

UVM Staff Council
January 8, 2019
12:05-1:00 p.m.
Memorial Lounge, Waterman

Members Present: President Steve Lunna, Vice President Caleb Gilbert, Heather Allard, Brendan Andrews, Bob Bolyard, Laura Clayton, Jen Cournoyer, Aimee Gale, Nick Hall, Cheryl Herrick, Alexandra Howe, Mindy Kear, Anita Lavoie, Cindy Lee, Stephanie Loscalzo, Deb McAdoo, Noël McCann, Michael O’Sullivan, Shirley Pine, Parvin Pothiwala, Sherri Rigby, Alan Shashok, Becky Swem, Bridget Tully, Lacey Ure, Marissa Wells, Amy Vile, Erin Wertlieb

Members Absent: Tatiana Andrievskaya, Kait Bedell, Holly Brevent, Valerie Carzello, Kristen Cella, Cindy Fonseca, Miriam Harrison, Jessica Lalime, Holly Pedrini, Travis Perry, Katrina Preiss, Jon Reisenweiver

Guests:

Britten Chase, Assistant Dean of the Honors College & Staff Representative to the Presidential Search Committee

Paul Yoon, Senior Advisor for Strategic Diversity Assessment & Research

Alexander Yin, Director of the Office of Institutional Research

Call to Order

President Stephen Lunna called the meeting to order at 12:03 p.m.

Campus Climate Survey Steering Committee

Paul Yoon and Alex Yin presented some updates on behalf of this committee. HRDMA is planning to launch another Campus Climate Survey shortly. The Campus Climate Survey is a means to gauge how the entire university community feels about UVM’s climate and its progress toward its strategic goals. A CCS was last conducted in 2011, and received a 28% response rate. The goal for the new survey is a 60% response rate. There has been an intention to do this for several years, but now that Paul is in his position he’s working to ensure that the university community and UVM’s internal systems are adequately prepared to handle the process with as much fidelity as possible.

Paul and Alex intend that all of the collected data will be operationalized and put to use, and so the committee is being very intentional about the way the survey is designed so it can be put to use to make vital strategic decisions. Paul is also hoping the work that is being done now to design the survey can be used to make the Campus Climate Survey a more regular project. The current survey is being based on the set of questioned used in 2011 in order to use some of these questions as a benchmark, but numerous questions (including demographic questions) are being updated. All questions will be optional.

While the Campus Climate Survey is not subject to institutional review board guidelines due to the fact that it is being utilized for institutional improvements and not generalizable research, the Committee is committed to a high level of data security.

The Steering Committee is hoping to engage governance groups, including Staff Council, to help promote this survey as a vital one for UVM strategic planning in order to help emphasize the importance participation and help increase the response rate. Their window for survey launch could be as early as this spring.

Minutes

The minutes from the December 4th, 2018 meeting were approved.

Officer's Update

Steve and Caleb provided insight on recent and upcoming meetings Staff Council Leadership is conducting with HRDMA, Gary Derr, and other campus partners. In addition, they confirmed that recipients have received and reviewed the Compensation, Benefits and Budget Committee's salary and merit recommendation. They were to meet with President Sullivan shortly to discuss it.

Committee Updates

Compensation, Benefits and Budget Committee: At the most recent meeting, CBB finalized and voted on the FY20 salary recommendation, which has now been submitted. The final version of this recommendation has been distributed to the Council. The Committee has opted to propose a discontinuation of the current merit procedures, based on projected budgets and staff feedback over the past five years of this process's implementation. These recommendations were presented to Staff Council for approval and delivered to administrators in December. The full memo was distributed with the Staff Council January meeting materials.

In addition, the Committee discussed upcoming goals for the spring semester and the upcoming year. These include a more comprehensive review of benefits in conjunction with Greg Paradiso, the development of two different presentations about parenting benefits at edu@uvm, and additional data-driven analyses of non-represented staff compensation.

Personal and Professional Development Committee: PPD members used this meeting to brainstorm on potential Staff Council contributions to edu@uvm. Major areas of need are self-advocacy, using one's voice, taking advantage of professional development and continuing education at UVM, and engaging with the performance review process. The committee will prepare several proposals and plan to pilot a workshop at edu@uvm that could become a permanent offering.

Social Committee: Chairs reported that the Holiday Bazaar was the most successful ever. Substantial funds were raised via the bake sale, raffle tickets, and table rentals that will help to fund staff activities and subsidize tickets to staff events over the next year. The Committee noted some areas of improvement for next year and recognized the work of the volunteers that made the event possible.

The next activity sponsored by the Social Committee is a bus trip to Boyden Valley Vineyard on February 16th, 2019. Registration is open now and the link is in the January Staffline. The Committee will confirm whether guests may attend who travel directly to the vineyard and do not wish to take the bus. Other events planned for the spring include Skate Night in March and a cooking class in April.

Presidential Search Committee Updates

Britten offered an overview of the process to date, including updates between Thanksgiving and the present time. The search committee recently selected and interviewed semifinalists. These interviews took place in New York City. Following this process, four finalists were identified who will be brought to campus shortly. Britten could not at this time disclose the number of semifinalists, total number of applicants, and a variety of other information asked for by representatives. Many of these details are confidential. However, she was able to share that she had a positive impression of the candidates and their knowledge of the higher education landscape.

Representatives were reminded of dates for the upcoming Open Forums for the four Presidential Candidate finalists. Immediately after the meeting, the Staff Council Officers were informed that all four dates had changed. New dates for these forums will be distributed widely as soon as they are available.

Adjournment

Caleb asked for a motion to adjourn. Meeting adjourned at 1:00 pm.