

Staff Council Officer's Report

August 2023

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On August 2, 2023, Monika, Jennifer and Alan met with Jonathan D'Amore, Special Assistant to the President

- Monika discussed the vision of engagement and occupying the space that the collective bargaining units do not.
- Staff wellness as it relates to work space was discussed. Work space challenges are recognized, the hurdle is to identify how and where to move an individual or group. The Center for Health & Wellbeing was specifically discussed. Shared space, vacant space due to remote work or positions that will not be filled and how to consolidate space and operations.
- Monika expressed the desire to communicate and or, achieve short term gains for staff while the longer term projects are being completed.
- The challenge of filling vacant positions was discussed. Wages & benefits are but one part of the puzzle, but Vermont workforce is shrinking more quickly (more people leaving Vermont) then are coming to Vermont to work.
- The Our Common Ground award and process were discussed. The introduction of a more detailed evaluation process for applications as well as reducing barriers to those not "typically" nominated, especially non-exempt staff.
- With the departure of Simeon Ananou, Chief Information Officer (CIO), Richard Cate will serve as the interim operational manager of the unit. It was felt Enterprise Technology Services (ETS), managers were in a good place to continue the day to day operations while the search for a CIO replacement begins. Expected to take 3 - 6 months to fill the post.

SC LEADERSHIP WITH HUMAN RESOURCES

On August 8, 2023, Monika and Alan met with Caitlyn Sisler, Andrea Mast, Trent Klingerman, Peter Blackmer and Sarah Hennessy, HR Project Manager. The discussion included:

- The OCG deadline was extended to 8/11. At the time of this meeting, there were 24 nominations with a diverse representation across campus. Monika led a conversation on the OCG process and expansion of additional staff recognitions.
- Monika continued to bring to this group the opportunity to work on and implement short term wins for staff while long term projects are being completed. It was suggested by

HR that Staff Council can use their representatives as communicators and amplifiers of initiatives to staff.

- The idea of “Stay Interviews” as one possible method for retention. The idea was met with enthusiasm and positivity. The HR group will explore some best practices on this process.
- There was additional conversation on staff recondition, Trent identified 2 initiatives being worked on that he wishes to keep moving. An early career with UVM recognition, that being a person or persons here in their first 1-5 years. Secondly a campus collaborator award. These are in the very early stages of formulation.