

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

**June, July 2025**

### **SC LEADERSHIP WITH CHIEF OF STAFF TO THE PRESIDENT**

On May 30, 2025, Monika, Jennifer, Jennifer Jorgenson, Staff Council President Elect, Samantha Dickey, Staff Council VP Elect and Alan met with Johnathan D'Amore, Chief of Staff to the President. Items discussed included:

- There was a brief introduction around the table for the new Staff Council Leadership
- Reviewed main purpose of these meetings, Jonathan providing navigational guidance, reinforced the value of Staff Council Leadership with senior administration, confirmed meetings with UVM President Tromp will continue as they have in the past
- Discussion on finances, budgeting and revenue, Jonathan described The Foundation works best by getting information from the Deans, therefore, pushing ideas up through the Deans is the best way to get to The Foundation
- No campus wide grand plan for staffing levels or reductions aside from not filling some open positions
- May be a few reorganization opportunities with minimal if any human cost
- Jennifer Main stressed offering support to units in the event there are a large number of early retirees
- Any additional changes or moves will wait until Dr. Tromp is on board
- Monika alerted Jonathan to the Door Decorating Contest welcoming Dr. Tromp. He offered a few ideas or themes that might be appropriate for the contest that would catch Dr. Tromp's eye.

On June 23, 2025, Monika, Jennifer, Jennifer Jorgenson, Staff Council President Elect, Samantha Dickey, Staff Council VP Elect and Alan met with Johnathan D'Amore, Chief of Staff to the President. Items discussed included:

- Discussion on Dr. Tromp's engagement with Extension. A "tour" of the state is being established to take place over the next 6-9 months. Where there are Extension Offices, she will visit during the tour or organize central meeting locations
- Reiteration on no large scale campus wide plans for staffing changes, may continue to keep open positions unfilled. As always, any major change in funding may impact these decisions
- The budget approved by the BoT in May is based on everything that was known at that time.
- Dr. Tromp is focused on high quality external communications and how Strategic Communications will be used for this

On July 10, 2025, Jennifer, Samantha and Alan met with Johnathan D'Amore, Chief of Staff to the President. Items discussed included:

- The Operations Teams developed by Patricia Prelock will continue, but the cadence over the summer will slow. Jennifer asked about staff representation on the teams and process for the make up of the groups.
- Staff Council Leadership meetings will continue with President Tromp and likely first meeting will be before the semester begins. Agendas should offer details of topics to be discussed
- Dr. Tromp's onboarding is going a bit more smoothly having a person that has been in the President's role before makes the transition a bit smoother.
- Planted the seed for Dr. Tromp to attend a full Staff Council meeting by the end of the year, Jonathan was encouraging
- Dr. Tromp's installation ceremony will be 9/30
- New CFO, Alicia Estey begins 8/20, will visit in July, campus leadership meetings in finance, Cindy Lee is a point in managing the orientation
- Samantha asked what Dr. Tromp's passion project may be. Athletics is key to community building, more focus and attention to show UVM is for all of Vermont, Democracy and open conversation can happen here

## **SC LEADERSHIP WITH STRATEGIC COMMUNICATIONS LEADERSHIP**

On June 2, 2025, Monika, Jennifer, Jennifer Jorgenson, Staff Council President Elect, Samantha Dickey, Staff Council VP Elect and Alan met with Alessandro Bertoni, Interim Chief Communications & Marketing Officer and Adam White, Executive Director of University Communications. Items discussed included:

- Brief introduction around the table
- Discussed communication practices and or how communications are classified. How to "fix" top down communications that don't trickle down.
- Adam offered that analytics show fairly high usage of Inside UVM.
- Monika offered the idea of creating a Tile for MyUVM that would house mission critical communications

On July 14, 2025, Jennifer and Alan met with Alessandro Bertoni, Interim Chief Communications & Marketing Officer. Items discussed included:

- Alessandro clarified the various roles within Strategic Communications. There is a very good org chart on their website with an expansion planned to help identify who does what

- Alessandro met with ETS to discuss a relaunch and greater promotion of MyUVM. It is not customizable by login, can customize top priority tiles. Meeting with CIO to see if the platform can be made more flexible
- Basil Waugh in media relations, filters press requests and can assist anyone receiving a press request on how best to respond following UVM Communication guidelines

## **SC LEADERSHIP WITH HUMAN RESOURCES**

On June 10, 2025, Monika, Jennifer Jorgenson, Staff Council President Elect, Samantha Dickey, Staff Council VP Elect and Alan met with Chris Lehman and Liv Townsend. The discussion included:

- Brief introduction around the table. Chris reinforced the value of the meetings, saying Staff Council is uniquely placed as a bi-partisan advocacy group
- Discussion on retirement fund changes, TIAA and Fidelity are both still the vendors. The PeopleSoft solution to allow employees to change contributions electronically, was always meant as a temporary electronic solution. The new process will be more efficient offering better tools for employees to manage their funds.
- The Dependent Audit was discussed. UVM is fiduciarily responsible to be sure this is accurate. The current process was somewhat hit or miss. There should be an audit every 3-4 years, UVM has never had one. Monika stressed communication on this topic to be thoughtful and mindful so as not to come across as accusatory.
- As of this meeting, there were no updates to offer on the early retirement offer sent out.

On July 15, 2025, Jennifer and Alan met with Chris Lehman. The discussion included:

- Finalizing draft plan for upcoming open enrollment for benefits. Will review with President Tromp for approval. Hard to know as of this meeting, what any increase may look like.
- The consultancy firm, WTW, performing the dependency audit has many security measures in place to ensure the privacy of information. This is what they do. UVM does not have the types of resources available to perform this kind of audit in house.
- Discussion on how Staff Council may support and amplify UVMCares and be sure we are not duplicating any efforts already in place by HR.
- Regarding the longevity bonus, Chris clarified it is up to each college to fund this from their own budgets. It was also clarified; this bonus was at the behest of the state arbitrator

## **Upcoming Leadership Meetings**

- SC Leadership with Chief of Staff to the President, Jonathan D'Amore, 8/19/25
- SC Leadership with HR, 8/18/25
- SC Leadership with Strategic Communications, 8/21/25
- SC Leadership with President Trump, TBD