



Staff Council President's Report

Board of Trustees

February 4, 2022

Prepared By

Jon Reisenweaver, Staff Council President

As the Board may be aware, Staff Council has transitioned to new leadership with myself as President and Katherine McGinn Hall as our Vice President. This is my first opportunity to share with you and it comes during an interesting time for our campus and for Staff Council.

Due to the formation of a bargaining unit for most of the staff, Staff Council has had to evolve rapidly. Because we could no longer address items deemed to fall under the category of 'terms and conditions of employment,' we had to mothball a core committee, the Compensation, Benefits, and Budget committee. In doing so, those staff who remain unrepresented were left without an official conduit for communicating with administration about those matters. To address this, we are working with President Garimella to form a separate body which will carry that torch forward.

Despite this change, Staff Council continues to be an active partner with senior administrators in affecting positive change for our entire campus community. Staff are following all guidance for safety and logistical planning and have been supportive of the vaccination and booster mandates. The pandemic has also put into sharp relief what matters most to staff, with many rethinking their work-life balance.

With the recent marked increase in employees leaving the University, staff are acutely aware of labor constraints and the need to fill vacant positions. Staff Council has offered to partner with Dr Amer Ahmed and his team in the Division of Diversity, Equity, and Inclusion on initiatives to increase employee retention.

UVM staff, and the University as a whole, continue our ongoing efforts to recognize and address systemic racial and social injustices, both educating ourselves and identifying and improving policies and procedures. As an institution, it is our responsibility to be an example for positive change. In accordance with this responsibility, as Staff Council President I recommend that the federal holiday of Juneteenth National Independence Day be recognized as a holiday warranting administrative closure.

The UVM community works at both strategic and tactical levels for the education, betterment, and growth of our students. The Student Government Association has a list of projects and initiatives for which your help and expertise would be of great benefit. In light of that, I would like to put forth a challenge to the

Board of Trustees and senior leadership:

Openly offer resources and support to our students on at least one of their strategic initiatives to improve their experience here at UVM.

I would like to personally recognize the work of the Board of Trustees and senior leadership for the careful planning, decision-making, and resource expansion that have helped keep our campus open while maintaining a safe working and learning environment. Our continued success will depend on the best efforts of our frontline staff and all members of our community to adapt to the still constantly-changing challenges.

It is an honor and privilege to serve as Staff Council President. I look forward to continuing to work with the Board of Trustees and senior administrators to make this institution a better place for everyone.

Submitted respectfully,
Jon Reisenweaver, Staff Council President