



Staff Council President's Report

Board of Trustees

October 6, 2022

Prepared By

Jon Reisenweaver, Staff Council President

As Fall comes upon us and the semester is in full swing, Staff Council has been deep in retrospective strategic change. The Council continues to move forward as we integrate the new staff dynamic since the recent contract ratification. We are settling in, building an organized work plan for the year.

The Compensation, Benefits, and Budgeting committee has been reinstated. We will be populating it with the required non-represented staff. With the help of Labor and Employee Relations, we are hoping to have the first meeting soon. We have worked with senior leadership to make sure there is a solid path for all proposals coming from that committee to be reviewed by the appropriate executive team.

This year's Staff Council retreat is planned for November 1st and we will be taking the opportunity to reignite the fires that brought all of the representatives together. Staff Council has always done great work, in part, because there is mutual respect between representatives. There is a common bond to make the campus community better. With the plethora of new members from diverse backgrounds, it is even more important that we remember what brings us together for our constituents and how our personal experiences can be powerful influences on our decision-making processes. We are working to have Dr. Amer Ahmed keynote our retreat and kick off an agenda that will help us better understand each other.

Staff Council Community Engagement Committee is tasked with giving out the Community Service Award which recognizes demonstrated volunteerism by UVM staff, with a \$25 award per staff member made payable to the 501c3 group or organization connected to the staff member's volunteer effort. It is with great pride that I mention that the Staff Council just gave out eight awards to help with food insecurity, restorative justice, children with illnesses, and harm reduction and education services all right here in the Vermont community. Our continued success in giving these awards is leading to a new proposal for increased funds to make a greater impact on our local community.

Returning to a post-pandemic world has had many positives, one of which is the increased availability of professional development opportunities both on and off campus. The Staff Council Professional Development Fund is honored to have awarded funds to five non-represented staff members totaling \$2,350 for FY23 Q1. This allowed conference attendance, recertifications and skills enhancement all aimed at strengthening staff's career goals and UVM's ability to deliver a superior higher education

experience for our students. Applications to the fund are reviewed on a quarterly basis. We look forward to continued support of professional development on campus through this program.

I formed the Staff Council Ad Hoc Committee for Recognition and Retention whose charge was to research peer institutions and collaborate with them to propose innovative ideas and thoughtful ways to help with staff recognition and retention here at UVM. Based on field analysis of these peer institution's award and retention practices in conjunction with the committee's personal insights, Staff Council put forth a formal proposal to President Garimella on September 27th. The proposal was very well received and the Council will collaborate with the administration to implement and iterate upon the proposed suggestions.

I continue to be impressed with the strength and resilience of our Staff in making UVM better for our students through any challenge. I want to specifically applaud all of the Staff Council representatives and the Staff Council office administrator for their dedication and service. Their work, in collaboration with senior leadership and the Board of Trustees, is immeasurable.

Submitted respectfully,
Jon Reisenweaver, Staff Council President