

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

**November 2022**

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

On November 2, 2022, Jon, Katherine, and Alan met with Jonathan D'Amore, Special Assistant to the President.

- The reinstatement of the Staff Council Emergency Loan Fund (SELF) should be by the end of November if not sooner. There are no payroll issues in the way the program works. The application may need some small tweaks so it matches the process, legal will address that piece. All staff will be eligible to apply.
- Movement on the Acknowledgment & Retention proposal will begin when the new Chief Human Resource Officer (CHRO) is hired, targeted by the end of the year. Johnathan suggested this also be discussed at our next Human Resource Services (HRS) meeting.
- Status of the Staff Council Office (SCO) reporting and filling the coordinator position were discussed. Not to much news on this front. More will be known once the new CHRO is hired. There was a suggestion the SCO report thru the new VP for Legal Affairs, Trent Klingerman instead of the CHRO. This may be considered. CHRO final interviews with governance body leaders to take place after Thanksgiving.
- In other business, the subject of parking on campus was discussed and the Professional & Personal Development Committee will be working on this topic. Jonathan made clear the cost and rate of parking should not be discussed in that committee as this is a bargainable item. Jonathan also offered that efficiency and utilization of spaces would be good paths to pursue.

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

On November 8, 2022, Jon, Katherine and Alan met with, Caitlyn Sisler (New Director of Benefits), Andrea Mast, Karin Tierney and Peter Blackmer. The discussion included:

- The current status of the Professional Development & Training (PD&T) department was discussed. While there are still a number of classes offered, they tend to have a narrow focus. HRS continues to work with other units such as DEI to facilitate and offer back office support. Labor & Employee Relations (LER) continues to offer sessions, primarily for supervisors and managers. The benefits team also has a number of regular sessions offered. However, there is currently no PD&T department as before. Karin Tiernay states this will be a high priority topic during the CHRO transition. Jon offered one topic, onboarding, as an area of focus. Andrea Mast will be working on centralization of onboarding with a team beginning 1<sup>st</sup> quarter of 2023 Jon asked about what individuals

looking for skill building should do in the interim. HRS suggested employees and supervisor should be having these conversations and finding how best to meet those needs.

- The Acknowledgment and Retention proposal was discussed. HRS had not yet had an opportunity to fully look over the proposal. Jon provided a high level overview of the proposal. HRS asked for and received the meeting notes from the Staff Council leadership meeting with President Garimella to help ground them on their conversations.
- The University Benefits Advisory Council (UBAC) will be rebooted. It has been dormant for some time. There will be representation on the council from across campus with the hope of starting in calendar 2023
- Open enrollment had just opened on 11/7. Most all benefits changes can now be done online via Peoplesoft. The Benefits Fair will be 11/16. HRS has not seen very much feedback, positive or negative, on the rate changes. The employee wellness group will begin to report up thru OSHR on 1/1/23