

**UVM Staff Council**  
**February 5, 2019**  
**12:05-1:30 p.m.**  
**Memorial Lounge, Waterman**

**Members Present:** President Steve Lunna, Vice President Caleb Gilbert, Heather Allard, Brendan Andrews, Tatiana Andrievskaya, Bob Bolyard, Kristen Cella, Laura Clayton, Jen Cournoyer, Cheryl Herrick, Alexandra Howe, Mindy Kear, Anita Lavoie, Cindy Lee, Deb McAdoo, Noël McCann, Michael O’Sullivan, Holly Pedrini, Shirley Pine, Katrina Preiss, Jon Reisenweiver, Sherri Rigby, Alan Shashok, Becky Swem, Marissa Palmer, Amy Vile, Erin Wertlieb

**Members Absent:** Kait Bedell, Holly Brevent, Valerie Carzello, Cindy Fonseca, Aimee Gale, Nick Hall, Miriam Harrison, Jessica Lalime, Stephanie Loscalzo, Parvin Pothiawala, Bridget Tully, Lacey Ure, Travis Perry

**Guests:**

Simeon Ananou, Chief Information Officer

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

Gary Derr, Vice President of Executive Operations

**Call to Order**

President Stephen Lunna called the meeting to order at 12:06 p.m.

**Retirement Oversight**

This matter was tabled since the presenters were unable to attend the February meeting. It will be rescheduled for a future meeting. However, the Staff Council Officers will provide a briefing about the information they have been presented so far.

**Minutes**

The minutes from the January 8th meeting were approved.

**Officer’s Update**

Steve reported on a meeting with President Sullivan and Vice President Wanda Heading Grant regarding CBB's salary proposal. The outcome from this meeting was that administrators have taken this proposal, and the concerns raised by Staff Council, very seriously. One action taken so far is that the university will engage an outside consultant to review the merit process. A second action is that Dr. Heading-Grant will work to investigate whether it is possible to realign the salary increase process and the performance review process so that most employees will receive their performance review prior to merit decisions being made. The perceived disconnection between these processes has been a significant source of staff concern.

Steve also had a meeting with Transportation and Parking, Jim Barr, and a representative from faculty Senate for an update on the consultant process for the parking strategic plan. The consultancy process appears to be completed and Jim was reaching out for final information on what Staff Council wants to see from this final report. Steve felt that this was a positive process and Transportation and Parking's goals are congruent with the concerns raised by Staff Council and staff in general over the last several years.

Steve and Caleb also attended a meeting about retirement oversight at UVM. Another consultant was engaged to review this process with the goal of investigating whether UVM should reduce retirement providers from the current number of 3 to 2 or a single option. The goals here are to reduce confusion and help more employees take advantage of retirement planning at UVM. Members of this team will attend a Staff Council meeting soon to provide more specifics on this process. Steve and Caleb answered some questions about the limited information they have so far, to include that if retirement programs are condensed, there would be no fees or penalties to affected employees for switching to the remaining option(s). They were also able to clarify that one of the reasons behind doing this assessment was to ease enrollment and participation to increase the number of employees who participate, and that in the long run this would reduce administrative costs but increase overall UVM cost contributions as more employees would be receiving retirement contributions.

Steve also presented to the Board of Trustees Committee of the Whole on Friday, February 1st. He provided an update of ongoing committee work. His report and reports from the other staff representatives to the Board of Trustees committees will be distributed in the March Staffline.

### **Committee Updates**

**Compensation, Benefits and Budget Committee:** The committee spent a significant portion of the meeting determining questions for the presidential candidate finalists. They also floated goals for the second half of the year. These goals should be finalized at the upcoming CBB meeting.

**Personal and Professional Development Committee:** A subcommittee continues to work with assessing and potentially recommending changes to the exit interview process. Another subcommittee

has assembled a task force involving other UVM partners and stakeholders to do a deep dive into nursing spaces & policies on campus. More updates from these efforts are expected soon.

**Social Committee:** Signups for the winery trip have been extended through February 15th. UVM will also participate in the Corporate Cup again and signups for this will open in the April Staffline. Other events planned for the spring include Skate Night on March 22nd and a cooking class in April.

### **Presidential Search Committee Updates**

On February 4th, Steve and Caleb met with Gary Derr to answer some questions about the recent memo from Board of Trustees chair David Daigle that there is one sole finalist for the UVM Presidential Search, Dr. Suresh Garimella from Purdue. This is a departure from previous planning that has involved an open process with four candidates.

Britten Chase, the staff representative to the Presidential Search Committee, was invited to provide an update on this process. She and Gary explained that the sole finalist is a very strong candidate and that the reasoning behind the change in process is that in the current higher education environment, candidates from private institutions are unwilling to participate in public processes. The Executive Board will meet with the sole finalist later in February.

### **Updates on the IT Strategic Plan**

Simeon Ananou, UVM's new Corporate Information Officer, provided an extensive overview on his efforts to transform, centralize, and protect UVM's technology infrastructure. He sees numerous opportunities to improve and modernize UVM in this area and expects to continue working with the governance groups moving forward to assess needs, gaps, and problems.

### **Adjournment**

Caleb asked for a motion to adjourn. Meeting adjourned at 1:29 pm.