

## **Staff Council Officer's Report**

**December 2021**

### **SC LEADERSHIP WITH GARY DERR, VICE PRESIDENT FOR OPERATION & PUBLIC SAFTY**

On December 12, 2021, Jon, Katherine, and Alan met with Gary Derr, Vice President.

- The first of a few Executive Board retreats were discussed including the concept of “Culture of Care” Gary is interested to see the note Jon has from the retreat
- Retention will continue to be a challenge for a while for all three pillars, staff, faculty, and students
- There were no solid updates on the status of PD&T at the time of this meeting. Gary suggested bringing it to the next HRS meeting
- The staff vaccination requirement was being received well at the time of this meeting. No surprises have been met with. The policy for non-compliance was still being finalized. The number of exemptions requested to date was very similar in percentage to those requested from students, a small number

### **SC LEADERSHIP WITH PRESIDENT GARIMELLA**

On December 13, 2021, Jon, Katherine, and Alan met with Suresh Garimella, President.

- Staff morale was discussed and there are many issues impacting morale even outside of UVM and general uncertainties right now in the country. President Garimella agreed retention of all three pillars is a key component to focus on. The President has been devoting time with the state in hopes of increasing the state's financial support of UVM, having shown that UVM has done all it can to be responsible, it's time now for the state to show more support. Housing challenges in Chittenden County and in Burlington specifically. Challenges with local zoning make building additional dorms on campus that would relieve some of the tight housing market is a challenge that is being worked on.
- The evolution of Staff Council and steps being taken or suggested were discussed. The President expressed his continued support for Staff Council as well to support non-represented staff via some other committee. Overall, the first year or two under our new staffing environment will continue to offer questions on how Staff Council will move forward. The President is open to all ideas on continued dialog and organization on how to make that happen.

## **SC LEADERSHIP WITH HUMAN RESOURCES SERVICES**

On December 21, 2021, Jon, Katherine, Elisabeth, and Alan met with Jes Kraus, Peter Blackmer, Greg Paradiso, and Andrea Mast. The discussion included:

- Vaccination mandate moves forward regardless of any federal mandates at this point. Federal stays on mandates then removal of stays can delay the negotiations with all bargaining units and outcome. Also, communications to staff have to be regularly adjusted based on if there is a federal mandate or not.
- HRS (Jes) could offer no firm updates on PD&T but continues to stress the importance of deciding to the decision makers as it has been too long as well there needs to be decision made on a staff LMS which is wrapped up a bit with this.
- Jon brought up the possibility of UVM investing in “Recognition” Apps that ease to process of peer recognition as well as administration recognition of staff via any number of apps available, Jon has experience with a particular one. Jes will do more investigation and report back.
- Benefit changes are hoping to be able to all be made electronically in the coming year. This will improve accuracy, reduce workloads and should be an easier process.
- Annual reviews, as was communicated recently, are moving to a calendar year review versus a FY period. This review, due in March, will be the adjustment year, so this review will cover this past calendar year.
- Jon discussed the re-examination of Juneteenth being made a UVM administrative holiday. While not all Federal Holidays are administrative holidays at UVM, Jon believes this would be one to observe in that way. Jes suggested bringing any communications, stories, requests we have received directly to the decision makers on this topic. Jon will follow up and send this information up the chain.
- HRS has been under an external review of its systems and processes. This has been done by an outside entity and there should be a report out in the spring