

UVM Staff Council Meeting Minutes
December 2, 2019
12:05-1:30 p.m.
Memorial Lounge, Waterman 338

Members Present:

Heather Allard, Tatiana Andrievskaya, Barbara Asiimwe, Bob Bolyard, Laura Clayton, Aimee Gale, Caleb Gilbert, Katherine Hall, Nick Hall, Jay LaShombe, Cindy Lee, Stephen Lunna, Deb McAdoo, Claire McCollough, Jennifer O'Donnell, Michael O'Sullivan, Holly Pedrini, Shirley Pine, Katrina Preiss, Jon Reisenweaver, Allison Spain, Lacey Ure, Ken Vignucci, Erin Wertlieb, Bethany Wolfe

Members Absent:

Brendan Andrews, Kristen Cella, Miriam Harrison, Nichole Hathaway, Cheryl Herrik, Alex Howe, Mindy Kear, Stephanie Loscalzo, Donna Stevens, Bridget Tully

Staff:

Elisabeth Blair, Alan Shashok

Guest:

Lia Belivea, Paul Yoon

Call to Order

President Stephen Lunna called the meeting to order at 12:05.

Approve Draft Minutes

November draft minutes were approved.

Committee Updates

PPD - As Caleb is not leading or working on the tuition remission process, the Committee decided they want to ask him about his experience working on the issue, because they want to pursue the idea of certification classes. A mentoring program was discussed, but no action items were arrived at, and no volunteers were interested in leading that. Some files for a separate mentoring and coaching project which Steve Lunna helped create will be shared with the Committee.

The Committee is currently examining all existing awards for UVM staff, including departmental-level awards. They may focus in on areas of the university that do not currently have an award. The Committee also continued the ongoing discussion on the efficacy of exit interviews.

Social Committee - The Committee approved one Community Service Award application. 54 tickets were sold to *The Addams Family* and the theatre/performers gave UVM a shout-out at the show. The Creative Workshop was cancelled due to a miscommunication about the deposit. The Cooking Class was rescheduled due to inclement weather. A bus trip is planned to visit discount outlets in New Hampshire – but a minimum of 45 passengers are required. For the Holiday Bazaar, all bake sale items need an ingredients list. There are some problems with obtaining athletics tickets to sell at a double discount as per usual; Elisabeth is working on this. A tentative date of March 6th has been set for Skate Night. There are enough volunteers for the Holiday Bazaar.

Community Engagement - They had a committee meeting last week, Jimmy from the Office of Institutional Research (OIR) helped provide info on translation needs. They do not collect info on languages spoken, only the country born in. Jimmy will approach HRDMA to see a list of the positions at

UVM that do not require English, and at least figure out the number of staff who would need translation services. The University of Colorado at Boulder is also working on expanding their ESL (English as a Second Language) program so they are looking at that.

The UVM policy on volunteer time will be published in the next *Staffline*, along with a call to staff to let us know where they volunteer. A list of food insecurity resources for the UVM campus and the larger community is being compiled, and the Committee is monitoring the success of the pay-it-forward program which the UVM hospital runs, in case a similar program could be designed for staff.

CBB - The Committee has been primarily focused on discussions around the FY21 salary memo. The next steps involve the Executive Committee adjusting the content, Elisabeth reviewing the language, and then a final approval by the Executive Committee before sending the memo. Also, Greg Paradiso previewed the communication (sent 11/25) about the upcoming changes to the retirement funds.

Guest Speaker - Paul Yoon - President's Commission for Inclusive Excellence

Paul spoke firstly about how HRDMA's interests in translation services and ESL (English as a Second Language) correspond with the interests of the Community Engagement committee. He also noted that in the Campus Climate survey, 92.5 percent of students said staff treated them with respect. The Commission wants to help us analyze all the relevant data and translate it to action.

He then spoke at length on the President's Commission for Inclusive Excellence. They have been working on aligning inclusive efforts across the university - each unit has their own plans, but efforts across different units are not aligned. For example, he cited a few departments which were looking to host an external consultant on implicit bias training. They couldn't individually afford it in the end, but if each had known the other was looking, they could have pooled resources.

Paul related that in November 2018, President Sullivan joined a Commission meeting, and they spoke about the building renaming advisory committee recommendations. Chief Don Stephens, the current representative of some of the tribes of the Abenaki, also met with them many times, and made it clear there was a long list of things that needed to be done, but that the first and foremost item was a public acknowledgement of UVM's role in the eugenics program. This acknowledgement was created in tandem with Chief Stephens and was released in June 2019. The first official Abenaki ceremony on UVM's campus was held in honor of a new beginning and a new hope for the future. Paul emphasized that sadly, this is the outcome of a conversation that had been going on for 83 years. But now they want to move onto more substantive conversations on how to actually help repair the harm done to the Abenaki and their descendants.

He asked the Staff Council members for other issues they are advocating for, or issues the Commission should know about.

Q: One member brought up the situation around a staff member and a faculty member having a child together; the faculty member gets 6 months of paid parental leave, but the staff member doesn't get any paid parental leave (they do receive FMLA).

A: Paul noted this inequity and will share it with the Commission.

Q: Will there be guidance or instruction on how colleges and units can move forward with their updates to their Inclusive Excellence action plans?

A: These were updated at the end of the spring and the beginning of the summer and were reviewed and updated. So the overall program is scheduled to wind down in the 2020-21 academic year, and they are

looking at what new (or revised) framework will be used going forward after that.

Q: How have you been interacting with different groups about their Campus Climate Survey findings?

A: From September - November the Commission met with all governance bodies and every college and admin unit, about how they could translate the Survey's findings into action. Paul's role was helping to manage the administration of the survey, and how to support people going through it. He also looks at what immediately jumps out of the data, and if nothing does, he focuses on helping to answer each unit's questions.

Q: Who makes up the commission?

It is made up of a minimum of 11 commissioners, including students, with evolving membership.

Officers' Update

At the most recent HRDMA meeting, the officers presented an update on the PDF fund: There were 29 applications between the first and 2nd quarters, and 12 awards. There is now a new application available - please use the newest and most updated form, located on the Staff Council website.

They also discussed the fact that there have been several requests for a shower facility to be installed in Waterman. They are still examining this possibility. Alan did find a way to find out where all the showers on campus are located, and we will add a blurb on our website about how to search for a shower.

The Staff Council Survey's timing is working out really well because of the Climate Survey timing. We are looking at January as the time frame for it to come out. Working with the Office of Institutional Research, it has been refined a lot, removing all extraneous questions.

The Benefits Fair - the officers discussed the fact that Staff Council was not allowed a table because some of the union organizations also wanted a table and there wasn't enough room. In the future HRDMA will be looking at holding the Fair in a bigger location in order to accommodate anyone who wants space.

At the leadership meeting with Gary Derr, they discussed how best to communicate with President Garimella. It was emphasized that in addition to the quarterly 30-minute meetings with the President, we can communicate through Gary Derr and Wanda Heading-Grant as well.

In a meeting with the other governance leaders, Stephen shared the nursing mother facility news. Some topics that came up which could be of interest to staff included:

- The Alumni Association has noted that alumni don't necessarily associate with their graduating class but with their teams and groups, so they are looking to do some specific alumni events around those things.
- The Student Government Association has been examining more cost-effective alternatives to the blue emergency light poles distributed around campus. They have found an app that could replace it for much less cost - it tracks you as you walk to your car and automatically texts someone if your path diverts.

Adjournment

The meeting was adjourned at 1:10 PM.