

**UVM Staff Council Monthly Meeting Minutes**  
**December 1, 2020**  
**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**

Cheryl Herrick, Alex Howe, Allison Spain, April Berteau, Bech Evans, Brendan Andrews, Caleb Gilbert, Carri-Ann Rock, Deb McAdoo, Emily Taylor, Heather Allard, Holly Pedrini, Jay LaShombe, Jenna Emerson, Joe Speidel, Jon Reisenweaver, Katherine McGinn Hall, Katherine Spence, Katrina Preiss, Kenneth Viglucci, Laura Clayton, Nichole Hathaway, Stephanie Glock, Stephen DeVoe, Tatiana Andrievskaya, Rejeanne Jalbert, Barbara Asiimwe, Bob Bolyard, Amanda Broder, Kristen Cella, Mindy Kear, Michael O'Sullivan, Bridget Tully, Jilliene Rodriguez-Johnson, Cindy Lee

**Staff**

Alan Shashok, Elisabeth Blair

**Call to Order**

President Caleb Gilbert called the meeting to order at 12:06.

**Approval of Minutes**

November 2020 minutes were approved.

**Committee Updates**

**Personal and Professional Development Committee (PPD)**

The Committee went over updates from each of their working groups. The group looking into staff awards is working with the Staff Council (SC) office, compiling various types of existing recognition across campus. The group examining exit interviews are adding a question to the exit interview that records the impact of COVID-19. The Professional Development Fund (PDF) committee granted 6 awards. The PPD committee also discussed edu@uvm, and how there is no spring break this year, and whether the Professional Development & Training department can host it is to be determined, so the committee members are trying to brainstorm ways in which SC can help create at least a miniature version.

**Social Committee**

The committee brainstormed virtual event ideas in light of the continuing COVID-19 restrictions. They will be testing virtual trivia and bingo at the next committee meeting this month, and if it works, they will schedule these virtual events in January. The Holiday Bazaar will not happen but Elisabeth will highlight some past vendors on social media and the SC website in order to give them some exposure in case people still want to purchase from them.

**Community Engagement Committee (CE)**

The committee discussed edu@uvm, and the possibility of some virtual activities for staff, such as radical self-care, which Jenna Emerson can teach. Christa Hagan-Howe had her baby and they are healthy and well. The committee discussed food insecurity and are creating a list of resources with Elisabeth to put into a publication to share with all staff. With regards to amplifying staff voices and/or creating affinity groups spaces, they are looking at the establishment of a book club in January.

### **Compensation, Benefits, and Budget Committee (CBB)**

Gary Derr attended the most recent CBB meeting, and they had an informative discussion about a number of topics, including COVID-19 campus safety procedures and plans.

The committee co-chair shared with the full Staff Council about the process and experience of writing the salary recommendation letter. Some questions about the letter were discussed, particularly about whether the letter has an ultimate utility, and about the particular numbers in the letter, such as the choice of the \$100k cutoff range. The committee members noted that although they did initially debate the utility of writing a letter this year, they ultimately agreed it's important to have a conversation with Administration, regardless of whether they take the points into consideration or not.

After much discussion, **a motion was passed** to make a few changes to the letter (namely, move the bullet point up to the top regarding staff wanting to be heard and to have a seat at the table), attend the Budget Q&A presentation this coming Friday with Provost Prelock, hold a quick 30-minute additional meeting with the Executive Board directly afterward, and then send the letter to administration that afternoon or Monday morning, barring any major issues.

### **Meeting Adjourned**

The meeting was adjourned at 1:30 PM.