



## **Staff Council President's Report**

**Board of Trustees**

**April 27, 2022**

**Prepared By**

**Jon Reisenweaver, Staff Council President**

The Staff Council has served the staff of this University for just over 50 years. With the recent bargaining unit efforts we have had to embrace the changes that so many are fearful of. We have had to look at ourselves and remember that the Staff Council's mission remains unchanged. We will always "serve as an advocate for all staff by seeking out and responding to their ideas and concerns, representing them to the University administration, and keeping all staff informed of University initiatives."

With the departure of Vice President Gary Derr, we have the opportunity to reimagine our structure and reporting channels to remain a relevant voice for the staff. We are working with Gary, Special Assistant to the President Jonathan D'Amore, and President Garimella to maintain our direct connection to the President.

As mentioned in my previous report, the Compensation, Benefits, and Budget committee is being reinstated. Bringing back this committee will provide non-represented staff a vital connection to the administration on topics related to the terms and conditions of employment. It is our hope that once reestablished, they will once again carry the baton of constructive cooperation for this group of staff.

UVM's amazing staff, and the Staff Council governing body, continues to build a stronger and more inclusive community. We have initiatives to address food insecurity for staff with plans to expand to also support our students if possible. There are working groups that will better provide support and resources to help with employee retention. More visibly, the Staff Council is also promoting community events and social opportunities for staff to reconnect with each other and rebuild the community that has been weakened over the last two years. Staff as a whole are feeling stressed, 'stretched thin', and tired. Despite this, staff continues to provide everything we possibly can to make this University the best it can be.

There is always room for growth, and improvement but change for the sake of change will not lead to the long term productive evolution that UVM needs for the future. Within IT there is something called the IT Infrastructure Library (ITIL) encompassing the 'Service Lifecycle'. The best practice is to collaboratively blueprint and design your changes first. Then build those changes into a working model for implementation. Once it has been built, deploy those changes. The final and *key* piece is to

constantly review and evaluate those changes to make sure they continue to serve the greater need, and revise when necessary. I believe the University can adapt this model to effect meaningful and positive change that will have incredible and lasting effects on our students' education.

I continue to appreciate the work and leadership of the Board of Trustees and the administration and know that our continued cooperation will only make UVM a better place for our students. Our many successes by our students and alum are testament to the caliber and strength of this institution.

Submitted respectfully,  
Jon Reisenweaver, Staff Council President