## THE UNIVERSITY OF VERMONT STAFF COUNCIL

# Special Meeting

Wednesday, March 10, 2021

#### MS Teams

Please note that the below notes are not verbatim; see the video recording for the authoritative version of this material.

Members in Attendance: President Caleb Gilbert, Vice President Laura Clayton, Barbara Asiimwe, Cheryl Herrick, Mindy Kear, Allison Spain, Emily Taylor, Kenneth Viglucci, Jennie Keenan, Christa Hagan-Howe, Tully, Kristen Cella, Heather

Allard, Tatiana Andrievskaya, Carri-Ann Rock, Jenna Emerson, Joe Speidel, Jilliene Rodriguez, Katherine McGinn Hall

Staff: Bisabeth Blair, Staff Council Program Support

Ex-officio: Alan Shashok, Staff Council Administrator

Guest: Rocki-Lee DeWitt, Professor of Management in the Grossman School of Business

Call to Order:

Caleb Gilbert called the meeting to order at 2:00 PM.

Presentation: Rocki-Lee DeWitt

### Rocki-

2020, Provost Prelock put together a Work Group, co-chaired by Jes Kraus and Rocki-Lee DeWitt. Their charge was to explore alternative childcare options for the campus community, and to put together a review of needs, and compile data and identify options that are fair, fiscally sound and community
Common work group includes multiple staff

representatives. They have met regularly to understand the situation, including meetings with a variety of experts, data gathering, and attendance at community and state-level meetings. The following

organization, which has been at the forefront of closing the gap in quality childcare, and is an outgrowth of the Blue Ribbon Commission. Legislation may pass at some point on paid family leave and payroll tax.

Three Categories of Ideas:

- 1) Employee Support updated list of resources; flex time and flex work;
- 2) Support of Child Care Center Operators
  - a) YMCA/CESS Partnership this has already happened
- 3) Input to Emerging Public Policy

The various levels of support, in terms of resource intensity, were detailed in the presentation. One extreme includes engagement with other employers, flexible working time, and referral and information services. The other extreme includes on or near-site company childcare facilities.

The pandemic makes it difficult to understand what the steady state needs might be.

## Q&A:

Q: Has a university-wide survey of where staff/faculty are with their child care needs been administered yet, to help us gauge what the needs are and to hear directly from parents and employees?

A: No, we have not yet done so, but we have drafted a survey. We will be using a much briefer draft to get clarity on where we are. We

O: When do you expect to have a report? Also, are you looking at all/any parenting/childcare needs, or just early childhood education?

A: We started with a narrow view of infant and toddler care (which have the biggest gaps in available services); the expenses associated ation. One

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The meeting was adjourned at 3:00 PM.