

UVM Staff Council
May 7, 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:

Barbara Asiimwe, Ken Viglucci

Staff:

Elisabeth Blair

Call to Order

President Stephen Lunna (SL) called the meeting to order at 12:05 p.m.

Welcome to New Representatives and Introductions

Ken Viglucci, Jen O’Donnell, Barbara Asiimwe (newly appointed SC representatives)

Minutes

The minutes from the April 4th, 2019 meeting were approved.

Officer’s Update: Stephen Lunna

Caleb Gilbert (CG) and Stephen Lunna (SL) met with President Sullivan about re-thinking Tuition Remission – both with regards to adding to it, and expanding some of the ways it’s dealt with. There are many stakeholders who will need to give their feedback. Nothing has been formally submitted yet to the President’s Office.

CG and SL also had a meeting with HRDMA, in which they discussed processes around communication between HRDMA and Staff Council (SC), including when the raise letter came out. We reminded them that it’s helpful to have any major communication to the campus as a whole be sent to the SC a little earlier than 8 hours before its release. The HRDMA representatives were in agreement, and going forward they will be endeavoring to give SC more notice, with the goal of one week.

The appreciation event for President and Mrs. Sullivan went well. A remembrance garden is currently in the works, with a sculpture, gardens, and benches. The Provost appreciation event also went well.

Our Common Ground awards: The selection committee has started the process of selecting this year's nominees - they've had one meeting so far. Next week they'll select the final winners.

Yesterday SL and CG met with Sharon Ray Paulsen about concerns and priorities staff have going forward – common themes like the merit process, salary increases, supervision on campus and expanding supervisory learning/training. It was a very good meeting, and the topics were well received by Sharon. The meeting included Karmen Swim, the most recent Staff Council president.

The Committee of the Whole Board of Trustees meeting is coming up and will coincide with release of the budget.

A member of Staff Council asked, who initiated the conversation about tuition remission, and why? Caleb and Steve answered that they felt that because of salary increases stagnating, they'd look at every possible way to improve benefits to staff, such as potentially adding the continuing education programs to tuition remission. Then, in the process of having that conversation they realized there is an area of players in the management/fiduciary area who are also interested in the program running more smoothly. The goals are to make sure the program fits the needs of staff as much as possible, and to assist in tightening it up fiscally.

They will present about this formally to the SC and the Executive Committee, but probably not before incoming President Garimella arrives.

Vote

The voting to dissolve the Outreach Committee and formally instate the Community Engagement Committee was begun, but halted when it was pointed out that the version of the bylaws that was being amended was from 2014 and was not the most recent version. Elisabeth explained that with the staff shortage, some documentation has been hard to locate. The vote was put off until the next meeting.

Staff Survey

It was noted that the Executive Committee needs to discuss the next steps for the Staff Survey, as it was supposed to launch last fall. It was also noted that it would make sense to wait until the results from the Campus Climate Survey come in.

Committee Updates

Social Committee (SC):

Laura Clayton and Shirley Pine, co-chairs, discussed the Golf Outing, including the fact that they voted to increase the prices this year, and also mentioned the upcoming Lake Monsters UVM night which happens annually. The Committee looked into future cooking classes and will pursue with Sodexo for a summer class. The committee tabled discussion on the Escape Room until the August meeting.

More information is needed for further discussion on Smugglers' Notch Daycation tickets, Champlain Valley Fair tickets, and Lyric Theater tickets. The June meeting will be a lunch at Great Northern on Pine Street on June 18. This will be the final Social Committee meeting of this year.

Compensation, Benefits and Budget (CBB) Committee:

The Compensation, Benefits and Budget Committee met on April 11th. Greg Paradiso gave a presentation on employee benefits, covering medical and dental. A presentation on life insurance and long/short-term disability comparisons will occur in a future meeting. Cheryl Herrick gave updates on telecommuting policy and issues. She will draft written communication on these topics. The Committee then looked at Staff Council's accomplishments this year as well as future topics to engage with.

Personal and Professional Development (PPD) Committee:

The PPD Committee met on April 16th. Staff Council Vice President Caleb Gilbert presented findings from his research into modifying the tuition remission policy. Research into establishing exit interviews for staff who are transferring to different departments is ongoing. The Nursing Parents Subcommittee met with Mamava to hear about their pricing and options for clean, accessible, nursing parent spaces. Emily McCarthy from AAEO was able to secure Waterman123D as a designated full-time lactation space. Two sub-committees were formed to start figuring out what the breastfeeding advocates on campus will look like (headed by Stephanie Glock) and how to improve spaces on campus for nursing parents (headed by Emily McCarthy). Contact has been made with campus planning and facilities to discuss details about nursing pods.

Also, the Professional Development Fund Subcommittee met on April 18th. The Subcommittee is currently working out the basics of how the Professional Development Fund will be awarded. Having confirmed that the funds will remain available in the upcoming fiscal year, the current goal is to make applications available as soon as possible, with a deadline of July 1st.

Other Business and Public Comment Period

- Tracking training: Caleb Gilbert noted that the University is looking into obtaining training tracking for staff so that everyone can keep track of what they need, such as refresher trainings and so forth. After a vendor is chosen, a request will be made from incoming President Garimella to purchase the necessary software. Al Turgeon and Tessa are very open to getting input about what your needs are on compliance, training, and the tracking of these two things.
- All Staff Council representatives are invited to the Supervisory Learning Series' Final Project Session on Tuesday, June 11 from 9:00 – 11:00 AM in Davis Center room 419. This is an opportunity to view the final projects of each participant and to continue the conversation about staff needs and achievements. The celebration will begin with the viewing of final projects starting at 9:00 am. Certificates will be awarded shortly after. There will be coffee and refreshments provided. Please RSVP by May 15, 2019.

Adjournment

Meeting adjourned at 1:30 pm.