

Staff Council Officer's Report

November 2020

Virtual Retreat Planning

Laura, Elisbeth and Alan met with Joel Shapiro on November 5th to discuss ideas around holding a virtual retreat for Staff Council. Ideas included:

- 3-4 virtual seminars/training on various topics spread over the rest of the AY.
- Appreciative Inquiry was a topic discussed
- Racial progress and history on UVM were topics floated

There is a second planning meeting scheduled with Joel on 11/24 to further flesh out these and more ideas.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On November 9, 2020, Caleb, Laura and Alan met with Mary Brodsky, Greg Paradiso and Andrea Mast. This was a very productive meeting that touched upon numerous ongoing initiatives that concern staff.

- Conversation around about the impasse memo sent by HRS
 - Was intended as a clarification letter on where the union stands and how UA was asking staff to stand in solidarity with them
- Provost Prelock offered (thru Mary) to meet with the Executive Board to discuss budgetary and financial issues. (This has now been scheduled for 12/4 with the EB)
- HRS offered that internal communications can be better
- Upcoming communications and initiative include:
 - Staff Appreciation week initiatives, survey to go out to those that received gift cards and to those who would be in the same status next year to gauge the response and interest in that offer.
 - Wellness initiatives and questionnaire to go out
 - The Performance Management tool memo will be going out soon and the tool to go live to begin the review process. Mary stressed that managers will be given direction to be open and understandable surrounding the meeting on FY20 goals that were set before COVID and recognize efforts given during COVID

- HRS will be in touch with the teleworking group to coordinate a process moving forward
- Encouraging units to go fully remote as much as possible once finals are complete
- Discussion on how DEI is intertwined with process, policy and procedure.
- Reduction of UVM 4013b contribution for staff is NOT on the table
- Caleb continued to seek opportunities to partner with HRS prior to communications going out to, at the very least, offer SC's viewpoint
- Get a pulse from SC on class & comp for Andrea Mast

SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY

On November 17 & 18, 2020, Caleb, Laura and Alan met with Gary Derr, VP for Operations & Public Safety. Discussed were

- Format and process for the 12/4 meeting with Provost Prelock with EB. Caleb will solicit feedback from EB at the next meeting on topics and themes regarding budget and finance SC would like to hear.
- 3 tents currently up will be coming down (not winter worthy), 2 new winterized tents will be erected in December, at Davis the other at Redstone Green as well as an outdoor skating rink at u-Heights. These new tents will be available for booking by staff via EMS
- HRS working on additional operations memo mostly surrounding teleworking with additional encouragement to promote remote work.
- More clarity and communication coming out regarding continued availability of COVID testing on campus for staff
- Gary will check in with Richard Cate on any movement regarding parking fees and SC's recommendations.
- A brief conversation was had over UVM Reorganization plans and how this occurs regularly over the years. The total process from being to end can take many years and pass through many levels of approval before it is final.
- A conversation around advocacy vs activism was had. Focus on SC's mission and how any initiative or communication adheres to that mission. Also included in this discussion was the ability for SC to be even more action oriented on initiatives and don't discuss or lose sight of how much SC is plugged into many operational decisions on campus such as regularly tapped to nominate staff for various search committees, placing staff on various BoT committees, having regular and reliable access to senior administration and not being leery of respectfully pushing administration on important staff topics.