selection committee. Nominees were discussed, with the goal of identifying the staff who epitomized the values of Our Common Ground. This responsibility of the Staff Council President is one of my favorites, as the nominees are all wonderful people, and it is a pleasure, though difficult, to read the nominations and try to decide, as a committee, which staff meet the values most completely. At the conclusion of our meetings, we forwarded the recommended names to President Tom Sullivan, who will make the final decision on which 6 staff will receive the award.

STAFF COUNCIL OUTREACH TO CLERICAL, TECHNICAL AND SPECIALIST STAFF

On March 18 and 19, 2015, I, along with members of the Staff Council Outreach Committee, Administrator Jeff Bukowski, and Staff Council Assistant Amy Gilman, conducted 4 focus groups of staff from the Clerical, Technical and Specialist classifications. We asked prompt questions of 1) “If you were to identify one issue or area of concern you have as a staff member at UVM, what would it be?”; 2) “What are reasonable expectations for staff to have of UVM as an employer?”; and 3) “Are there areas within the expectations you have identified that could be improved at UVM? Which ones, and how could

Staff Council Office, 313 Waterman Bldg., 85 South Prospect Street, Burlington, Vermont 05405
Telephone (802) 656-4493, Fax (802) 656-8790, Website: www.uvm.edu/~stffcncl
STAFF COUNCIL OUTREACH TO CLERICAL, TECHNICAL AND SPECIALIST STAFF (cont’d)

they be improved?” Input gathered is being analyzed by the Outreach Committee and Staff Council Executive Board to develop Common Themes. These themes will be used in an April 14, 2015 “Staff Council Outreach Brainstorm Session” to gain input from all non-represented staff on the changes we want to see at UVM around these common themes. A summary of our findings and recommendations will be given to President Sullivan in advance of the May UVM Board of Trustees meeting, where we will report to the Board on our outreach efforts.

STAFF COUNCIL QUARTERLY MEETING WITH PRESIDENT SULLIVAN

On March 12, 2015, Administrator Jeff Bukowski and I met with President Sullivan. We discussed his efforts in the Vermont State Legislature to advocate on behalf of UVM to maintain our state allocation. We discussed our outreach efforts in the focus groups, and President Sullivan expressed his continued support in our efforts to gather input from staff on concerns and issues. We discussed the FY16 budget and the financial climate in higher education in general.

HONORARY DEGREE RECIPIENTS ADVISORY COMMITTEE

On March 23, 2015, I attended a committee meeting of the Honorary Degree Recipients Advisory Committee. The Staff Council President, as one of the duties, sits on this committee that advises on nominations for Honorary Degree Recipients as well as Commencement Speaker for the upcoming 2015 Commencement.

Respectfully submitted,

Renee Berteau, Staff Council President