

Staff Council Officer's Report

April 2022

SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY

On April 7, 2022, Jon, Katherine, and Alan met with Gary Derr, VP for Operations & Public Safety.

- There was a discussion regarding CBB 2.0. Gary felt the proposal Jon had formed to be solid, offering just a couple of points of feedback. Gary suggested Jon bring to President Garimella and Jonathan D'Amore (Special Assistant to The President) for additional thoughts before bringing to the Staff Council Executive Board.
- After meetings between Gary, Suresh, Jonathan and Richard Cate, it was felt having the Staff Council Office report through Human Resource Services (HRS) was the best operational place to land. The specific person for reporting was yet to be determined at the time of this meeting. This reporting would be operational as in, time off approvals, PurCard approvals, performance reviews etc. For the governance part of the office's duties, that would run through Jonathan D'Amore. What Gary had been doing will be split into two places. All other current leadership meetings between Staff Council Leadership, HRS, and President Garimella will continue and regular meetings with Gary will be replaced with meeting with Jonathan. As of this meeting, it is not planned to fill the vacancy of Staff Council Coordinator.
- While on the agenda to offer Gary an update on Spring Representative elections, Gary was present at the full Staff Council meeting just two days prior, so no additional information was forthcoming.

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On April 11, 2022, Jon and Alan met with Jonathan D'Amore, Special Assistant to the President

This was an impromptu meeting with Jonathan which took the place of a scheduled meeting with Jes and Richard Cate that was to address the Staff Council office reporting and vacancy. Discussed with Jonathan were:

- Jon and Alan gave Jonathan an overview of Staff Council, the office, duties and tasks performed by the two office positions.
- Jonathan asked good questions, was open to all that was said and made just a very few comments regarding reporting and the vacancy. He was to take away all that was discussed and conduct further meetings with President Garimella, Gary Derr, Richard Cate and others before any additional decisions were made. No date was given, but Jon and Alan stressed that it's more important to get this right than to make it quick.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On April 18, 2022, Jon, Katherine, and Alan met with Jes Kraus, Andrea Mast, Peter Blackmer, and Greg Paradiso. The discussion included:

- Work between Dr. Amer Ahmed and HRS on retention efforts was discussed. While there has been no reach out from Diversity, Equity and Inclusion (DEI) to HRS on this topic, it is known that each college/division/unit will very likely have a DEI person imbedded within them but unclear if they are to be student, staff or both centric. All will be tasked with working on their own DEI plan. Jes and Jon will reach out to DEI on their retention efforts.
- Jon offered an update on where the Recognition & Retention ad hoc committee stands at this point. Alan, having attended both of their meetings to date offered a few more details on their progress. (Krysta will be reporting to both the Executive Board & full Staff Council on that progress, so refer to that report out for more details).
- The topic of “Tuition Remission” for UVM Professional and Continuing Education (PACE, formerly CDE) was unearthed. As was discussed in past meetings, PACE relies on registration fees strictly for their funding, so a regular offering of reduced or free tuition for their classes may be problematic. However, PACE does offer several credit bearing classes which are eligible for tuition remission. Also, any division/college/unit that has professional development funds can use them for noncredit bearing PACE courses. The usual criteria is how this relates to a person’s current job and not that they just wish to learn how to brew beer. Jes will reach out to PACE to see if they can better publicize those courses that are credit bearing that would qualify for tuition remission as it’s a bit unclear now when you look that the listings.
- The new Performance Review timeline and process seems to be going well with 75% completed to date
- Kait Rooney either has or very shortly, will be heading up a group to look at and retooling the onboarding process. Jes is asking for a determination within 6 months on that project. Jon offered any assistance Staff Council can provide in this process.