

UVM Staff Council Monthly Meeting Minutes **DRAFT**

August 3, 2021

12:05-1:30 PM

Microsoft Teams Virtual Meeting

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

Members Present: April Berteau, Robert Bolyard, Carol Brakenwagen, Amanda Broder, Kristen Cella, Laura Clayton, Monika Donlevy, Ashley Eaton, Jenna Emerson, Bech Evans, Krysta Gingue, Stephanie Glock, Katherine McGinn Hall, Nichole Hathaway, Cheryl Herrick, Rejeanne Jalbert, Mindy Kear, Jennie Keenan, Jay LaShombe, Cindy Lee, Jen O'Donnell, Michael O'Sullivan, Jon Reisenweaver, Carri-Ann Rock, Allison Spain, Joe Speidel, Bridget Tully, Kenneth Viglucchi

Staff: Alan Shashok, Elisabeth Blair

Guest: Gary Derr

Call to Order: President Jon Reisenweaver called the meeting to order at 12:05.

Approval of Minutes: June 2021 minutes were approved.

Public Comments: No public comments.

New Representative Introductions

Krysta Gingue (Division of Enrollment Management) and Monika Donlevy (Larner College of Medicine, Department of Orthopedics and Rehabilitation) have joined Staff Council. They each gave a short introduction.

Officers' Updates

HRS Leadership Meeting: In this brief meeting SC officers asked for updates on the teleworking proposal. They are still reviewing whether they will allow a 100% remote option.

SC Leadership requested information about the Professional Development & Training update and how Staff Council could help, stressing the importance of career progression resources. They also asked to be given a heads up on any upcoming communications or initiatives which the HRS plans to put forth, in order for Staff Council representatives to be prepared with answers to questions that may come up from their constituents.

Other items of interest are mostly no longer within Staff Council's purview, due to the organizing efforts on campus. These include tuition remission for CDE courses, a sick time pool or alternative system, and the vacation accrual rolloff. Items such as these are being discussed primarily with the unions right now in order to reach a bargaining agreement. Although there are still non-represented staff for whom these issues are salient, having represented individuals (such as those serving on Staff Council) contribute to that discussion could inadvertently cause problems.

Vice President Laura Clayton Update: After moving to another state earlier this year she has been unable to come to an arrangement with UVM to continue working 100% remote, so she has accepted a position elsewhere and will be leaving UVM in September. The Executive Board will decide at their meeting in late August how to move forward with filling the Vice President position.

Composition of Staff Council: Staff Council can continue to exist and be composed of both represented and non-represented staff, with the exception of the below detailed under “Staff Council Committees”.

Staff Council Committees: The Compensation, Benefits and Budget (CBB) Committee will be changing a great deal; it needs to be made up of only nonrepresented individuals and needs to change its reporting structure so that it does not report through the Executive Board given that the Board includes represented staff. Therefore represented individuals currently serving on CBB will need to join another committee instead. CBB will then continue forward, working for non-represented individuals.

Our Common Ground updates: There were 40 nominations for awardees across the campus. The committee is in the process of going through the nominations now. It will have a difficult time narrowing these nominees down to 12 awardees.

Parliamentarian Appointment

A volunteer was sought and appointed by Jon Reisenweaver to be Parliamentarian: Cheryl Herrick.

Executive Board Call for Two Members-At-Large

Nominees for two at-large members of the executive board were sought. Bob Bolyard, Stephanie Glock self-nominated and introduced themselves. The membership of Staff Council voted almost unanimously to appoint these two individuals to the Executive Board.

Staff Council Retreat

The annual Retreat is still in the works, with Staff Council leadership and office staff still trying to formalize a theme and an agenda. Any suggestions can be submitted to Alan or Elisabeth in the Staff Council office. Some potential ideas were discussed.

Discussion: Committee Topics for This Year

Alan provided a brief overview of the topics focused on by each committee over the past year:

Community Engagement: Book club, affinity spaces, compiling community and volunteering resources, addressing food insecurity

Personal & Professional Development: Collaborations with Professional Development & Training on EDU@UVM, the Professional Development Fund, centralizing information about university-wide staff awards and recognition, the exit interview process

Social Committee: Virtual bingo and trivia, selling tickets to events and outings, the Holiday Bazaar

Other Business

Vaccine Requirement for Students – Gary addressed this and shared the good statistics around compliance, as well as the donation challenge made by administration to donate \$3 to the Catamount food shop for every vaccine reported by a certain date. This has resulted in \$30,000+ going toward addressing food insecurity issues for students.

Vaccines for Staff – Gary clarified that employees are not currently being required to be vaccinated, but asked Staff Council representatives to provide feedback about their thoughts around this. He also answered general questions about the student vaccine requirement and its exceptions, the potential for another mask mandate, and other related topics.

Meeting Adjourned: The meeting was adjourned at 1:21 PM.