



The University of Vermont

From: Jes Kraus, Chief Human Resource Officer
To: HR Representatives and HRS
Re: Restructuring of Human Resource Services
Date: September 21, 2021

I am writing to make you aware that effective Monday, September 27, 2021, Human Resource Services (HRS) will undergo some organizational restructuring. These efforts will enable us to most effectively serve our campus customers, and will include the following changes:

- **Andrea Mast** will continue to serve as Associate Chief HR Officer for Operations and Total Rewards. Her area of responsibility will expand, and she will oversee Benefits and Employee Wellness, Classification and Compensation, Professional Development and Training, HRIS, and the information and customer service team.
- **Peter Blackmer** will serve as the Associate Chief HR Officer for Labor and Employee Relations. He will be responsible for all areas of labor and employee relations, including contract administration, faculty services, performance and discipline, leave management, and collective bargaining.
- In addition to these changes, **Megan Boucher, Theresa Gookin, Rafee Khan** and **Kait Rooney** will all take on additional supervisory and operational responsibilities.

As a key campus partner, Human Resource Services is committed to serving the needs of all faculty and staff. We appreciate your understanding during this transition, and are confident that you will continue to receive a high level of service from our team. If you have any questions or concerns, please feel free to contact me directly.

Human Resource Services

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