

Staff Council Officer's Report

July 2023

SC LEADERSHIP WITH CHIEF INFORMATION OFFICER SIMEON ANANOU

On July 10, 2023, Monika, Jennifer and Alan met with CIO Ananou to discuss the Enterprise Resource Planning project (ERP).

- Monika raised topics around current roadblocks to efficient processes being experienced by staff to the point of developing workarounds and reluctance to change. She asked about short term “wins” that can be communicated to staff given how long the full ERP will take.
- The conversation diverged to one about campus/UVM culture and what that means. Items like “silos”, “roadblocks” and supervision were discussed with the idea of developing a “One UVM” mindset, bringing the whole UVM community back together.
- The ERP project itself will take a very long time as it involves looking at applications, implementations, process, etc., across the board in an effort to bring more efficient tools to help remove barriers and frustrations to productivity.

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On July 12, 2023, Monika, Jennifer and Alan met with Jonathan D'Amore, Special Assistant to the President

- A large part of the meeting was spent discussing flood relief efforts and how to amplify the message to campus. At the time of the meeting, PTO usage for volunteering as well as those impacted by the floods directly were still in the planning stages with the hopes of offering additional PTO for such efforts (which did come to pass) Supervisors were to be encouraged to be flexible and understanding over the coming weeks.
- Opening the Staff Council Emergency Loan Fund (SELF) as a possible means for immediate monetary needs was discussed.
- The Supreme Court decision on admissions was discussed as to how it may impact UVM. It was emphasized the because of UVM's current holistic admission process, there would likely be no changes due to the decision. There may be processes outside of UVM that may be impacted, such as the Common Application and the questions asked there as one example.

SC LEADERSHIP WITH HUMAN RESOURCES

On July 17, 2023, Monika, Jennifer and Alan met with Caitlyn Sisler, Andrea Mast and Trent Klingerman. The discussion included:

- Trent reviewed the Our Common Ground (OCG) award nomination process as currently in place. The Staff Appreciation week committee had its first meeting this week with plans well under way for the BBQ and other possible activities during the week. Flexibility to supervisors will be stressed to allow as many that wish to attend the BBQ as possible. Ideas were also discussed on soliciting OCG nominees' given the shorter than usual time frame.
- Kronos continues to move ahead, though as of this meeting, the specific time is a moving target for a "number" of reasons.
- Monika discussed additional collaboration efforts between Staff Council and HR while Jennifer reinforced to be a two way street of engagement and interaction. Bringing a sense of fulfillment and engagement to staff is a focus when trying to link ones individual daily work routine to the UVM mission. Trent suggested also being sure to bring these topics to Jonathan and President Garimella when Monika and Jen meet with them.
- HR alerted to communications coming out in the next month or so regarding the regular release of administrative closure dates. Other than dates, no changes are expected.