

UVM Staff Council Monthly Meeting Minutes

May 4, 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

Brendan Andrews, Tatiana Andrievskaya, Barbara Asimwe, April Berteau, Bob Bolyard, Carol Brakenwagen, Amanda Broder, Kristen Cella, Laura Clayton, Stephen DeVoe, Ashley Eaton, Jenna Emerson, Caleb Gilbert, Stephanie Glock, Nichole Hathaway, Cheryl Herrick, Rejeanne Jalbert, Mindy Kear, Jennie Keenan, Jay LaShombe, Cindy Lee, Claire McCollough, Michael O'Sullivan, Holly Pedrini, Jon Reisenweaver, Carri-Ann Rock, Jilliene Rodriguez, Allison Spain, Joe Speidel, Katherine Spence, Emily Taylor, Bridget Tully, Ken Viglucci, Erin Wertlieb

Staff

Alan Shashok, Elisabeth Blair

Call to Order

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

Approval of Minutes

April 2020 minutes were approved.

Public Comments

No public comments.

Officer Election Nominee Forum

The Nominating committee members asked Jon Reisenweaver (candidate for President) and Laura Clayton (candidate for Vice President) to make introductory remarks, then ran a Q&A session for each.

Committee Updates

Personal and Professional Development Committee (PPD)

Updates for staff awards – the link continues to appear in issues of Staffline, asking units to describe their staff award programs. The committee is gathering and reviewing this data. With regards to exit interviews, the group is waiting to get new data after the question of COVID-19 was added on. The committee is looking at various non-monetary compensation possibilities, such as expanded tuition remission. EDU@UVM has finished, and they are gathering post-workshop evaluations to be reviewed, which will help inform plans for next year.

Social Committee

Virtual trivia has been going well and will continue through June. Space has been reserved for a

Red Sox game in September, but no update yet on that. Virtual Bingo has been held once a month and is also going well. No news yet on the Lake Monsters schedule. Elisabeth talked about the possibility of doing a virtual talent show and someone on the committee volunteered to help her with that.

Community Engagement Committee (CE)

The committee spent some time looking ahead to next year. They discussed possibly developing affinity groups for staff, like the WAGE center's group for parents. Alan sent them information from other universities who had created a number of affinity groups for staff. The committee continued to discuss making UVM more antiracist. They also discussed ideas around building community (such as staff penpals or a scavenger hunt), and beautifying staff spaces and making them less institutional. The second book for the book club is having their second meeting this week. The book is *Kindred* by Octavia Butler. The committee discussed working with United Way and/or City Market for volunteering opportunities.

Compensation, Benefits, and Budget Committee (CBB)

The committee discussed the shared sick leave conversation which SC leadership had with HRS. They are seeking stories and experiences regarding insufficient sick leave benefits. All committee members sent out a form to their constituents and they've had around 26 responses, so they will be looking through those and sharing that data with HRS. They also discussed teleworking, performance reviews, and potentially raising the accrual cap for vacation due to folks not having been able to take vacations during the pandemic.

Other Committees

Alan acknowledged and thanked the **nominating committee** for their hard work on preparing for the officer elections.

The **Professional Development Fund** has closed for this quarter with 7 applications, and those applications will be reviewed in the next couple weeks, with results being communicated to the applicants by the end of the month.

Officers' Updates

Campus Master Plan Subcommittee on Diversity, Inclusion, and Accessibility

Caleb asked for ideas from Staff Council representatives and meeting attendees, to put forward to this subcommittee. One of his ideas is to design break rooms that are accessible to all levels of staff. Another is to consider the internet as a physical space that needs to be thought about in terms of accessibility, diversity, and inclusion. He will be walking around campus and looking for opportunities so please contact him with any ideas for what he might look for or consider.

He noted the upcoming union organizing and that the question of communication about the election/vote caused some consternation and division. The ultimate decision was to not send out any communication whatsoever about the vote, from SC.

Meeting Adjourned

The meeting was adjourned at 1:32 PM.

