

Staff Council Officer's Report

November 2025

SC LEADERSHIP WITH HUMAN RESOURCE LEADERSHIP

On November 17, 2025, Jennifer, Samantha and Alan met with Lindsey Melo, Interim CHRO. Items discussed included:

- No new information to offer from HR on the Emergency Time Code in the system for volunteerism. Lindsey will investigate more and get back to us.
- Training on the Job Architecture program for leadership has occurred, maybe 2 or 3 in the last few weeks. There is one that is recorded and available online. Jennifer asked more about the leveling guide as well as Job Description being in line with the Job Architecture process
- Jennifer asked about point person(s) for Retirees. As in previous meetings, Lindsey described this task will be in the hands of 3 HR Generalist. 2 are in place now, 1 more to be hired. HR now sends a "Retiree Digest" weekly to address issues in a timely manner.
- OCG and Staff Appreciation duties and point person(s) still being "teased" out. Currently attempting to lock in a date for the BBQ when Dr. Tromp may be available
- Looking for best practices on engaging with and contacting the remote worker population and specific issues to that population. Lindsey will research how best to do this.
- There were 30 staff that made it all the way through the early retirement process. There were likely more applicants, but if they were denied at the unit level, HR would not have that information. Samantha asked about the \$15,000 HSA payout, the process and timeline behind it.
- Next Meeting, 12/18/25

SC LEADERSHIP WITH CHIEF OF STAFF TO THE PRESIDENT

On November 18, 2025, Jennifer, Samantha and Alan met with Johnathan D'Amore, Chief of Staff to the President. Items discussed included:

- Jennifer shared information regarding the formation of the ad hoc committee to examine best practices for communicating with senior leadership. Jonathan was supportive
- The meeting cadence with the new CFO and CIO was discussed. Staff Council leadership will meet with Alicia Estey every two months. Meetings with Kellie Campbell, CIO, will be on an as needed basis

- Jennifer raised the concern regarding point people and processes needed for OCG and Staff Appreciation. The OCG is particularly important given the process should be starting in December. Jonathan assured the Staff Appreciation festivities will happen as it is a Presidential level initiative. Jonathan offered to assist Jennifer in the initial reach out to areas that will need representation on the OCG committee. (Point of information, the Staff Council President chairs that committee)
- Jonathan was asked to reinforce senior leadership attendance and engagement at the upcoming Holiday Bazaar.
- Next meeting, 12/16/25

SC LEADERSHIP WITH STRATEGIC COMMUNICATION LEADERSHIP

On November 19, 2025, Jennifer, Samantha and Alan met with Alessandro Bertoni, Interim Chief Communications & Marketing Officer and Adam White, Director of University Communications. Items discussed included:

- Lauren Griswold, new CCMO on her second week on the job, was also in attendance. There were introductions and discussions about roles, process and continuance of meetings with Strategic Communications
- Adam shared the new process of profile creation has been initiated with those on campus responsible for this task, primarily, communicators imbedded in the various units/divisions/colleges. Not all these areas had such a person, so it generally falls on an administrator.
- First meeting of the Website Governance group has taken place (Tatjana Salcedo presented at the 11/4 Staff Council meeting) Staff are well represented, needing participants from faculty.
- Samantha brought up continued support and communication regarding Rally Cat's Cupboard, not only as a student resource, but staff as well
- Next meeting, 12/22/25

SC LEADERSHIP WITH UVM PRESIDENT

On November 24, 2025, Jennifer, Samantha and Alan met with Dr. Marlene Tromp, UVM President. Items discussed included:

- Jennifer provided Dr. Tromp with updates regarding recent or planned meetings with other Governance Group leaders (SGA, GSS, Faculty Senate). Also updates on meetings with HR on bargaining unit leadership engagement
- Jennifer expressed appreciation for the perceived improvement in transparency thus far under Dr. Tromp's leadership. Noting the number of Senior Leaders that have asked to

present at Staff Council meetings and being sure to be inclusive of all Governance Bodies when initiatives are being considered

- Samantha raised the topic of highlighting Rally Cat's Cupboard, the recent SC Retreat learning opportunity with the cupboard, lacking funding for 2 workers in the fall.
- Samantha spoke to the meetings had to date regarding volunteerism with the CFO, and HR. Dr. Tromp again encouraged the initiative, along with Alicia Estey (CFO) in making this happen.
- Jennifer asked Dr. Tromp for feedback on her time at UVM to date. Dr. Tromp expressed how thankful she is to be here. Staff are so dedicated. "Blown away by awesomeness." She is also working very hard to get the Student Housing issue right as well as making the housing issue reporting process more accessible as the current process is a bit cumbersome.
- Next meeting 2/18/26

Upcoming Leadership Meetings

- Chief of Staff to the President, Jonathan D'Amore, 12/16/25
- HR Leadership, 12/18/25
- Strategic Communications Leadership, 12/22/25
- VP Finance & Administration, Alicia Estey, 1/15/26
- UVM President, Dr. Tromp, 2/18/26