Staff Council Officer’s Report

May, 2015

HONORARY DEGREE RECIPIENTS ADVISORY COMMITTEE

On April 8, 2015, I attended a second 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. Honorary Degree nominees were reviewed for meeting the standards of Honorary Degree recipients at UVM; those who met these standards were forwarded to President Sullivan for his selection.

STAFF COUNCIL LEADERSHIP UPDATE MEETING

On April 16, 2015, Vice President Johanna Brabham, Administrator Jeff Bukowski and I met with Gary Derr, Vice President for Executive Operations. We discussed first findings of our Staff Outreach Brainstorm Session, the Tobacco Free UVM initiative, identity theft and University efforts to educate staff, the Staff Council Representative elections status, and the Staff Salary Equity Study status.

PRESIDENT’S ADVISORY COUNCIL

On April 21, 2015, I attended the final President’s Advisory Council meeting for this academic year. We discussed “Enhancing UVM’s reputation and image in Vermont”, particularly how we can address this with the Vermont legislative bodies.

STAFF COUNCIL MEETING WITH COLLEGE OF ENGINEERING AND MATHEMATICAL SCIENCES

On April 24, 2015, Jeff and I met with Dean Luis Garcia to provide information on Staff Council Representative duties and opportunities.

STAFF COUNCIL OUTREACH TO STAFF

On April 14, 2015, Johanna and I, along with members of the Staff Council Outreach Committee, members of Staff Council, Administrator Jeff Bukowski, and Staff Council Assistant Amy Gilman, conducted a Staff Outreach Brainstorm Session of non-represented staff who were invited from around the University. Five themes were discussed to obtain input from these staff on ideas for improvements for
the issues of: Salary Equity, Benefits, Professional Development/Career Path, Institutional Integrity and Respect, and Inclusive Decision Making. Using a speed dating model, where staff brainstormed about one theme for 15 minutes, then rotated to another theme along with the rest of their assigned group, we were able to host 3 sessions of staff with ideas for each of these themes.

A summary of our findings and recommendations was written in the week following the Brainstorm Session, and forwarded to Gary Derr and Wanda Heading-Grant. On April 28, Johanna, Jeff and I met with Gary Derr and Wanda Heading-Grant to hear initial feedback on the written report. The feedback from them centered around appreciation of the input gathered, and encouragement for Staff Council to take a very active part in initiating discussions on action items directly with department and unit leaders, to initiate these changes. It was agreed that after Commencement, we would meet with Gary Derr and Wanda Heading-Grant once again to discuss, item by item, steps that both Staff Council and Administration can take on each of the items. Staff Council will likely need to prioritize which items should be focused on for 2016, as addressing all of the items would be overwhelming. We will report to the Board of Trustees on this work during the May UVM Board of Trustees meeting.

STAFF COUNCIL QUARTERLY MEETING WITH V.P HRDMA

On April 30, 2015, Johanna, Jeff and I met with Wanda Heading-Grant and Harold Pierce. We discussed staff input received on the FY16 merit increase component to staff salary increases, and the Staff Council/Human Resources and Multicultural Diversity Statement of Collaboration. The Statement of Collaboration is final, and will be brought before Staff Council for approval on May 5.

PRESIDENT’S OUR COMMON GROUND STAFF AWARD

On May 4, 2015, I attended, gave remarks, and helped give out the awards at the 2015 President’s Our Common Ground Staff Award brunch. A beautiful event, the 2015 awardees are: Kailee Brickner-McDonald, Maggie Caldwell, Jennifer Fath, Pamela Gardner, Keith Smith, and Monica Ursiny. Their nominators and family and friends all attended to hear words of appreciation from each of their nominators, and watch their staff member receive the award from President Sullivan.

Respectfully submitted,

Renee Berteau, Staff Council President