

UVM Staff Council Monthly Meeting Minutes

March 2, 2021

12:05-1:30 PM

Microsoft Teams Virtual Meeting

Please note that the content below is in summary form only; for the full context the video recording of the meeting must be referenced, available on the [Staff Council website](#).

Members Present

Caleb Gilbert, Alex Howe, Allison Spain, April Berteau, Bech Evans, Brendan Andrews, Carri-Ann Rock, Cheryl Herrick, Christa Hagan-Howe, Cindy Lee, Emily Taylor, Erin Wertlieb, Heather Allard, Holly Pedrini, Jay LaShombe, Jen O'Donnell, Jenna Emerson, Jennie Keenan, Joe Speidel, Jon Reisenweaver, Katherine McGinn Hall, Katherine Spence, Kenneth Viglucci, Nichole Hathaway, Stephanie Glock, Stephen DeVoe, Tatiana Andrievskaya, Robert Bolyard, Amanada Broder, Kirsten Cella, Mindy Kear, Michael O'Sullivan, Bridget Tully, Jilliene Rodriguez

Staff

Alan Shashok, Elisabeth Blair

Guest

Simeon Ananou, Chief Information Officer

Call to Order

President Caleb Gilbert called the meeting to order at 12:05.

Approval of Minutes

February 2020 minutes were approved.

Public Comments

An attendee called to the group's attention a letter in VT Digger about a vote of no confidence in President Garimella and the administration, signed by "UVM faculty, students, staff."

Caleb Gilbert addressed the feedback he's received about the letter he emailed to staff in response to administration's announcement of the restoration of salaries. He grants that there were areas of improvement in the letter and that he could have made it more clear that he was not representing a previously agreed-upon group opinion, nor the Staff Council office's views, but his own views. He pointed out that having a president of Staff Council in a spokesperson role might be problematic and could be potentially changed. He also invites any further comments, criticisms, and questions.

Presentation: Simeon Ananou

He revisited the Vision statement and plan presented in October 2018, which stated that by 2020 the plan would be successful. He went over these successes, which were numerous. He also noted that there is now an IT governance body and detailed this body, as well as its efficiency and equity of resources. Their new institutional direction is to “grow our people, realign our IT resources, increase efficiency, and promote innovation and collaboration.” He went over the Shared Services Conceptual Framework, which will make services unified and universal. They will also be conducting a Learning Management Review (delayed by the onset of the pandemic last year) to determine if Blackboard and other resources are still serving faculty and students as efficiently as desired.

Q: Where do off-campus community colleagues like Extension fit into this Shared Services Framework?

A: CALS and Extension are part of the Shared Services.

Q: Will any IT staff be lost in this movement to Shared Services?

A: We are not engaged in cutting IT positions. UVM depends on IT more than ever before. We are looking at realignment of jobs and resources.

Q: At this point have all IT staff members in the academic units been notified about this transition?

A: Yes. They were informed in Fall 2020.

Simeon Ananou noted that he has “IT office hours” so that he can hear from anyone on campus twice a week.

Committee Updates

Personal and Professional Development Committee (PPD)

The Professional Development Fund was allocated more money and was made permanent. The Professional Development Fund Committee has awarded funds to seven awardees for last quarter, and this quarter’s applications are now open. Exit Interviews now have a question added on that asks if the employee’s decision to leave was due in any way to the pandemic. Tuition remission was recently discussed in a meeting with Mary Brodsky and Andrea Mast and a follow-up meeting will take place. EDU@UVM is happening; there will be 15 total virtual lunch & learn workshops.

Social Committee

They are continuing Virtual Trivia; the last set hit maximum participation (100) quickly, which was great. This year’s Skate Night is scheduled for March 26, but it can only be staff and employees, and not friends or family, and is limited to 25 people. They will be offering virtual online Bingo as well. Holly Pedrini is going to be interim chair while Katherine McGinn Hall is

on leave in the beginning of June.

Q: Do you have updates on discounts for Bolton?

A: Bolton will not be offering pre-season discounted sales to their corporate partners.

Information about any ski discounts can be found on the Staff Council website:

<https://www.uvm.edu/staffcouncil/discounts>

Community Engagement Committee (CE)

The book club has gone well; they read *Black Sun* by Rebecca Roanhorse, had about 15 people involved in the actual meetings. *Kindred* by Octavia Butler will have discussions in April. They also had a conversation about the letter that was sent from Caleb which they felt gave the impression that it represented all of Staff Council, which was not the case. They discussed ways to mitigate that in the future.

Compensation, Benefits, and Budget Committee (CBB)

They were joined by a new member, Ashley Eaton. They discussed the salary cuts and restoration, and communications associated with that. They also discussed a conversation some of them had with Mary Brodsky about expanding professional development opportunities. They also discussed updates from the telecommuting working group, the academic re-organization group meeting, and the performance reviews process update.

Nominating Committee

They met last Thursday and added some questions to the application. That process will be live later this week. Individuals eligible to serve for Officer positions will be contacted this week, and nominations will be accepted. Meetings are scheduled over the next couple months. Application deadline will be April 9th. Elections will happen in the week of May 5-12. Eligibility: they must have served as a Staff Council member for at least six months within the past 6 years.

Officers' Updates

Caleb noted that if anyone has questions about the salary restoration, please bring them forward and we will bring them to administration for responses.

Caleb also noted that a report on what the antiracist working group has discussed and researched will be presented to the Executive Board.

A question about the tax status of the backpay was discussed.

A question about whether Staff Council can request an up-to-date financial report about base pays and paycuts administrators took - a Representative formally requested that Staff Council request this information.

A motion was made to request a meeting with Administration which the Executive Board will formally word, in which they can discuss the numbers recently quoted in a VT Digger article and answer questions.

A question was asked about whether it could be possible to have special staff testing times because the lines are much longer now that students are required to be tested twice a week.

Meeting Adjourned

The meeting was adjourned at 1:23 PM.