

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

**September 2021**

### **SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY**

On September 1, 2021, Jon and Alan met with Gary Derr, VP for Operations & Public Safety.

- Jon updated Gary on his plan to develop a committee, outside of Staff Council to advocate for non-represented staff on Terms & Conditions of employment issues. It was reinforced that non-represented staff still need a voice on these topics.
- Jon offered an update on the early stages of filling the Vice President Seat
- A conversation surrounding some of AFT's communication to Staff when stating Staff Council was "covered". It was felt this undermines the neutrality of Staff Council and further clarification on if this refers to the office or the body of Staff Council. Jon was to reach out to AFT for clarification
- The options to offer hold in-person meeting was discussed. Still a mixed bag on campus, some still totally virtual, some hybrid and some fully in-person. All are acceptable as long as UVM guidance is followed.

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

On September 9, 2021, Jon and Alan met with Suresh Garimella, President.

- Jon asked about the 2050 project and where it stands. There is nothing new to report at this time as the 2050 groups did not meet over summer since many in those groups are faculty. President Garimella was hesitant to put out an "empty memo" just for the sake of putting one out knowing how full everyone's inbox can get. The 2050 website has any and all up to date information regarding the project
- Jon addressed the 'From The President's Desk' communication that at first glance, appears on heavy recognition for faculty and students and less for staff. The student and faculty call outs were specific to national and global awards and recognition they had received, and not necessarily specific to UVM work. President Garimella took to heart the feeling that some in staff felt left out of this communication. Jon encouraged him and his staff to be aware of some of the division/unit/college recognitions staff do receive and to reach out to the Staff Council office if there were questions on this.
- We discussed the filling of Gary Derr's position. President Garimella emphasized how critical this position is and if it were to take a bit longer to be sure the correct fit happens, that this is ok. (Side note, since this meeting Jon and Alan along with other governance leaders will be interviewing the three final candidates this month, the original search committee comprised of Amer Ahmed, Vice Provost Diversity, Equity & Inclusion, Bill

Falls, Dean of College of Arts & Sciences, Chris Burns, Curator of Manuscripts & University Archivist, Claire Burlingham, University Controller, Jan Carney, Director, Masters of Public Health Program, Jeff Schulman, Director of Athletics, Joe Russell, Assistant Dean of Students, Joel Seligman, Chief Communications Officer, John Collins, Deputy General Counsel, Julia Russell, Associate Chief Information Officer, Michelle Paavola, Medical Director, Wendy Koenig, Director of Federal & State Relations)

- Jon asked for any input on his introduction of President Garimella at the Social on the Green. President Garimella had little to offer on that specific ask, though he did express how pleased he was it was going to happen this year, even in its paired down presentation.

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

On September 14, 2021, Jon, Alan met with Jes Kraus, Mary Brodsky, Greg Paradiso and Andrea Mast. The discussion included:

- On teleworking, more to come on the policy. Waiting for the online form to be used to be completed. Using the same vendor that developed the health screen for COVID this past year. Jon offered any assistance Staff Council can bring especially as possible testers of the online form, Mary encouraged all department heads, managers, supervisor, to be having conversations with staff on department needs, staff wishes and schedules, not to wait until all is set to go.
- Not on the agenda, but related to Telework, Jon took the opportunity to bring up the challenge of updating Position Descriptions and there needs to be UVM mindset change to make that effective and all to be conscious that it is almost impossible to include 100% of duties in a PD.
- No current updates on the status of PD&T other than Paul Goldberg, the remaining staff member there, continues to communicate and organize the trainings done by non-PD&T people around campus. With the return of Jes and Mary's departure, there has been a hold for a bit on this topic.
- Jon unearthed the topic on non-salary recognitions for all staff. Jes encouraged and would look for any and all robust recognition programs that Staff Council might have in mind while being sure to keep away from Terms & Conditions type of offers (such as Indigenous Peoples Day off etc.)
- October will bring Open Enrollment with the annual benefit communication to come out also in October. The Benefits Fair will be held 10/26 at the Davis Center this year.