

UVM Staff Council
December 4, 2018
12:05-1:30 p.m.
Alumni House Silver Pavilion

Members Present: President Steve Lunna, Vice President Caleb Gilbert, Heather Allard, Brendan Andrews, Tatiana Andrievskaya, Holly Brevent, Kristen Cella, Nick Hall, Cheryl Herrick, Alexandra Howe, Mindy Kear, Anita Lavoie, Cindy Lee, Stephanie Loscalzo, Deb McAdoo, Michael O’Sullivan, Holly Pedrini, Shirley Pine, Parvin Pothiwala, Jon Reisenweiver, Alan Shashok, Becky Swem, Bridget Tully, Lacey Ure, Erin Wertlieb

Members Absent: Kait Bedell, Bob Bolyard, Valerie Carzello, Laura Clayton, Jen Cournoyer, Cindy Fonseca, Aimee Gale, Miriam Harrison, Jessica Lalime, Noël McCann, Travis Perry, Katrina Preiss, Sherri Rigby, Marissa Wells, Amy Vile

Guests:

Dr. Harry Chen, Director, Center for Health and Wellbeing and Public Health Officer

Call to Order

Vice President Caleb Gilbert called the meeting to order at 12:15 p.m.

Health and Wellness at UVM

Dr. Harry Chen, who has been in the position of Director of the Center for Health & Wellbeing for approximately six weeks and also holds the newly-created title of Public Health Officer, offered an extensive presentation about university health at UVM and inside higher education institutions across the country. This presentation included an extensive overview of the services UVM provides to its students, including the Student Health Center, Counseling & Psychiatry Services, and Living Well (education & outreach). It also included data about the increasing rates of mental illness amongst undergraduate and graduate students and some strategies to mitigate this growth.

Dr. Chen is optimistic about developing the role of Public Health Officer to be a useful and functional one and looks forward to partnering with governance groups and other stakeholders to assess UVM’s needs in this area.

Minutes

The November minutes were approved.

Committee Updates

Personal and Professional Development Committee: The Committee used the November meeting to discuss the updated performance management draft documents that HRDMA recently distributed for review. PPD collected the committee’s feedback into a memo instead of opting to submit individual

feedback and submitted this memo on November 21st. The major request was for clarification and consistency of terminology to increase usability of the form.

Joel Shapiro is now a permanent guest of the PPD Committee and hopes to join meetings on a regular basis to assist in collaboration between PPD and Professional Development and Training.

Social Committee: The Committee reported about gearing up for the Holiday Bazaar, which was to take place the following day. The Committee had already recruited sufficient numbers of volunteers for the event, but everyone was invited to visit, shop, and pitch in where necessary.

Compensation, Benefits & Budget Committee's FY20 Salary and Merit Recommendations

Co-Chairs Anita Lavoie and Mindy Kear presented the Committee's proposal for the FY20 Staff Salary Increase Recommendations. After extensive discussion, CBB has opted to recommend the discontinuation of the current merit process. Anita and Mindy reported that this decision was based on the review of staff comments and feedback over the past five years of implementation of these process. This feedback has come from multiple avenues (focus groups, surveys, and direct outreach) and is overwhelmingly negative regarding both the amounts available for merit increases and the process used to award merit. The Committee agreed that the current implementation of merit bears no resemblance to the Council's original investigation of ways to compensate employees who go above and beyond, and with UVM's decentralized supervision and limited budget for compensation increases, there is little hope that the current process can be materially improved. The Committee also feels the current merit process is inequitable and inconsistently applied. Therefore, the decision was reached to recommend that merit be discontinued and replaced with a tiered system of across-the-board increases, with the goal of simplifying the increase process, giving each employee the maximum increase that UVM's budget can sustain, and helping to bring up those on campus who are the lowest paid.

The Council had no objections to the Committee's proposal. The Committee will finalize and submit the proposal to administrators in the week following the meeting.

Presidential Search Committee

The Executive Board will meet with the four finalists for the next President of the University of Vermont in January. They asked for some topics and questions that were important to the Council to help inform their discussions with these individuals. Following Dr. Chen's presentation, representatives asked the Executive Board to think about a focus on compensation and inequity here at UVM, and the role of inequity in health and wellbeing.

In addition to the governance group meetings with candidates, there will be an open forum followed by a reception for each candidate that will be open to the entire UVM community. Because university presidential candidates are often existing administrators at other institutions and leadership transitions are occasionally the subject of media attention, it is customary for the campus community to not know who the candidates are at this stage in the process. Only the search committee is currently privy to this

information. The identities of the candidates will likely become available only a very short time prior to their campus visits.

Forums and receptions will take place at the following times:

Tuesday, January 15, 2019 – 3:30 – 5:00 p.m. – Sugar Maple Ballroom, Davis Center, Reception Livak Fireplace Lounge

Thursday, January 17, 2019 - 3:30 – 5:00 p.m. – Livak Ballroom, Davis Center, Reception Livak Fireplace Lounge

Tuesday, January 22, 2019 - 3:30 – 5:00 p.m. – Livak Ballroom, Davis Center, Reception Livak Fireplace Lounge

Thursday, January 24, 2019 - 3:30 – 5:00 p.m. – Livak Ballroom, Davis Center, Reception White Pine Lounge

Adjournment

Caleb asked for a motion to adjourn. Meeting adjourned at 1:50 pm, and was followed by the Staff Council Retreat.