

Staff Council Officer's Report

April 2023

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On April 5, 2023, Jon, Katherine, and Alan met with Jonathan D'Amore, Special Assistant to the President

- Feedback on CBB letter of intent was positive and responded to by Trent Klingerman. Good beginning to relationship building. Audience for the letter was appropriate. Johnathan suggested inviting Trent to a CBB meeting early in the new FY.
- Feedback on Chair Lumbra's visit to the full Staff Council meeting was positive. Chair Lumbra is very interested in repeating the opportunity. Structure of meeting during the BoT Chair visit will need to be fine-tuned, as well as for any non-Staff Council speaker.
- The "ceiling" of Staff Council representation was discussed. That is, how high up in the UVM administration is it reasonable for SC to be advocating. Johnathan suggested the line be drawn at anyone reporting directly to the President or Provost.
- Letter from President Garimella supporting SC elections was discussed. The President is for it. Need to determine the best way for the best impact.

SC LEADERSHIP WITH UVM PRESIDENT

On April 6, 2023, Jon, Katherine, and Alan met with Suresh Garimella, President University of Vermont. The discussion included:

- Partnering with Administration on the UVM Strategic Vision. President Garimella let it be known that research funding has now exceeded tuition net revenue for the first time. UVM has become the 4th most productive research institute in the Northeast. Managing the mindset and operational changes to a research institute is encouraged. This may be accomplished, per President Garimella's suggestion, of regularly inviting senior leaders to Staff Council meetings to gain first hand insight on this path to be able to pass along to constituents.
- The second item dovetailed with the first. Having President Garimella attend SC meetings was discussed. Again, Senior VP's and other senior staff at meetings are encouraged. President Garimella would be very open to attending a future Executive Board meeting.
- Feedback on Chair Lumbra's visit to the Staff Council was minimal. President Garimella's impression was it went very well and is encouraged Chair Lumbra would like to come again.

SC LEADERSHIP WITH HUMAN RESOURCES

On April 11, 2023, Jon, Katherine and Alan met with Caitlyn Sisler, Andrea Mast, and Peter Blackmer. The discussion included:

- Updates on the Recognition & Retention proposal put forth last year by Staff Council. Karin Tierney, former interim CHRO, has been contracted for a small number of hours to work on the project. Recruitment for a permanent position for this purpose is being retooled before posting. Peter will follow up with Karin on her progress. Jon will follow up with President Garimella on his stated expectations so HR knows what he is looking for from the proposal.
- Kronos launch is moving forward with the tech side going fairly smoothly. Training for supervisors and front line staff is forthcoming. This will be communicated in waves to the appropriate groups as they meet their “wave” deadline for implementation. Supervisor duties and requirements really not changing, just the tool used (Kronos) for performing those time management duties. While each department can select to use a time clock type of implementation or computer based like with PeopleSoft, it is expected a vast majority will use the computer based implementation. Kronos has the additional advantage of being real time. PTO and time calculations will happen as soon as the hours worked are entered. PeopleSoft is unable to be real-time.
- Andrea and Caitlyn will be attending the next CBB meeting in an advisory capacity. How HR may engage with CBB afterward will be determined.
- As the University seeks paid volunteers to work various events, such as commencement, work being performed and asked for as well as hours worked will need closer scrutinization.
- In other business, the Mercer project will have quarterly communication updates from HR as well as regular website updates. There will be an employee focus group formed in late spring.
- There are no foreseeable changes to the COVID vaccination policy requirement for new hires