Staff Council Officer’s Report

August 2014

INTRODUCTION

I am proud and happy to be Staff Council’s President for the next two years. We have 16 new representatives this year, and 21 returning representatives, for a total of 37 Staff Council representatives. This is the largest Staff Council in the history of UVM. I thank each of you for giving your time and energy to being the voice of staff at UVM, and working on the issues that concern us all.

MEETING WITH STUDENT GOVERNMENT ASSOCIATION (SGA) PRESIDENT

On June 27, 2014, I sat down with Aya Al-Namee, the President of the Student Government Association (SGA). We talked about ways that staff can work with students this year and specifically support the student experience at UVM. Aya spoke highly of how students feel toward staff at our university and had some great ideas about ways to collaborate in the coming year. She and I will work to bring a student panel to one of our Staff Council meetings, to give representatives the opportunity to hear firsthand from students and to ask questions.

MEETING WITH GRADUATE STUDENT SENATE (GSS) PRESIDENT

On July 10, 2014, I met with Lane Manning, the President of the Graduate Student Senate (GSS). He filled me in on the issues concerning graduate students this year, including housing, health insurance and the Health Center fee, where graduate students can go to get information, and the expanded focus of the Career Center at UVM. One of the efforts I hope to support this year is making connections among UVM staff and students through the Career Center to increase students’ access to the expertise and knowledge of staff around employment opportunities and pursuing career choices. Lane has promised to help aid that connection.

STAFF COUNCIL LEADERSHIP MEETING WITH VICE PRESIDENT FOR HUMAN RESOURCES, DIVERSITY AND MULTICULTURAL AFFAIRS

On July 15, 2014, Johanna Brabham, Jeff Bukowski and I met with Wanda Heading-Grant, Vice President for Human Resources, Diversity and Multicultural Affairs (HRDMA). Wanda outlined the reorganization taking place in her division, and described the research that went into the plan, including a 360 review within and outside her departments, research on best practices for Human Resources, Diversity and Multicultural Affairs in Higher Education, work with President Sullivan, and outside consultants. The en-
tire division is working on implementing the restructure in the fall without interruption to the current processes and services of Human Resource Services (HRS). Outreach on the vision and plans for HRDMA to key stakeholders, including governance bodies and senior leaders, will continue throughout the summer. The reorganization grounded in the goals of Customer Service, Professional Development & Engagement, and Operational Efficiency. Wanda intends to provide a general announcement to the University community about the reorganization in the fall. Moving forward, Staff Council leadership will meet with Wanda on a quarterly basis as it has done so with the leadership of HRS in the past.

STAFF COUNCIL LEADERSHIP MEETING WITH VICE PRESIDENT FOR EXECUTIVE OPERATIONS

On July 17, 2014, Johanna, Jeff, and I met with Gary Derr, Vice President of Executive Operations for our regularly scheduled monthly meeting. We discussed reviewing and revising the Staff Grievance and Mediation Policy – Staff (Non-Represented) this year and brought up several concerns that need to be addressed as well as the upcoming Staff Salary Equity Review study announced by President Sullivan and Provost Rosowsky in late April 2014. Action items from this meeting are brought by Gary to the President and Provost.

Respectfully submitted,

Renee Berteau, Staff Council President