

UVM Staff Council
April 2, 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, Valerie Carzello, Nick Hall, Cheryl Herrick, Alexandra Howe, Mindy Kear, Anita Lavoie, Cindy Lee, Stephanie Loscalzo, Deb McAdoo, Noël McCann, Michael O’Sullivan, Marissa Palmer, Holly Pedrini, Shirley Pine, Katrina Preiss, Alan Shashok, Becky Swem, Catherine Symans, Bridget Tully, Lacey Ure, Amy Vile, Erin Wertlieb

Members Absent:

Kait Bedell, Holly Brevent, Laura Clayton, Jen Cournoyer, Cindy Fonseca, Aimee Gale, Miriam Harrison, Jessica Lalime, Parvin Pothiawala, Travis Perry, Jon Reisenweiver, Sherri Rigby

Guests:

Greg Paradiso (GP)
Paul Yoon (PY) and Alan Maynard (AM)

Staff:

Elisabeth Blair

Call to Order

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

Greg Paradiso - Retirement Oversight Presentation

A presentation on retirement oversight is being given to many leadership/governance groups on campus, and was given to SC.

Two years ago, UVM created the Retirement Oversight Committee (ROC) - appointed by the president - so that UVM could oversee and meet their fiduciary obligations, and to make sure the retirement plan that is on offer is working in the best interests of UVM employees. Cammack Retirement Group (CRG) is an independent consultant whom UVM has hired to advise on how to better structure the plan. CRG specializes in higher education and perform the same service for UMass, Temple, and 50-60 others, overseeing \$60 billion in assets and giving advice on preserving those assets.

Retirement plan designs, eligibility requirements, and contributions will not change. Instead, the ROC is looking at streamlining the number of investment options, simplifying participant investment decisions, and reducing the fees charged by plan recordkeepers. GP went over the definitions of fund manager, recordkeeper and the Request for Proposal (RFP) process. Currently UVM has a total of \$1.2 billion invested from current and retired employees. After the RFP process, two choices emerged:

- 1) Consolidate UVM's use of three recordkeepers into a single recordkeeper (either Fidelity or TIAA).
- or
- 2) Consolidate UVM's use of three recordkeepers into two recordkeepers (Fidelity and TIAA).

Choice #1 will mean lower fees for participants, easier enrollment and web-based process, enhanced communication, heightened efficiency, and the addition of a self-directed brokerage window.

Choice #2 will not be as cost-effective. A few investment options of each recordkeeper will be available on the active/monitored investment menu, and the ability to retain vendor relationships with two recordkeepers.

The decision will be made in late spring by the President, after he's been given all feedback gathered. At that point, UVM will implement a robust communication and education plan to assure a smooth transition for plan participants.

This presentation will also be given in April at public meetings on the following dates:

- Wednesday, April 24, 11:30 - 12:30PM, Silver Maple Room (Davis Center)
- Wednesday, April 24, 3:30 - 4:30PM, Memorial Lounge (Waterman Building)
- Thursday, April 25, 12:30 - 1:30PM, Memorial Lounge (Waterman Building)

Minutes

The minutes from the March 5th, 2019 meeting were approved.

Officer's Update: Stephen Lunna

Meryl is out on personal leave for a few months and all communications should go to Elisabeth Blair. On April 23rd in the Grand Maple Ballroom (Davis Center) from 4:00 - 5:30 there will be a gathering in honor of President and Mrs. Sullivan for their hard work and dedication to the university. All are welcome.

CBB presented salary recommendations, and while leadership had not previously been discussing any kind of tiered raises, it's due to the CBB's efforts that the \$40k -and-under 1% raise was included.

Committee Updates

Social Committee (SC):

Skate Night - about 45 people attended, and several asked if we could have another Skate Night. The cooking class is coming up on April 18th, the committee is looking into having more cooking classes. The Corporate Cup race is on May 16. The Lake Monsters game is on July 7th. The golf outing is on August 9th.

Compensation, Benefits and Budget (CBB) Committee:

Had a debrief on the retirement presentation. Had an update on parity in health insurance benefits at UVM - looked at a lot of information. Greg Paradiso will be presenting at the next meeting on benefits. April will be a catch-up month.

Personal and Professional Development (PPD) Committee:

The PPD discussed how to wrap up the year - they have had some good successes already but want to focus their remaining time on tuition remission. They anticipate having someone present on what precisely is currently involved in tuition remission before unpacking it and finding areas to make recommendations. The PPD also discussed the lack of internal exit interviews and are looking into that more. Stephanie Loscalzo and Mindy Kear will be meeting with Mamava this week to discuss pricing and details about pods for breastfeeding parents.

Election

Election preparations are going smoothly - several areas have already appointed folks and only one Staff Council member is stepping down.

Paul Yoon (PY) and Alan Maynard (AM) Presentation

Update from the President's Committee for Inclusive Excellence

PY and AM are currently meeting with a lot of executive groups to get information and feedback for the President on issues that are important to constituents. They will then put that information into an annual report of information and recommendations that goes to the president. They asked the SC for comments. Cheryl Harrigan noted that time, supervisor buy-in, and resources are needed for staff to engage in the meaningful work of access, diversity, and inclusion. Stephanie Loscalzo inquired about efforts toward accessibility for international folks and new Americans. PY responded that this is one of many topics currently being focused on. Cindy Lee inquired about the action plan results. PY and AM responded that a communication will go out soon asking departments to re-engage with their action plans in anticipation of the incoming president taking office this summer. One can access the plans through the Advancing Diversity website. AM said better organization was needed in relation to this, for example, one steward in each area, and formally bringing those people together, which may be a next step.

Campus Climate Survey

The survey wrapped up on Friday March 22nd, and preliminary numbers are encouraging. The Office of Institutional Research (OIR) emphasizes that thus far they only have preliminary results. The survey had 6335 respondents, and just under 60% were faculty and staff. Now OIR is cleaning up the data and moving forward toward drawing conclusions. They'll meet in 2 weeks with President Sullivan to share some preliminary overall results. Reports should be ready for formal publication by August 2019.

Other Business and Public Comment Period

The last meeting with President Sullivan is this Thursday - if any last-minute comments please reach out to Caleb or Steve.

Adjournment

CG asked for a motion to adjourn. Meeting adjourned at 1:30 pm.