

## **Staff Council Officer's Report**

**March 2024**

### **SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT**

On March 4, 2024 (rescheduled from 2/28), Monika, Jennifer, and Alan met with Johnathan D'Amore, Special Assistant to the President. Items discussed included:

- A review of Staff Council Office operations, budget and physical space. Other governance group's operational organization were also discussed. The budgeting process was reviewed as well as the space inventory process currently on campus. A Staff Council E-Board is also in the works for Waterman to replace one of the 3 bulletin boards.
- We continued the conversation on UVM wide communications as well as the move to Drupal 10 for websites. There is a new Project Management office that will be staffed to help processes for UVM initiatives. (This is different then the Planning & Design office)
- No or low cost E-Care training for the Safety Officers will likely happen. That group needs to be re-examined as it was developed for the COVID years, but felt it is a good group to continue. It will need to be reorganized as to who may be included in the group and how it's organized.

### **SC LEADERSHIP WITH HUMAN RESOURCES**

On March 12, 2024, Monika, Jennifer, and Alan met with Caitlyn Sisler, Sarah Hennessy, Lindsey Melo, Liv Townsend and Chris Lehman. The discussion included:

- Monika asked for more information on the Kronos rollout. Aside from the negotiations with UVMSU, HR is not involved in the Kronos rollout, it is purely a payroll project. Payroll reports up to the Division of Finance and Administration therefore, HR did not have too much more to offer on the details of the project
- Various collaborations were discussed to include working with Wellness on the Teambuilding project
- We asked about HR's goals for the next 1-5 years. Many items were offered by HR including
  - Continue to build out the HR team, currently has 8 vacancies, some back fill and some new positions
  - Attracting good qualified candidates UVM wide and what is the "Employee Value Proposition" position to attract candidates. Much of the recruiting process and public facing information needs an overhaul to better tell the UVM story in a

more competitive market. The Job site will be revamped as HR interviews 2 vendors to assist with that project.

- One of the new positions will be a communications person for HR to revamp the image of HR
- Career path and internal recruitment was also discussed. When the new L&D person is hired, they will be working closely with the results of the Career Path Development team as well as PACE to better utilize what we have to match peoples career goals to T&D. Cleaning up the HR communication channels is a big priority to insure that people know who to go to for issue and concerns.

## **SC LEADERSHIP WITH UVM PRESIDENT GARIMELLA**

On March 18, 2024, Monika and Alan met with President Garimella. The discussion included:

- Monika thanked President Garimella for setting up a meeting with the Strategic Communication leaders. Feedback from Joel was positive.
- We asked President Garimella for a brief summarization of his leadership team. Overall, he is pleased with the leadership in place. As with any new group of administrators, there are some adjustments and clarifications on expectations. President Garimella specifically called out the leadership change in DOSA as a very positive move forward and Safety & Compliance as being in a strong unit. The search for a new CIO being reopened is a bit of a setback, but initiatives in ETS continue to progress. Communications continues to be a slippery snake (my words) to determine the best mix of methods to ensure as many people as possible are exposed to all the important communications that do go out. This continues to be a work in progress and of top priority. The President commented that all governance bodies should be in the loop on changes and upcoming initiatives as much as possible. Monika mentioned her idea of a “forced” landing page when a person logs onto their computer. The President stated, “That’s clever”.
- President Garimella does not foresee any additional large organizational structure changes. With changes of title from Vice President to Vice Provost for a few, seemed to make much more sense for those positions involved. He believes UVM senior administration continues to operate very lean.
- We discussed options for generating additional revenue. The usual ideas were discussed and the challenges with increasing tuition, fund raising and using UVM better in the summer months. UVM is constantly looking for ways to enhance all of these opportunities.

## **Upcoming Leadership Meetings**

- SC Leadership with Special Assistant to the President, Jonathan D’Amore, 3/27/24
- SC Leadership with HR, 4/09/24