

Staff Council Officer's Report

February 2022

SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY

On February 3, 2022, Jon, Katherine, and Alan met with Gary Derr, VP for Operations & Public Safety.

- Campus COVID update, the expected increase in case numbers on campus happened but it was not as high as anticipated. The isolation facility in Jeanne Mance has yet to reach 50% capacity and very few staff positives can be attributed to on campus activity.
- Since the PDF proposal was submitted to administration the same week as the BoT meetings, we should not expect a response soon.
- The plan to transition the SCO to Jes Kraus continues with both the administrator and coordinator PD's to be re-written to take into account the new PD&T responsibilities.
- The search for replacing Gary was opened today and Staff Council should continue to have a role hiring senior staff.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On February 15, 2022, Jon, Katherine and Alan met with Jes Kraus, Peter Blackmer, and Greg Paradiso. The discussion included:

- Jes encouraged flexibility to be used when hiring transfers and a probationary period regarding telework if the business needs of the new position can accommodate telework. It was emphasized that, as an example, a generalist duties, roles and responsibilities in one unit may not be the same in another to allow telework. It can also work in the opposite direction where telework may not have been possible in the old position, but is in the new one. In any case, a new telework request must be filled out and submitted for approvals as always. If a dean, or VP etc. is ok with allowing a transfer to telework within the probationary period, HRS is ok with that as well.
- Greg reports that wellness programs continue to be well attended, but they are continually evaluating each program as well as needs to try and bring the best possible options to staff. Wellness staff are always available to attend any staff meetings a unit may have to discuss options and opportunities.
- A discussion was had about the Workhuman staff recognition app demo. It was contemplated about UVM building their own app rather than source one out. Further conversation evolved into other ways of continuous staff recognition and the possibility of forming a campus committee to look at options.
- Be on the lookout for continued communications regarding Performance Reviews and process.