

Staff Council Officer's Report

January 2026

SC LEADERSHIP WITH STRATEGIC COMMUNICATION LEADERSHIP

On December 22, 2025, Jennifer and Alan met with Alessandro Bertoni, Interim Chief Communications & Marketing Officer and Adam White, Director of University Communications. Discussion items included:

- Integration of Staff Council Communications, in particular, Staffline, with Strategic Communications efforts. Liv Townsend and Susan Davidson in Strat Comm will serve as point persons, Alan will be point within Staff Council
- Discussion on how to customize your MYUVM interface and tiles.
- Adam reported that the Website Governance group is in progress. He will offer additional updates as needed.
- Who is the Admin for any particular website management and how to find out if one needs to make changes? Using the Web Help form online is the best way to get this information right now.
- Next Meeting, 2/11/26

SC LEADERSHIP WITH VICE PRESIDENT OF FINANCE AND ADMINISTRATION

On January 15, 2026, Jennifer, Samantha, Perri Schodorf and Alan met with Alicia Estey, VP of Finance and Administration. Items discussed included:

- Philosophy on pay and benefits differentiation between Represented and Non-Represented staff. Alicia indicated generally, one should not be treated differently than the other. How that looks may be different from one group to the next, but there is the goal of equity.
 - A subconversation developed regarding Professional Development Funds. Alicia is very interested in looking at PD funding for NR staff.
- The Compensation, Benefits and Budget Salary letter was acknowledged and appreciated. Alicia will circle back in 30+ days as the university budgeting process progresses.
- Consideration of other benefits is on the table.
- Discussion on the IBB model. A consultant has been engaged in reviewing the model. Many campus leaders have been interviewed including many budgeting staff. It was determined that while the model is good, there are tweaks to be made concerning transparency of use and implementation.

- The proposed Fees & Tuition review committee was discussed. It has not been developed as yet, but there will be an ask for a Staff Council member to serve on that committee.
- Next meeting 3/19/26

SC LEADERSHIP WITH CHIEF OF STAFF TO THE PRESIDENT

On January 20, 2026, Jennifer, Samantha and Alan met with Johnathan D'Amore, Chief of Staff to the President. Items discussed included:

- Resources are being addressed within the President's Office and HR to move the OCG and Staff Appreciation events forward. Dr. Tromp is very interested in reimagining what Staff Appreciation will look like and not be tied to what has been done in the past.
- Separate from the usual Staff Appreciation BBQ, Dr. Tromp is considering holding an annual State of The University Address in conjunction with some type of picnic or food event. More detail to come.
- Discussion on expanding the funding for the Staff Council Professional Development Fund. There is interest from Senior Administration for this to happen.
- Finalizing text of the Strategic Plan for the Board of Trustees consideration later in February. If approved by the BoT, campus leadership will be provided with direction on how to integrate this into their operations.
- Search for the UVM Foundation President will begin very shortly with an expected 3-month timeline.
- There will be a search committee for a permanent Provost with the intention of including staff representation on the search to include a Staff Council member. This is targeted to begin in the Fall.
- Next meeting 2/17/26

SC LEADERSHIP WITH HUMAN RESOURCES LEADERHSIP

On January 27, 2026, Jennifer, Samantha and Alan met with Lindsey Melo, Chief Human Resources Officer:

- Performance Appraisals update. Trainings are available to help inform the process
 - A few minor application glitches uncovered, mostly in application response. They are being addressed
 - Appraisals will be open until the end of April
 - The tool has the ability to document ongoing performance meetings and update them during the year.
 - Appraisals should be covering the 2026 calendar year.

- Jennifer confirmed with Lindsey both the OCG and Staff Appreciation information noted in the report above from the meeting with Jonathan D'Amore.
- Jennifer had an inquiry regarding a Staff Singing Group. We confirmed with Lindsey the best route forward for that would be applying for an Employee Circle group. Alan will reach out to the interested staff person on steps to move forward
- Lindsey provided a few updates within HR
 - Lindsey has been assessing day to day operations in her interim role rather than taking up any new big initiatives, feeling those would be better suited for any new CHRO
 - A few redundancies were found within HR causing some confusion within HR and with staff on who handles what at a given time. Lindsey will be addressing these redundancies.
 - Seeking a process forward on how HR may be a better strategic partner with the campus.
 - The model Lindsey is focusing on is for there to be 4 HR Generalists partnered with 5 HR partners. This will help ensure there will always be a person available to assist.
 - HR needs to be more strategic on benefits and salary. Currently, these are considered separately. However, since it's all the same pot of funds that support them, an initiative will be to move these under one umbrella, Employee Total Rewards with the hiring of a Director of Total Rewards.
 - Talent Acquisition Partners will expand to staff 2 people providing more robust support for the hiring process.
 - Talent Devolvement and Talent Acquisition will merge together since they are so closely aligned. No staffing changes to take place to make this happen.
 - UVM just signed a 1-year extension with BCBSVT, as such, an RFP will be sent out for Health Insurance quotes and plans.
 - All benefits are regularly and systematically evaluated to offer the best combination of benefits reasonable. This includes retirement plans. Although no plans are in the works to change this benefit other than a regular examination of how to modernize what is offered.

Upcoming Leadership Meetings

- UVM President, Dr. Tromp, 2/18/26