

Staff Council Officer's Report

October 2022

SC LEADERSHIP WITH UVM PRESIDENT

On September 27, 2022, Jon, Katherine, and Alan met with Suresh Garimella, President University of Vermont.

- The full meeting was spent discussing the Acknowledgment & Retention Proposal sent forth from Staff Council to Administration for consideration. President Garimella was very pleased to have received the report and saw several items that could be addressed fairly quickly. He has asked HRS and his Special Assistant Jonathon D'Amore to begin to "operationalize" some of the items and to work with Staff Council leadership to nail down these items. We should expect to hear from HRS on the proposal. As part of the conversation, President Garimella made mention that parking on campus is on his mind to be addressed.

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On October 5, 2022, Jon, Katherine, and Alan met with Jonathan D'Amore, Special Assistant to the President.

- Jon led the discussion on the community garden initiative and how best to move forward. The conversation centered on a few items to address, including the sustainability of the garden, who will oversee it long term, was the grant applied to only a one time opportunity or is that something that can be applied for again.
- The proper path for CBB 2.0 to submit proposals was discussed. The usual players would be the key people to send these proposals to include the CHRO (Chief Human Resources Officer), Jonathan, Provost, President, CFO and GC (General Council since HRS now reports thru that office)
- Staff serving on BoT committees can be anyone regardless of representation status. (Since this meeting, however, the recruitment for an open staff seat with the BoT has been placed on hold for further review)
- Jonathan was not able to offer any update on restating the Staff Council Staff Emergency Loan Fund (SELF)
- The Acknowledgment & Retention proposal was discussed, centering on the various awards and processes used to determine awardees. The Our Common Ground (OCG) award is seen as the top recognition from UVM and should remain as is in its current form so as not to dilute its standing. As discussed with President Garimella, the new GC (General Council) Trent Klingerman and CHRO will work with Staff Council leadership to determine the best path forward. Within this topic, engagement lunches were

discussed as part of the proposal. Many senior leaders already meet with departments on a regular basis, so what would be the goals of the lunches as proposed, how best to make this or different types of engagement successful? Determining other awards that may not be inclusive was discussed, for example, parking awards may be seen as inequitable to those that are in extension offices or with higher teleworking, those that do not come to campus as often or to that commute via public transit. Future awards of this type will need to keep that type of lens on them so as not to mistakenly eliminate some groups.

SC LEADERSHIP WITH CHIEF INFORMATION OFFICER (CIO)

On October 10, 2022, Jon and Alan met with Simeon Ananou. The discussion included:

- This was a somewhat regular annual meeting where the CIO asks to meet with leadership and discuss Shared Services accomplishments, current initiatives and the future. This is with the intent of determining if the information would be useful for the full council to see and hear. Just a few takeaways from the wealth of information shared included
 - Brightspace, the new UVM LMS (Learning Management System) will be fully implemented for Fall of 2023
 - All Extension Offices are now on the UVM network where before they had a patchwork of connectivity
 - The current 5th year of the strategic plan will be used to evaluate the prior 4 years to help determine a path forward
 - An “in-person” presentation to the full Staff Council will likely take place in December

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On October 11, 2022, Jon, Katherine and Alan met with, Greg Paradiso, Andrea Mast and Peter Blackmer. The discussion included:

- Clarification on wording to be used in the CBB 2.0 recruitment email to go out to Non-Represented staff only
- We spoke about the continuing trend since lockdowns, to schedule meetings back-to-back to back, even though we are now post lockdowns and many meetings are taking place in person or in a hybrid format. Scheduling meetings in this way worked ok when almost everyone was virtual, but with a combination of in person and virtual meetings, this creates stress on people’s time as well as taking away from more pressing work at hand. There is no long any real buffer between meetings for many people creating a wellness issue for some. Various tips were discussed. The SCO will perform a bit more research

and come up with some ideas to present. If anyone wishes to work with Alan on this side project, let the SCO know.