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unie Renaud is an exceptional business manager for the Department of Education and a talented grants administrator and human resources professional in the College of Education and Social Services. Kunie's entire career at UVM has been characterized by her dedication and steadfast commitment to serving the University community and the values expressed in *Our Common Ground*.

Kunie's *respect* for faculty, staff, and students is unparalleled. Kunie is exceptional when it comes to answering questions and explaining complex budgetary issues thoughtfully, patiently, and in a way that conveys great respect for anyone who has a question for her. She approaches her work with an ethic of caring and *openness* as well as a strong set of collaborative skills that enable

her to work closely with faculty and staff in decision-making processes.

Kunie demonstrates tremendous *responsibility* in her approach to carrying out her role, and frequently goes well beyond her tasks to propose a new idea or analysis that she has developed. Her financial acumen and recommendations are always evidence-based, reliable, and valid. Kunie's sense of *integrity* is conveyed through her straightforward responses and deep knowledge of policies and procedures across the college and University. Her *innovative* approach to the first few years of UVM's implementation of Incentive-Based Budgeting and her involvement in our college-wide strategic planning have been instrumental in guiding our efforts toward sustainable resourcing of our College environment. Her commitment to an efficient and effective environment extends to the University as well: over the past year, she has supported efforts in Sponsored Project Administration to improve efficiencies in activities associated with grant/research submissions and oversight.

Kunie is an introspective person whose commitment to the principles of equity and *justice* is clear, thoughtful, and unwavering. She draws on her own experiences to offer leadership and additional support to faculty, staff, and students from diverse backgrounds, in particular to those who may be struggling to navigate their way in our College, University, and communities.

Kunie's approach to her work has contributed a great deal to the overall health and climate of the College of Education and Social Services. In recent years, we have needed to respond to a great many internal and external changes. Each time a challenging situation has presented itself, Kunie has demonstrated important insights and the skills to support the College in large and small ways. She is not one to dwell on what is difficult; rather, she summarizes the situation and supports the College team in imagining where we might go. She offers leadership, calmness, and perseverance and extends herself far beyond the expectations of her position. With her positive attitude, dedication, and high values, Kunie is a true asset to the University.