

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

**July / August 2024**

### **SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT**

On June 25, 2024, Monika Jennifer and Alan met with Johnathan D'Amore, Special Assistant to the President. Items discussed included:

- Monika offered a high-level year-end review of Staff Council
- Discussion of best practices for communication and getting information further down into the organization. What can Staff Council do to engage in this?
- Review of process and policy in advance of student return and fall elections. "Civil Discourse" will be among the foci of the fall and moving forward.

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

On June 26, 2024, Monika Jennifer and Alan met with President Garimella. Items discussed included:

- University review of policy and process. Finding almost all policies are very good, need better communication and dissemination of them and how to implement. The discussion was about how to get the word out on these.
- Discuss the President 5-year review, his 2 biggest takeaways were being a different/better communication and messaging on change. Additionally, being able to better discuss and explain UVM budgeting and finances.

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

On July 9, 2024, Monika and Alan met with Chris Lehman and Liv Townsend. The discussion included:

- Liv and EEOC are working on launching Staff Affinity groups. Also discussed actionable idea on staff recognition and engagement aside from another award
- Idea floated regarding motivation and reward for completing mandatory training. Chris was supportive of exploring this idea
- Liv working on a parking pass lottery. Also, years of service recognition will be recognized within the month a person achieves a service year rather than all at once a year. Recognition will expand to include 1, 3, 5 years of service.

## **SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT**

On July 31, 2024, Monika, Jennifer and Alan met with Johnathan D'Amore, Special Assistant to the President. Items discussed included:

- No current long term reorganization plans in place. Health Care costs continue to drive budgetary issues. Recent organizational changes were not driven by budgetary issues, but by operational improvements.
- Catamount Woods housing plan is dead. Final estimates were well beyond what could be supported. Catamount East (Old Holiday Inn location) will house new transfer students primarily. UVM has a 3 year lease on the property. There is no plan for undergraduate growth beyond the current capacities.
- Working toward growth with online Graduate programs
- Policy and process review continues before the fall. The Presidential Lecture series will be focusing on free speech and civil discourse.

## **SC LEADERSHIP WITH STRATEGICE COMMUNCATION LEADSHIP**

On August 21, 2024, Monika and Alan met with Joel Seligman, Alessandro Bertoni and Adam White. Items discussed included:

- Drupal 10 transition continues. The 5 students hired over the summer will continue into the fall. The primary focus has been on the academic Sites with administrative sites focus to come. Drupal 7 support will end in January 2025
- There is a new website in development that will allow better, more transparent access to policy, process and procedure. While most of these were seen as solid, access to and knowledge of them has been difficult. Monika suggested some type of instruction for managers and supervisors to provide better familiarity with them. Site will also offer concrete definition of terms.
- The departure of President Garimella and how it was communicated was led by Arizona as any premature communication from UVM may have caused issues. A new website is in the works to help communicate the search process.

## **Upcoming Leadership Meetings**

- SC Leadership with HR, 8/23/24
- SC Leadership with Special Assistant to the President, Jonathan D'Amore, 8/28/24