

UVM Staff Council
October 2, 2018
12:05-1:30 p.m.
338 Waterman

Members Present: Vice President Caleb Gilbert, Heather Allard, Brendan Andrews, Bob Bolyard, Holly Brevent, Kristen Cella, Laura Clayton, Jen Cournoyer, Aimee Gale, Miriam Harrison, Cheryl Herrick, Alex Howe, Mindy Kear, Jessica Lalime, Anita Lavoie, Stephanie Loscalzo, Deb McAdoo, Michael O’Sullivan, Holly Pedrini, Shirley Pine, Parvin Pothiawala, Katrina Preiss, Jon Reisenweaver, Alan Shashok, Bridget Tully, Lacey Ure, Amy Vile, Erin Wertlieb

Ex-officio: Meryl St. John, Staff Council Administrator

Members Absent: Tatiana Andrievskaya, Kait Bedell, Valerie Carzello, Cindy Fonseca, Nick Hall, Cindy Lee, Steve Lunna, Noël McCann, Travis Perry, Becky Swem, Sherry Rigby, Marissa Wells

Also Participating: Gary Derr, Vice President for Executive Operations

Britten Chase, Assistant Dean, Honor’s College & Staff Representative to the Presidential Search Committee

Call to Order

Vice President Caleb Gilbert called the meeting to order at 12:05 p.m.

Caleb updated the Council that Becky Swem had to cancel so the Inclusive Language training will be tabled for a future meeting.

Committee Updates

Compensation, Benefits & Budget Committee: The committee held a hour and a half long discussion on priorities. Some things included telecommuting, dental, looking at salaries in a different way, equitable reproductive care for trans staff members, and a few itrems that cross over with other committees such as parking. More work will be done shortly to identify the items within this Committee’s charge which will be prioritized for committee work this year, and the Chairs will advise the other committees of anything that comes up that is within their charges.

Personal and Professional Development Committee: This committee is also currently holding a vote on top priorities for committee work. Among the list of possibilities is parking, subsidized catcard replacements, support for nursing moms, media services, exit interviews, mentoring, assistance for performance reviews, and increasing tuition remission possibilities.

Social: Holiday Bazaar is December 5th. There are currently more tables requested than space in the room, so demand has been very high. The Committee is also planning a bus trip to the Lake George outlets on November 10th. Registration information will appear in Staffline.

Officer's Update

Caleb reported that Steve is traveling for two weeks. Caleb and Steve are working on developing relationships with Staff Council's colleagues right now, in HRDMA and elsewhere. One large item on the table at the moment is tuition remission for non-credit-bearing courses such as certificate courses and professional courses through Continuing and Distance Education. Staff Council has no current position on this and is still in the fact-finding stage and trying to understand how tuition remission works, how the money flows, what demands and barriers exist among staff members, and what reasonable expansion of the program would look like. Substantial amounts of data are needed. Can we correlate job retention with tuition remission opportunities and people who take advantage of said opportunities? Are there opportunities to expand the tuition exchange program beyond UVM? How can Staff Council identify what the best and most workable opportunities are in order to develop a position on what type of expansion or development to press for?

Caleb is also thinking about non-monetary ways to compensate staff, since there is little indication that salaries can rise in the way they used to.

Caleb gave a brief update on upcoming Open Enrollment. A new level of dental benefits is going to be added and there will be some changes to the medical premium rates. Specifics on these things will be shared by HRDMA shortly. There are no known changes to the medical coverage itself at this time.

Minutes

The September minutes were approved.

Update from the Presidential Search Committee

Britten Chase, the Staff Representative to the Presidential Search Committee identified through a nomination process in the fall, introduced herself and her role within the Honors College. The Search Committee has only met once thus far. The timeline is fairly accelerated compared to many searches of this level. Semifinalist interviews may be around Thanksgiving or early December, with presentations to the Board of Trustees in February. The Committee is also putting together a leadership profile from information received from UVM community members and governance groups and has met with representatives from Witt-Kiefer, the search firm handling the process. The next step is to review

campus feedback, distill all the information they have received into this leadership profile, and to complete some affirmative recruitment trainings that are being assembled by Wanda Heading-Grant and Jes Kraus.

Brit reported that from her perspective, the 24 search committee members have a very deep understanding of UVM's culture and needs and the role that staff play in the process. Her input has been valued so far and the feedback from governance groups has been taken very seriously in terms of creating a cohesive narrative and aligning vision and priorities to find the next president. In addition, she is grateful for the opportunity because according to Witt-Kiefer, staff representatives are rare on search committees of this level.

Brit will continue to make reports to Staff Council for the duration of the Presidential Search.

Feedback on Staff Appreciation Week

Generally, there have not been many complaints this year. It can be difficult to sit on the ground during the Social on the Green, especially for people who are not able-bodied. It may also be useful to offer trays. There was one comment from a constituent that the vegetarian option was unpalatable. Everyone continues to appreciate the icebreaker scavenger hunt at the Milestone Lunch, and the henna offered by Staff Council Representative Parvin Pothiawala at the Social on the Green. Lastly, several people have reported that it was difficult to locate the beverages because they were so far away from the food. This information will be conveyed to the Staff Appreciation Committee for consideration in future years.

Benefits Fair

The Staff Council Office asked for volunteers to staff the Benefits Fair Table.

Lake George Bus Trip

Registration details for this November 10th trip will be distributed in the October Staffline for interested staff members.

Outreach Committee Charge

Caleb would like to start a conversation around what the charge is and whether it is reasonable to add a more granular oversight of institutional diversity and equity issues.

Public Comment Period

No public comments were made.

Adjournment

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