

Staff Council Officer's Report

January 2023

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On January 4, 2023, Jon, Katherine, and Alan met with Jonathan D'Amore, Special Assistant to the President.

- We continued the conversation on Staff Council engagement with the Board of Trustees (BoT). Ron Lumbr, BoT Chair, will be invited to attend and speak at a future Staff Council meeting. To use this time efficiently, we will curate questions in advance from Staff Council to have ready. It was discussed to invite staff members serving on BoT committees to Staff Council to report out as well as submit a written report for dissemination. This was a process in the past that has been overlooked.
- Staff Emergency Loan Fund (SELF) after LER and legal review, is clear to resume with just a tweak or two to the application so it more closely mirrors the process. (Since this meeting, the SELF has gone live as of 1/4/23 and already received two applications as of this writing). This is a soft reboot as there will be no initial announcement in Staffline or elsewhere at this time.
- We discussed some of administration thoughts on Staff Council for the remainder of FY23 which included continuing as a staff advocate with administration, broadly define staff issues to administration, collaboration on Human Resource Service systems improvements, and remain as a sounding board for administration.
- In other business, Jonathan discussed the Deans Council and their interest in the parking issues being pursued by PPD. We clarified that the thinking was the Deans Council simply is in the position of offering a voice of support for PPD's agenda on this topic. Jonathan did encourage Staff Council (Jon and Katherine in particular) to engage with them and discuss common issues.

SC LEADERSHIP WITH UVM PRESIDENT

On January 5, 2023, Jon, Katherine, and Alan met with Suresh Garimella, President University of Vermont. This was the meeting rescheduled from 12/15/22. The discussion included:

- The Our Common Ground Award (OCG) and its return for 2023. Various leadership departures and changes in senior administration in 2022 interrupted the annual flow of the recognition. It will return in 2023, allowing for additional awardees to make up for 2022 assuming enough qualified applications are submitted, reviewed and approved. While one of Staff Council's earlier proposal suggested there should be more awardees regularly, President Garimella is very attached to the idea that the OCG should remain

special and of high honor. To award too many may water down its significance. However, a look at the overall process and procedure of OCG may be looked into to see if there might be areas of efficiency and accessibility. Additional recognitions, as part of the Recognition & Acknowledgment proposal set forth will be developed and launched.

- President Garimella led off the meeting with a lengthy response to the previously submitted Recognition & Acknowledgment proposal sent from Staff Council. In brief, the president suggested he felt suggestions were sound and will be pursued via HRS. HRS leadership as well as Trent Klingerman were also very enthusiastic about many aspects of the proposal. President Garimella would like to see one or two of them implemented by this spring.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On January 10, 2023, Jon, Katherine and Alan met with Caitlyn Sisler, Andrea Mast, Karin Tierney and Peter Blackmer. The discussion included the agenda from the canceled December 2022 meeting:

- Discussion on the Acknowledgment & Retention proposal from Staff Council and moving forward with some of the initiatives spelled out in the proposal. HRS leadership has had conversations with Trent Klingerman and President Garimella on the proposal and how to move forward. HRS would like to be able to institute some of the ideas, however, they, like many others, are dealing with staffing issues and vacancies, so adding new initiatives at this time may be difficult. They would like more conversations with President Garimella on how HRS might be able to make these happen. As an aside, Karin Tierney's contract ends on 1/13/23.
- Katherine offered insights on campus wide communications and specifically HRS communications versus Inside UVM e-newsletter. Katherine expressed some of the confusion recently on how, where and when important HRS information would be communicated. HRS stated that Inside UVM is now the standard method moving forward for HRS related communications. There may be one off rare situations that come directly from HRS, but a vast majority of HRS info will be in Inside UVM. Jon and Katherine will be writing a communication to Joel Seligman, Chief Communication Officer for Strategic Communication to offer some feedback on this process.
- In other business, Alan relayed to HRS that the Staff Emergency Loan Fund was back and live, Andrea Mast offered a review of where the Career Path Development project was as it moves into phase 2. Details can be found at that website <https://www.uvm.edu/hrs/career-path-development>