

Staff Council Officer's Report

September 2023

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On September 13, 2023, Monika, Jennifer, and Alan met with Jonathan D'Amore, Special Assistant to the President

- Successes and possible improvement to the appreciation BBQ and appreciation week.
- One UVM vision theme was covered in that we are all here for the success of UVM regardless of organization
- Space availability and conditions were discussed here as well as with HR. Concerns about job offers being turned down once the workspace is known. Administration is very aware of some of the better-known limitations. There is constant examination to better improve space usage.
- A proposal was put forth by Monika and Jen to hire an FTE 1.0 person to split time 50/50 between the BoT office and the Staff Council office. The proposal was declined but left open the possibility of discussion with the new Chief Human Resource Officer, Christopher Lehman. For now, the office is strongly encouraged to embrace a shared service approach for work to be completed.

SC LEADERSHIP WITH PRESIDENT GARIMELLA

On September 13, 2023, Monika, Jennifer, and Alan met UVM President Garimella. The discussion included:

- The BBQ was fresh on our minds, successes and improvements were discussed here. Monika floated the idea of having more, but smaller events across campus like this to bring the campus together. Offering of a free athletic event of some type was discussed and the President liked a few that he will bring forth to leadership.
- The President is very happy to finally have a dedicated Chief Human Resource Officer (Chris Lehman) hired and in place after so long. He was encouraged better focus and initiatives can take place. A sentiment the President has shared in the past is in Higher Education, HR is generally not given the due it deserves, and he wishes to elevate HR to a better place than it may have been in the past.
- The OCG was discussed, and additional thoughts and ideas were offered on improvements for the coming year.

SC LEADERSHIP WITH HUMAN RESOURCES

On September 12, 2023, Monika, Jennifer, and Alan met with Caitlyn Sisler, Andrea Mast, Peter Blackmer, Sarah Hennessy and Christopher Lehman, new Chief Human Resources Officer. The discussion included:

- The Our Common Ground (OCG) committee will meet shortly to review this year's process and begin improvement for next year. Things to be examined will be criteria used, possible recruitment process, rolling nominations and more. Chris believes the OCG should be the most prestigious of all staff awards.
- The topic of physical workspaces both condition and availability were discussed. Risk Management is available to come to any workspace for evaluation and should be used to do so.
- Additional staff recognition possibilities discussed including a new employee recognition (1-3 years) as well as campus collaborator recognition. Care needs to be taken regarding existing recognition already being done by units/divisions/colleges.