

**UVM Staff Council Monthly Meeting Minutes**  
**September 2, 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](#).

**Chair:** Staff Council President Jon Reisenweaver

**Attending:** Barbara Asimwe, April Berteau, Bob Bolyard, Carol Brakenwagen, Amanda Broder, Kristen Cella, Stephen DeVoe, Monika Donlevy, Ashley Eaton, Jenna Emerson, Krysta Gingue, Stephanie Glock, Jay LaShombe, Cindy Lee, Katherine McGinn Hall, Cheryl Herrick, Rejeanne Jalbert, Mindy Kear, Jen O'Donnell, Michael O'Sullivan, Carri-Ann Rock, Katherine Spence, Bridget Tully, Kenneth Viglucci

**Ex Officio:** Alan Shashok

**Staff:** Elisabeth Blair

**Minutes Approval**

Meeting Minutes from August were approved.

**Public Comment Period**

No public comments were made.

**Committee Recommendations for Co-Chairs**

The following recommendations for co-chairs were made by each committee:

Jenna Emerson and Kate Spence - Community Engagement Committee

Mindy Kear and Katherine McGinn Hall - Social Committee

Barbara Asimwe and Kristen Cella - Personal and Professional Development Committee

Co-Chair appointments were approved by the Council.

**Committee Updates**

**Personal and Professional Committee (PPD)**

The committee chose co-chairs, examined plans for going forward, including EDU@UVM; obtaining and examining exit interview data, and others, and will be developing new ones.

**Community Engagement Committee (CE)**

The committee chose co-chairs. They discussed recommencing the book club. The Food Insecurity Subgroup had a number of successes this summer with distributing CSA shares. The Committee discussed plans to pursue various partnerships with local organizations to encourage and organize staff volunteering. Affinity spaces for staff are on the agenda to pursue further.

**Social Committee**

The committee selected co-chairs, and discussed ways to commemorate 50 years of Staff Council, such as an ice cream social. New members were oriented around upcoming and recurring annual events.

**Officers' Updates**

**Vice President Position**

With Vice President Laura Clayton's departure from the university, a new Vice President is needed. In the Executive Board meeting, the decision was made to hold an election instead of appointing someone. Therefore, nominees are now being sought to form the Nomination Committee.

The Nomination Committee is composed of 2 people from the Executive Board, 2 people from Staff Council, 2 people chosen by the Staff Council Office, and Parliamentarian Cheryl Herrick, who will serve as Chair. We are looking to get the vote out by November at the latest.

Monika Donlevy nominated herself.

Bridget Tully nominated herself.

Monika and Bridget were approved as SC's two choices for the Nominating Committee.

### **Form/Model of Staff Council**

The question has arisen to look at changing Staff Council to a Faculty Senate model, but for the time being this has been decided against, with Gary Derr's input. For now we'll continue with the status quo.

### **Enhancing Communication**

Jon is looking at setting up listservs for Reps and their constituents to use. Having that as a venue will hopefully help with communications. Reaching out to constituents is challenging and it will be beneficial to find ways to make this more streamlined.

### **Teleworking**

The interim teleworking policy has been approved and sent out. A discussion was had about the various concerns and unknowns.

### **Annual Retreat**

The general theme for this year's annual Staff Council Retreat was decided on in the recent Executive Board meeting - to partner with the Division of Diversity, Equity and Inclusion, with Dr. Ahmed as a guest speaker guiding a discussion on ways to lead in a more equitable, less hierarchical way, and how to move away from leadership styles that are derived from white supremacist culture. The retreat will also include some getting-to-know-each-other breakout groups.

Jon asked the Council to consider a 2nd retreat later in the year, to look at Staff Council itself, reviewing our Mission Statement, and update the Bylaws. This would take place after the new calendar year begins, probably February/March. This was well received by the Council. It was however noted that scheduling this now might not be ideal, since so much remains in flux with the pandemic.

### **Bylaw Changes**

The PPD and Social Committee charges both make reference to working for the benefit of non-represented staff, which is a throwback to the time when represented staff were not permitted to engage in social committee activities; this has long since been untrue. These charges need to be updated. These will be shared out to all SC in a OneDrive document to gather comments and edits, and the resulting change will be voted upon in November.

CBB needs to be removed also from the bylaws.

### **Other Business**

The vaccination requirement for staff was discussed.

**Meeting Adjourned**

The meeting was adjourned at 1:21 PM.