

UVI Staff Council General Meeting
Tuesday, April 22, 2008
11:00 a.m. -12:30 p.m.
B110 St. Thomas/EVC#401 St. Croix

Present:

UVISC Officers: Peggy Fahie, Verna Rivers, Moriah Jacobs, Miriam Osborne-Elliott, Ardrina Scott-Elliott, Julia Hardwick

Attendees: St. Thomas: Suzanne Darrow, Stevie Henry, Pedro Nieves, Sadio Thomas, Corene Jn-Charles, Grisha Fleming, Marissa Johnson, Evans Henley, Lucien Lee, Sylvio Mannel, Miriam Cannonier, Ernestine Skelton, Percival Mason, Lynese Maynard, Isaac Burgin, Adelmira Roman, Karen Hodge, Rosy Lawrence, Roy A. Steward, Grenville Hoyte, Barbara Maynard, Mary Myers, Nanyamkin Farelly, Tyra DeCastro

St. Croix:

The meeting was called to order. Ms. Ardrina Scott Elliot was nominated to serve as interim Chairman in the absence of Chair Ms. Raquel Santiago-Silver and Vice-Chair, Ms. Diana Freas-Lutz.

Old Business:

Ms. Peggy Fahie described the process of mediation and what mediators are required to do; Ms. Fahie explained that mediation is another option for both parties, should resolution fail at the supervisor and department levels prior to litigation.

Ms. Scott-Elliott informed staff that the Standards of Behavior and Consultancy policies are posted on Blackboard for review and comments, as well as the UVI Staff Council rebuttal to the policies. The Council is awaiting feedback from Administration. Ms. Scott-Elliott reminded staff that the form for bringing proposals or issues to the floor are also available online.

Committee Reports:

Human Resources Committee: Ms. Verna Rivers thanked Mr. Jay Wiltshire, Ms. Sharleen Harris, Ms. Ardrina Joseph, Ms. Yvette Taylor and Ms. Cherill Registe for volunteering to serve as members of the Human Resource Committee.

Ms. Rivers stated that the Human Resource Committee conducted an informal survey; questionnaires were distributed as University staff was asked to rank pertinent issues or concerns. Ms. Rivers stated that only sixteen forms were completed and returned on St. Thomas and ten on St. Croix. Ms. Rivers extended the deadline date for survey completion to the first week in May 2008. It was suggested hard copies should be circulated.

Ms. Rivers described the policy process development worksheet modeled from the University of Texas. It was recommended to the University Administration to complete this type of form prior to any formal policy change. The Committee is awaiting a formal response from Administration.

Elections/Nominations Committee: Ms Julia Hardwick thanked Mr. Jay Wiltshire and Ms. Yolanda for serving as committee members. Ms. Hardwick informed staff that ballots will be set up for the election of two groups of the UVI Staff Council, which will provide a continuity of service. Ballots have been circulated since last Thursday. Ms. Inez Bartlett distributed forms to the physical plant area in St. Thomas. Drop off boxes are located in the Academic Conference Center, Library, and Physical Plant in St. Thomas, and the Library, Physical Plant and Business Office on St. Croix. Questions can be referred to Ms. Hardwick at extension 1172.

Communications Committee: Ms .Suzanne Darrow, Blackboard Administrator, announced the implementation of Blackboard assessable to all staff. Ms. Darrow said training will be made available for staff; computers are located at the library for anyone's use. Ms. Clarice Clarke, Committee Chair, said that the committee, with the assistance of Dr. Jozef Keularts (Cooperative Extension Service) is designing the UVI Staff Council website; The Committee is also working with Mr. Gary Metz, Public Relations Specialist III, who is restructuring the University's website, to develop an e-mail address for community outreach.

Membership Committee: Mr. Don Bailey, Chair absent.

New Business/Updates

Mr. Stevie Henry, Chair of the ad hoc Shared Governance Committee, gave a presentation on the Committee's creation and the directive of forming a UVI Senate in accordance with Vision 2012. Mr. Henry advocated having a computer accessible to Physical Plant employees; hard copy of draft documents should be placed in the campus libraries.

Mr. Henry did a brief overview of the senate and its advisory role in University policy decisions and showed matrices of how the senate functions in relation to the University Board of Trustees, Cabinet and the President. The question to date is how many members will be serving in the Senate. Mr. Henry advised staff to carefully examine the matrices.

Dr. Frank Mills expressed being uncomfortable with one matrix displaying the dual position of the president; serving with the senate in an advisory role and then Cabinet in a decision-making role. Due to time constraints, Ms. Scott-Elliott invited Mr. Henry to schedule a special meeting to further explore the matrices pertaining to the role of the UVI Senate.

Ms. Elliott announced that Ms. Miriam Osborne-Elliott was nominated by the UVI Staff Council to be staff representative on the presidential search committee.

Ms. Inez Bartlett announced the formation of a Campus Spirit Ad hoc Committee to bring back the spirit of family to the St. Thomas campus. St. Croix staff was invited to participate. After much dissent from staff it was agreed that St. Thomas was in need of unity. Mr. Evan Henley commented that the University offers food, but that's it and has not received a promotion in twenty years. Complaints were also expressed about the employee service award going mostly to administrators and Human Resources sweeping personnel issues under the rug.

Ms. Elliott suggested to staff to address these immediate issues by completing the questionnaires on issues. Ms. Elliott stated that completing the forms empowers the UVI Staff Council to address administration with a united voice. Dr. Mills expressed the need to formalize the minutes.

The UVI Carnival troupe is recruiting volunteers for Saturday's adult parade.

Action Items:

Motion: For UVI Staff Council to draft a resolution to take the position in encouraging the Administration to release Dr. William Wayson's report on the effects of restructuring between 1999 and 2005 in favor of transparency.

Motion: To place on the UVI Staff Council's general meeting's agenda, a discussion on salary compensation for staff.

Meeting adjourned at 12:50 p.m.

Action item(s):

Motion I

Motion II

Motion III

Meeting adjourned at 12:30 p.m.